



2024 ASHA CONVENTION ELEVATE!

December 5-7 ▲ Seattle, WA



The Importance of Education Union Membership for Related Service Providers

Presentation by:

Mary P. Dooher, M.A., CCC-SLP

Jada Kahl, MSOTR/L

(Anzer) Nikki Woodward, Ed.D.

2024 ASHA CONVENTION

Agenda

5 minutes—Introductions and Disclosures

20 minutes—Overview

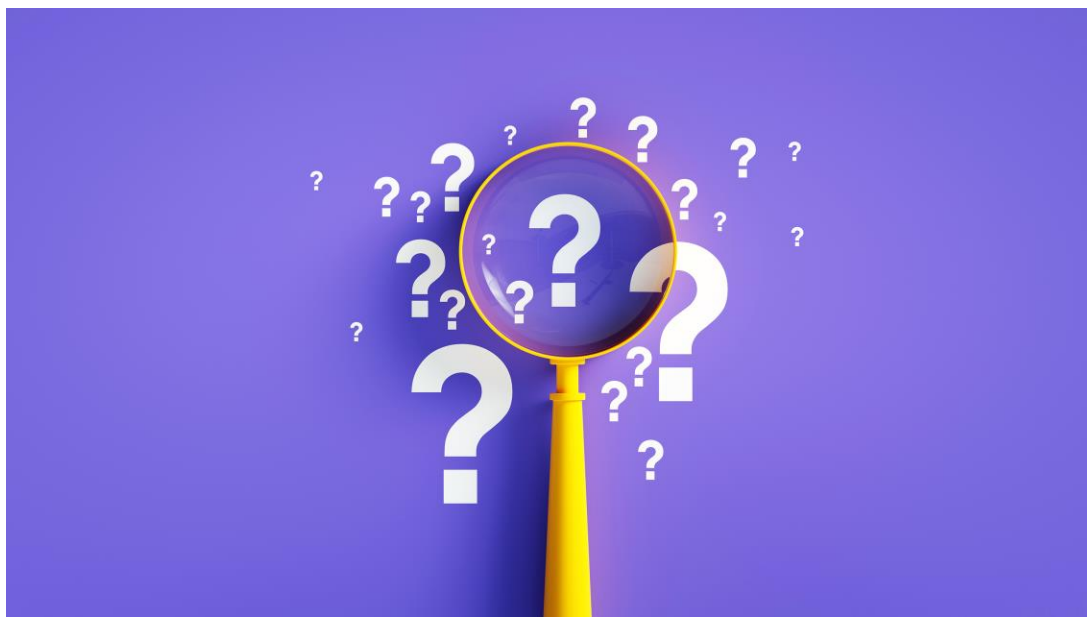
20 minutes—Education Unions and RSPs

10 minutes—Questions/Answers

5 minutes—Conclusion and Wrap-Up



Who Joins Us?



Experience?

- First Five Years
- Between 5 – 11 Years
- More than 11 Years

Position?

- Audiologist
- SLP
- SLPA

Disclosures

Mary P. Dooher, M.A., CCC-SLP: Mat-Su Borough School District, Wasilla, Alaska

- **Financial: Travel Stipends**
 - NEA-Alaska Delegate Assembly, reimbursement for hotel, mileage, parking.
 - NEA Disability Rights Resource Cadre: travel paid for travel to/from July 2023 group meeting, hotel room, per diem for meals.
 - NEA: travel paid for travel to/from NEA ESP Conference (March 2024) and ASHA Convention (2024), hotel room, per diem for meals.
 - ASHA Leadership Development Program Kick-Off workshop: hotel room.
- **Non-Financial: Volunteer speaking/consulting, Board Membership, Professional affiliation, Advisory Committee:**
 - Executive Board Member of Mat-Su Education Association (MSEA), affiliated with National Education Association (NEA)-Alaska, and NEA.
 - NEA-Alaska Special Education Committee (Member).
 - NEA-Alaska Related Service Provider Committee (Chairperson).
 - Presentation for NEA-Alaska membership addressing dysphagia in schools.
 - Member of Alaska Speech-Language-Hearing Association (AKSHA).
 - Member of the NEA Disability Rights Resource Cadre.
 - ASHA 2024 Pediatric Feeding and Swallowing Disorder Topic Committee Member

