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STRATEGIC PLAN APPROVED MAY 2024

Board of Examiners for Speech-Language Pathology & Audiology

LETTER FROM THE EXECUTIVE DIRECTOR

Speech, language and hearing disorders affect hundreds of thousands of Oregonians of all ages. The Board of Examiners for Speech-Language Pathology and Audiology (BSPA) was created by the legislature in 1973 to regulate the provision of services these Oregonians need as provided by licensed professional speech-language pathologists (SLPs), Audiologists, and Speech-Language Pathology Assistants (SLPAs). There are eight board positions: two public members, two SLPs, two audiologists, one SLPA and one Otolaryngologist. The agency has three full time staff.

The culture of the agency is collegial, where board and staff members freely voice their takes on cases, policy and other work of the board. BSPA's board is more diverse than the state as a whole. BSPA's plan includes diversity, equity and inclusion objectives throughout the document, as is our intention that the plan is viewed through an equity lens. One key objective is to conduct a collaborative process with our constituencies to actually "define" BSPA's equity lens.

The Board wishes to commend the students of Pacific University who reviewed our administrative rules and made suggestions to update them. Those changes were readily implemented by the Board, and we look forward to working with students, licensees, recipients of SLP and audiology services, and underserved populations to enhance our work.

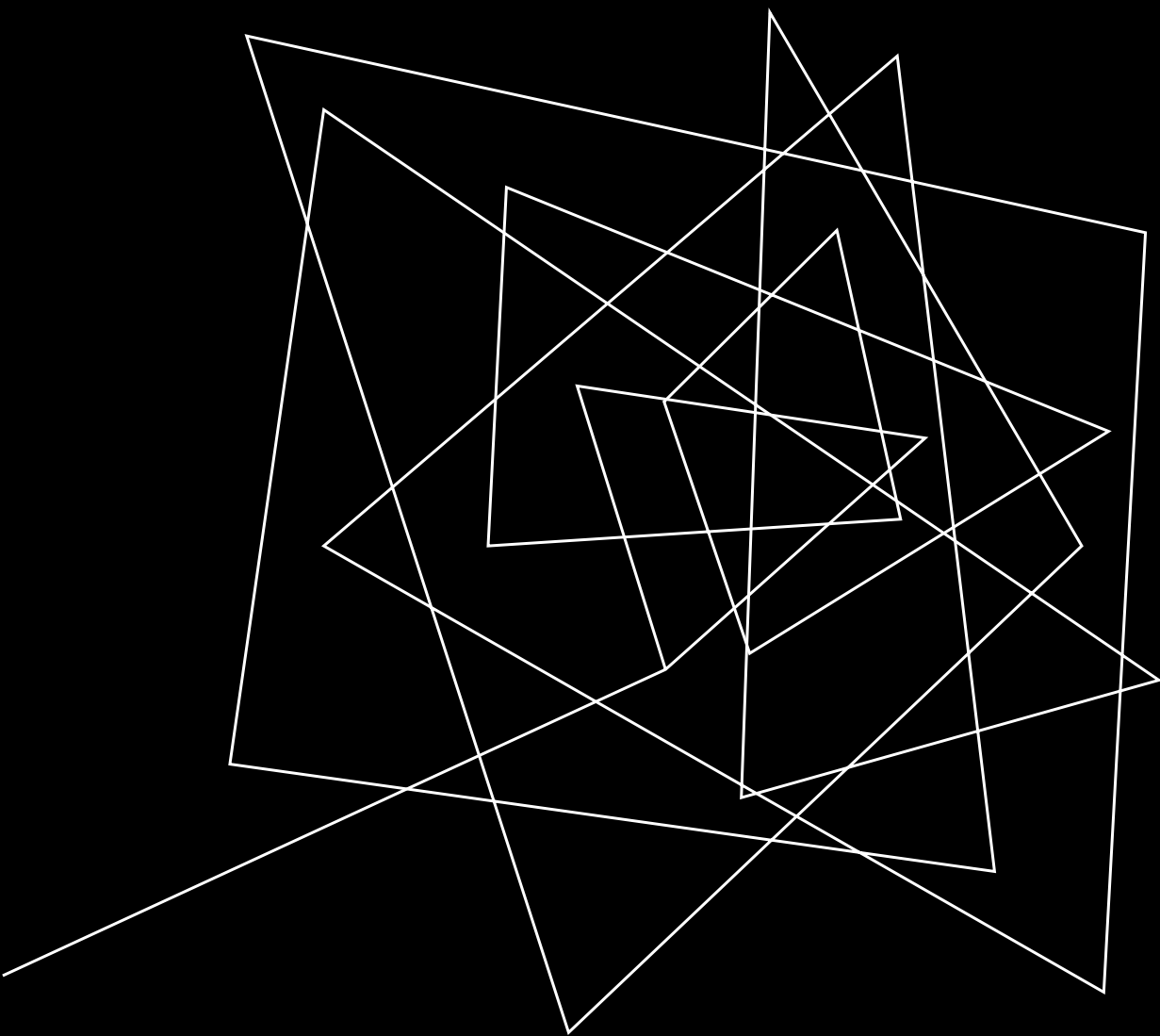
The outline of this plan was approved by the Board at the May 3, 2024 meeting, and submitted to the Governor on June 1st. However, since strategic plans evolve and because we would like more input from constituencies, the Board will take public comment and submit an updated plan to the public and the Governor by December 31, 2024.

