

ENSURE YOUR DISTRICT PROVIDES MANDATED HEARING SPECIAL EDUCATION EVALUATION AND SERVICES

Administrators, are you in compliance?

- The need for hearing services in special education continues to be great. Roughly 15% of school-aged children (6-19 years of age) in the U.S. have some degree of hearing loss in one or both ears. A child with hearing loss experiences both auditory and sensory deprivation and this impacts communication, learning, and psychosocial development.
- Federal requirements under the Individuals with Disabilities Education Act (IDEA), state that schools are a valuable service delivery site for the federally mandated Early and Periodic Screening, Diagnosis, and Treatment (EPSDT) Medicaid benefit.¹
- More audiologists are needed to meet the demand in schools. The American Speech-Language-Hearing Association (ASHA) represents over 14,000 audiologists, 7.4% of who work in schools.² Expected demand, between now and 2030, for more audiologists ranges from 5% to 40%, which varies by state.³
- ASHA-certified audiologists bring in significant Medicaid and IDEA monies to school districts.

What can you do?

Attract and retain highly qualified audiologists to meet free appropriate public education (FAPE) requirements with a salary supplement.

- A **salary supplement** is compensation is generally given on an annual basis in addition to the current salary for 1) obtaining and holding the ASHA Certificate of Clinical Competence (CCC), 2) workload activities associated with Medicaid billing, or 3) as a tool to recruit and retain highly qualified audiologists.
- At least 128 school districts have compensated with a salary supplement for audiologists who hold ASHA's CCC.⁴
- Eleven states have passed legislation supporting a statewide salary supplement.⁵
- The National Board for Professional Teaching Standards (NBPTS) provides a teacher salary supplement; however, ASHA certified audiologists are not eligible.⁶

Does your district offer a salary supplement for NBPTS high-quality educator credentials?

If so, consider ASHA's Certificate of Clinical Competence in Audiology (CCC-A) as a reason for salary supplements to help recruit and retain educational audiologists in the schools. Educational audiologists are employed in local school districts to support and carry-out services—mandated by federal law—to ensure students receive FAPE. Educational audiologists:

- Obtain a clinical doctoral degree (AuD), which typically requires 3-4 years of full-time study, academic coursework, and clinical practicum experience.
- Ensure that deaf and hard of hearing students have full access to language and communication, specifically auditory information, in their learning environments.
- Are members of the school multidisciplinary team who facilitate listening, learning, and communication access via specialized assessments; monitor personal hearing instruments; recommend, fit, and manage hearing assistance technology; provide and recommend support services and resources; and advocate on behalf of the students.
- Provide evidence for needed services and technology, emphasize access skills and supports, counsel children to promote personal responsibility and self-advocacy, maintain student performance levels, collaborate with private sector audiologists, help student transitions, and team with other school professions to work most effectively to facilitate student learning.

National Certification Credentialing Options When Considering a Salary Supplement

ASHA certified audiologists are proud members of the educational team alongside teachers. Many school-based audiologists are compensated on a teacher salary schedule. The following chart differentiates ASHA-certified audiologists, those who hold the Certificate of Clinical Competence in Audiology (CCC-A), from National Board for Professional Teaching Standards (NBPTS) certified teachers when considering a salary supplement.

	NBPTS Certification for Teachers ⁷	CCC-A for Educational Audiologists ⁸
Eligibility	Complete a bachelor's degree from an accredited institution, possess a valid state teaching license (or meet the licensure requirements established by their state), and complete three years of successful teaching in one or more early childhood, elementary, middle, or secondary schools.	- Complete a 3- to 4-year doctoral degree program in audiology and supervised clinical practicum under a licensed audiologist. - Educational experience must meet the Council for Clinical Certification in Audiology and Speech-Language Pathology standards for duration and for depth and breadth of knowledge.
Exam	NBPTS Content Knowledge Assessment is a computer-based assessment to measure knowledge of and pedagogical practices for teaching a content area.	The Praxis Examination in Audiology is an objective, multiple-choice exam based on a validated process developed by the Educational Testing Service.
Clinical Supervision and Mentorship	Portfolio review includes: - video of teaching, - written essays describing teaching, and - one-day assessment by a group of peers.	Supervisors, for the purposes of ASHA certification, must hold the CCC-A, must have a minimum of nine months post-certification supervisory experience, and must have two hours of continuing education in supervision.
Maintenance	Maintenance of NBPTS certification occurs every 5 years. Teachers identify 2 professional growth experiences, develop written commentary, collect evidence, design a lesson plan, and prepare a video showing them teaching a lesson.	ASHA certification maintenance standards require that all certificate holders must accumulate 30 professional development hours during each 3-year certification maintenance interval in order to maintain their ASHA CCC-A.

Questions?

Contact Eileen Crowe at ecrowe@asha.org.

¹ American Speech-Language-Hearing Association. (n.d.). Early and Periodic Screening, Diagnosis, and Treatment (EPSDT) Advocacy. <https://www.asha.org/practice/reimbursement/medicaid/medicaid-toolkit-epsdt/>.

² American Speech-Language-Hearing Association. (2023). 2022 Member and affiliate profile. www.asha.org.

³ American Speech-Language-Hearing Association. (n.d.). State Quick Facts About the Professions. <https://www.asha.org/advocacy/state/quick-facts/>.

⁴ American Speech-Language-Hearing Association. (n.d.). Local District Salary Supplement by State.

<https://app.powerbi.com/view?r=eyJrJoiTg5YTM3YTctZjA1MC00MWZjLTgyMDItZmE0M2Q1NWU3Y2NlIiwidCI6IjBhMDY4NWVmLWNIMjgtNGlyZC05ZGFmLTEyNjlyYzc3ODc4YyIsImMiOiJF9>.

⁵ American Speech-Language-Hearing Association. (n.d.). Statewide Salary Supplements.

<https://app.powerbi.com/view?r=eyJrJoiYTFiMmI3Y2MtNzdjNC00ODg2LTlhN2EtZjU2MmM5YTQzYWYyIiwidCI6IjBhMDY4NWVmLWNIMjgtNGlyZC05ZGFmLTEyNjlyYzc3ODc4YyIsImMiOiJF9&pageName=ReportSection9da9051df5b29ecaeb1a>.

⁶ National Board for Professional Teaching Standards. (n.d.). Standards. <https://www.nbpts.org/certification/standards/>.

⁷ National Board for Professional Teaching Standards. (n.d.). National Board Certification. <https://www.nbpts.org>.

⁸ American Speech-Language-Hearing Association. (n.d.). Certification. <https://www.asha.org/certification/>.