Disclosures

- Jada Kahl, MS OTR/L: Occupational Therapist for the Juneau School District, Juneau Alaska
- Financial: Travel Stipends
 - Airfare, hotel, and food reimbursed by NEA-AK
 - Professional leave granted by Juneau School District
- Non-Financial: Volunteer speaking, Board memberships, Committee Chair and Cochair, AK LEND participant
 - NEA, NEA-AK and JEA member
 - NEA-AK Related Service Provider Committee Co-Chair
 - Juneau Education Association Executive Board Member and Negotiations Committee Chair
 - NBCOT registered OT with emphasis in pediatrics
 - Former Alaska LEND fellow

Disclosures

- (Anzer) Nikki Woodward, Ed.D.: Early Intervention Infant and Toddler Specialist (Vision/Visual Perceptual/Deaf Blindness Disabilities and Developmental Delays) for the Montgomery County Public Schools, Maryland
- Financial: Travel Stipend
 - Airfare, hotel, and food reimbursed by NEA
- Non-Financial: Board Membership, Committees, Membership
 - NEA Board of Director
 - NEA Strategic Campaign Steering Committee
 - Maryland State Education Association – Vice President (state)
 - Montgomery County Education Association (local)
 - Association of Education and Rehabilitation of the Blind and Visually Impaired (AER)
 - The Council for Exceptional Children (CEC) and The Division of Early Childhood (DEC)
 - Infant Massage USA

Learning Outcomes

- Describe the difference between a professional association (ASHA) and an education union.
- Recognize short-term and long-term advocacy tools through ASHA and education unions to address key school-based SLP issues.
- Summarize the benefits of Related Service Providers (RSP) working collaboratively within an education union at the local, state, and national levels.

RSPs and SISPs ... Defined

Related Service Provider

As defined in Section 602 of the Individuals with Disabilities Education Act (IDEA, 20 U.S.C. 1401), *Related Services* refers to the support services provided by qualified professionals to students with disabilities. These professionals, known as related service providers, are essential members of the Individualized Education Program (IEP) teams and other educational teams. Related services are tailored to help students achieve their specific IEP goals and are not a one-size-fits-all solution. These services must be aligned with the student's IEP goals and clearly specified within the IEP itself.

Specialized Instrumental Support Personnel

The Every Student Succeeds Act (2015) defines the term specialized instructional support personnel refers to a range of qualified professionals who provide essential services to students. These personnel play a key role in delivering services such as assessment, diagnosis, counseling, education, therapy, and other necessary support (including related services as defined in Section 602 of the Individuals with Disabilities Education Act, 20 U.S.C. 1401) as part of a comprehensive program to address students' needs.

RSPs versus SISPes ... who are they?

RSPs

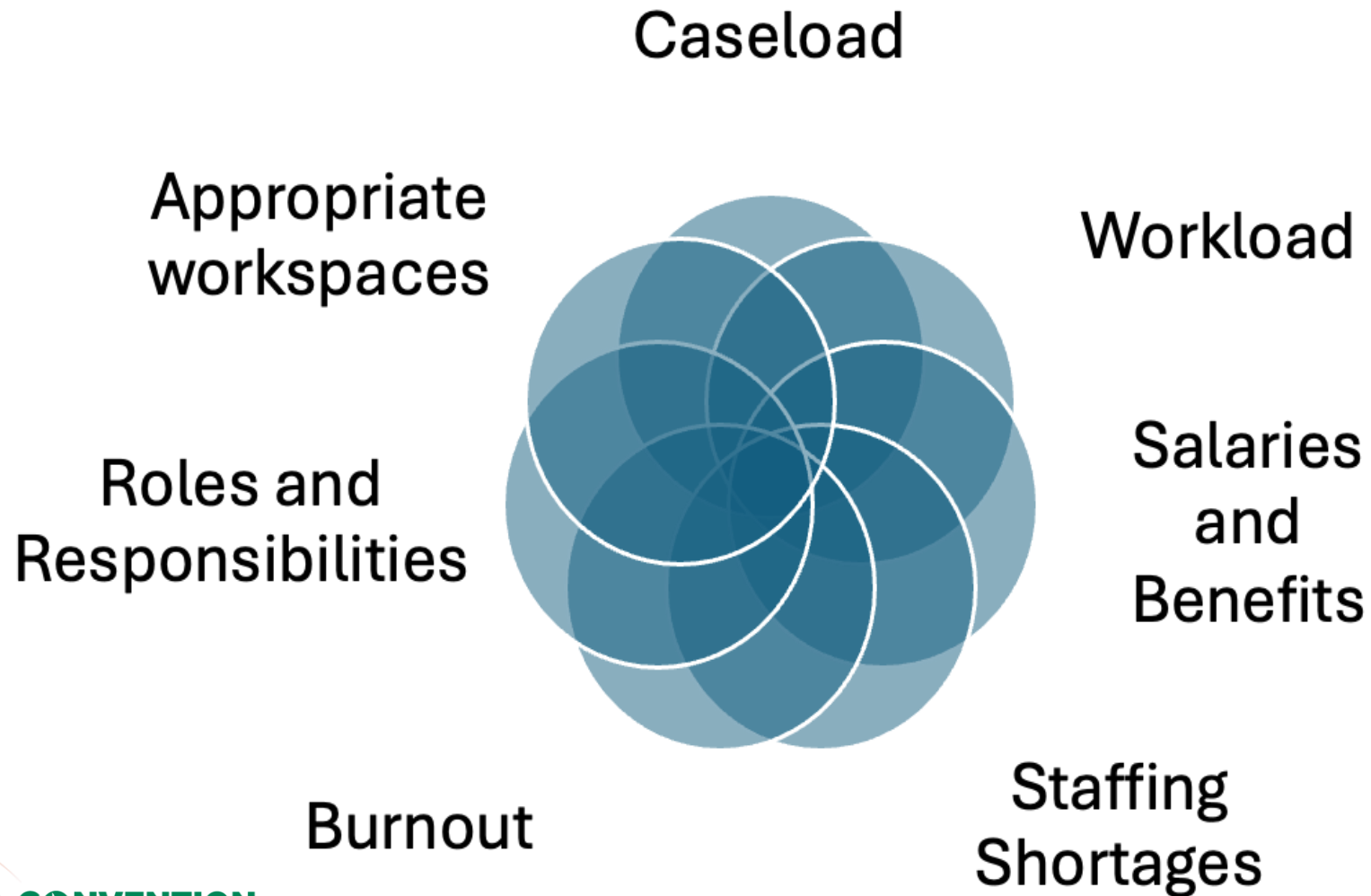
- Transportation
- Speech-language pathology and audiology
- Physical and occupational therapy
- Counseling services
- School health services
- Social work services
- Assistive technology

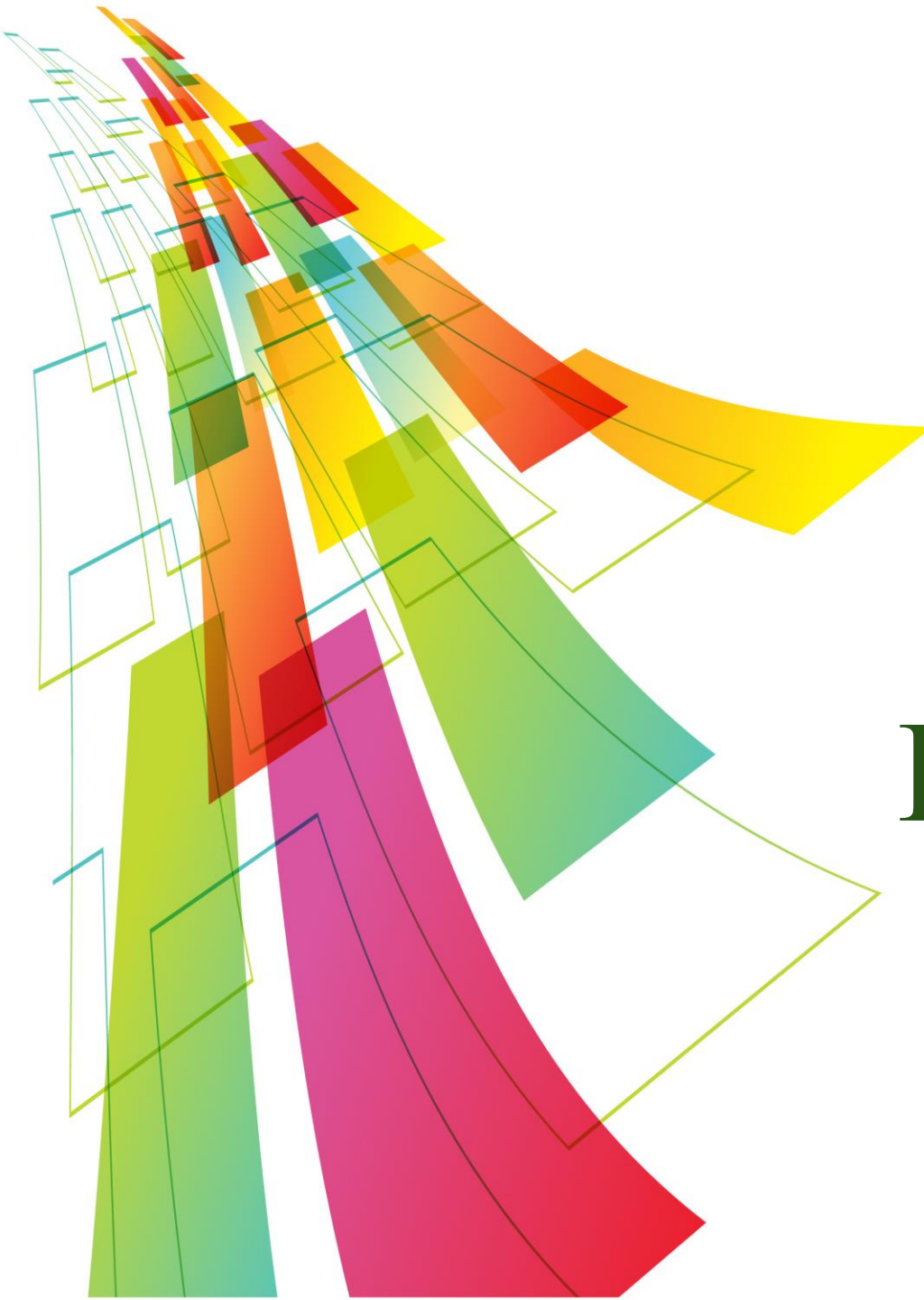
SISPes*

- Counselors,
- Social workers,
- Psychologists,
- Nurses,
- Speech Language Pathologists, and
- School librarians

*Other school-based qualified professional personnel that are involved in providing assessment, diagnosis, counseling, educational, therapeutic, and other necessary services.

Top School-Based SLP Issues:





ASHA versus Education Unions

2024 ASHA CONVENTION

ASHA

The American Speech-Language-Hearing Association (ASHA) is the national **professional, scientific, and credentialing association** for 234,000 members, certificate holders, and affiliates who are audiologists; speech-language pathologists; speech, language, and hearing scientists; audiology and speech-language pathology assistants; and students.



2024 ASHA CONVENTION



Educational Unions

A group of professionals who are joined together to create a stronger voice for individuals in the workplace.



Great Public Schools for Every Child



International Education Unions

Association of
Teachers and Lecturers



Education International



2024 ASHA CONVENTION



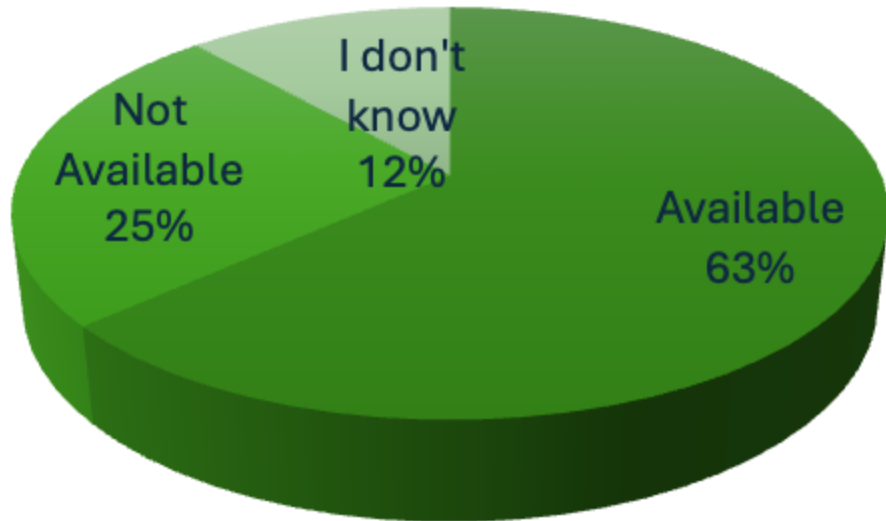


Union Representation and Accessibility

2024 ASHA CONVENTION

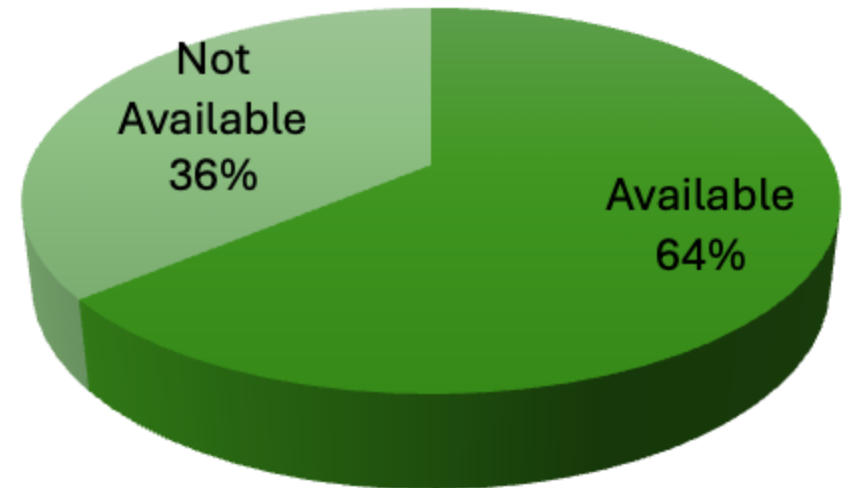
ASHA School Survey

2024 Union Representation



■ Available ■ Not Available ■ I don't know

2022 Union Representation



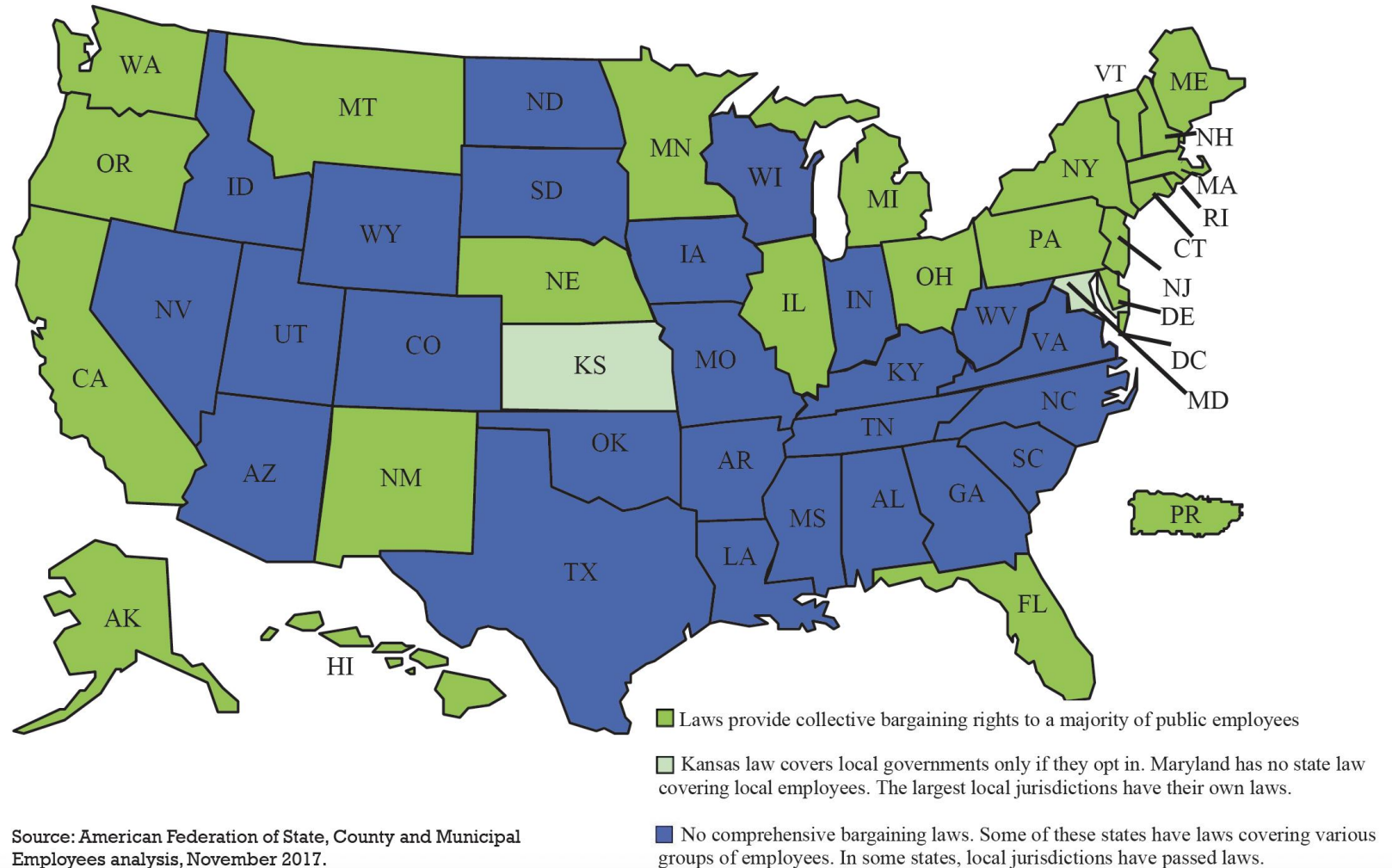
■ Available ■ Not Available

 2024 ASHA CONVENTION

Unions Across the Country



States with Comprehensive Collective Bargaining Laws





Distinguishing the Roles

2024 ASHA CONVENTION

ASHA and Education Union Intersection

ASHA

Education Union

PROFESSIONAL DEVELOPMENT

PROFESSIONAL DEVELOPMENT

LOBBYING

LOBBYING

CODE OF ETHICS

BREAD AND BUTTER

CERTIFICATION/STANDARDS

Worksite Issues

2024 ASHA CONVENTION



Federal

ASHA

- Standards of Professional Practice
- Code of Conduct and Ethics

Education Union

- Advocate for Educators' Rights and Quality Education
- Policy Development and Monitoring

Federal

ASHA

- Data and Analysis
- Policy Development and Monitoring

Education Union

- Address Broad Issues
- Data and Analysis

State

ASHA

- ASLP Interstate Compact
- Advocacy for Salary Supplement Legislation

Education Union

- Legislative Advocacy (funding, certification, and)
- Collective Bargaining
- Professional Development

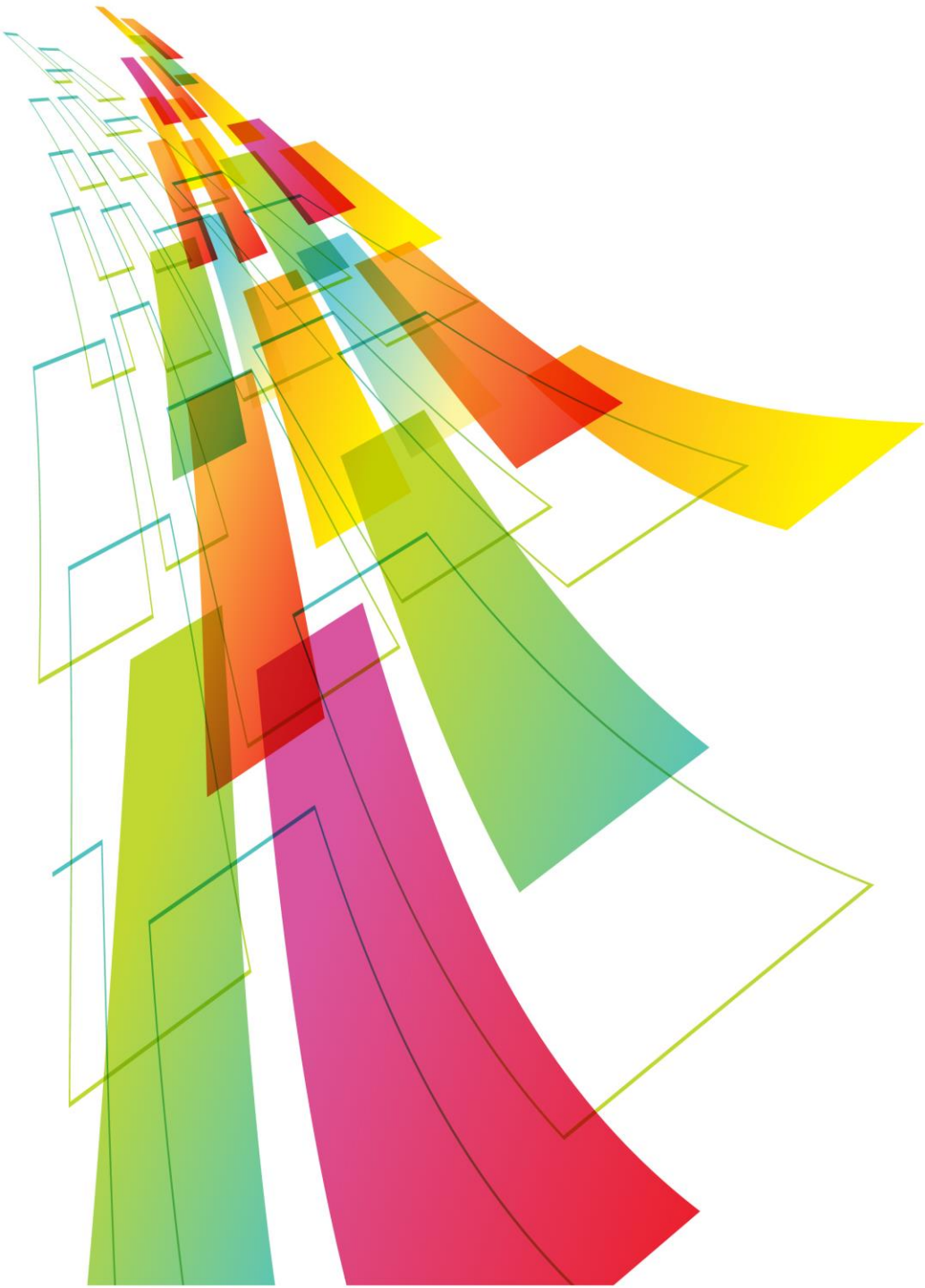
Local/District

ASHA

- Build Professional Capacity
- Provide Professional Guidance and Practice
- Direct Member Engagement

Education Union

- Collective Bargaining/Meet and Confer
- Build Professional Capacity
- Direct Member Engagement across RSPs and SISP



ADVOCACY TOOLS: ASHA and Education Unions

2024 ASHA CONVENTION

ASHA Resources

**ASHA Resources for Working
with Unions**

**ASHA Workload
Calculator**

**ASHA Workload Action
Plan**

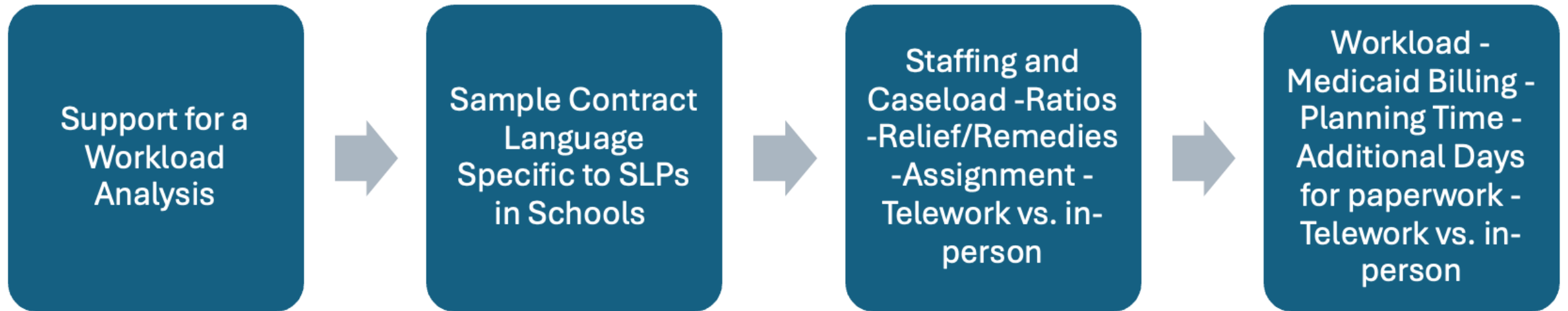
**Caseload/Workload
Practice Portal**

Comparison Data

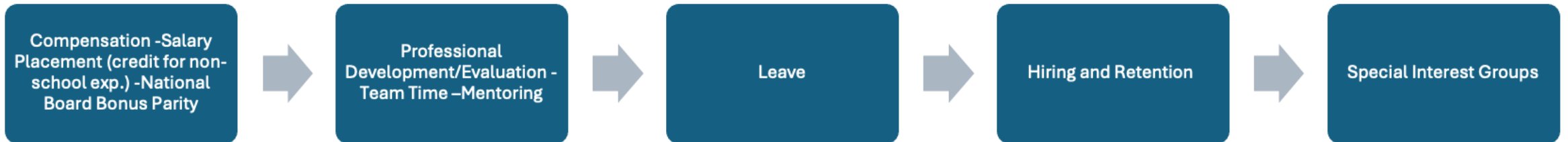


2024 ASHA CONVENTION

Union Resources



Union Resources





RSP Benefits of Education Union Membership and Engagement: Local, State, National Levels

2024 ASHA CONVENTION

Benefits of Union Membership

Better job outcomes are plausible.

Support in personal finance/student loan, discounts for travel/shopping and more

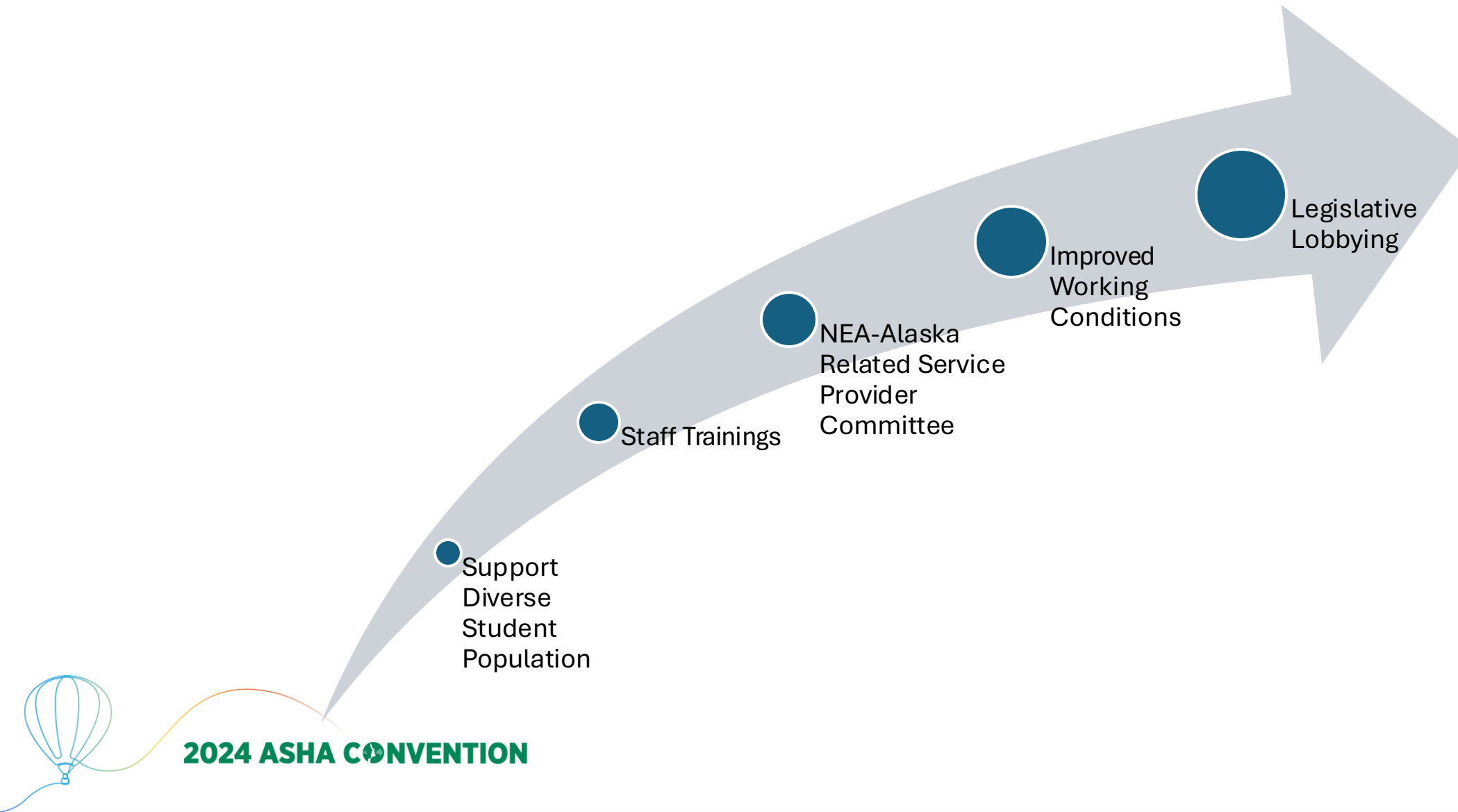
Active RSPs within their local unions are able to educate others on the roles and responsibilities of RSP's

Active RSPs help bring to light some of the unique needs of our professions

Opportunity for improved contract language that supports the needs of the RSPs.

Be the change and remember to ENGAGE, ENGAGE, ENGAGE!

NEA-Alaska Advocates for RSPs



Overcoming Common Challenges with Engaging with Unions ... Let's Discuss

- What challenges do individuals face when trying to engage with their union?
- What has your experience been, and how could it be improved?
- What information or resources do you need to connect with and access the educational unions in your local district?
- What questions do you have?



NEA Disability Rights Resource Cadre

Member Drive Initiative that determines Professional Development

Resources Online for Educators and Students/Families/Communities: <https://www.nea.org/individuals-with-disabilities>

Stop by our NEA DRR Cadre Table in the ASHA Exhibit Hall, Booth 2507



REACH US AT:

- Mary P. Dooher, M.A., CCC-SLP:
MPDooher@email.com
- Jada Kahl, M.S., OTR/L:
JadaKahl@gmail.com
- (Anzer) Nikki Woodward, Ed.D.:
Anzer.Woodward@gmail.com
- See Handout for References.



Thank You for Attending!

2024 ASHA CONVENTION