Sincerely, Erin K. Haag, Executive Director

BOARD PURPOSE, VISION, MISSION

- The Oregon Board of Examiners for Speech-Language Pathology & Audiology (BSPA) was established in 1973 by the Legislature through statute:
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- **681.220 Policy.** *It is declared to be a policy of this state that it is necessary to provide regulatory authority over persons offering speech-language pathology and audiology services to the public in order to:*
 - (1) *Safeguard the public health, safety and welfare;*
 - (2) *Protect the public from being misled by incompetent, unscrupulous and unauthorized persons;*
 - (3) *Protect the public from unprofessional conduct by qualified speech-language pathologists and audiologists;*
and
 - (4) *Help ensure the availability of the highest possible quality speech-language pathology and audiology services to people of this state who have communication disabilities. [Formerly 694.315; 1989 c.224 §134; 1995 c.280 §2; 2005 c.698 §2; 2007 c.70 §307]*

The board has a lengthy existing mission statement that needs revision. We intend to collaborate with licensees, the public and other constituencies to create new Vision and Mission statements by June 30, 2025



HISTORY

Goals, Accomplishments of the Board

1973

Board is established by the Oregon Legislature through
ORS 681.205 – 505.

2001

Legislature establishes ORS 681.365 creating a new speech
assistant license category

2005

Fee Increase

2009

Legislature clarifies that fitting and selling hearing aids is
squarely in the scope of practice of Audiologists, and
removed the requirement for them to also hold the hearing
aid license.

HISTORY HIGHLIGHTS

2011

Major overhaul of statutes by Oregon legislature. ORS 681.365 repealed to add new SLPA statutes. Licensure exemption of university professors and others repealed, must hold license to “purport.” (SB 141)

2013

Fee increase. Board added provisional SLPA license. Pacific University added graduate Audiology program. PSU doubled SLP program. Linn hired FT, ED now a full-time position.

2015

Universal licensure passed by legislature (SB 287). Haag hired. FBI fingerprint background checks implemented.

2017

Major website overhaul. Workforce data now being collected by OHA during license renewals.

HISTORY HIGHLIGHTS

2018

Rulemaking committees established and recommended Telepractice and new SLPA rules which were adopted by the Board.

2019

Fee increase. Board transition to a new, fully online licensing and database system on November 1 for renewals. 100% of PD audited through system. Hired Smith, full time investigator.

2020

New SLPA rules effective. Completed renewals February 28 and by March 10 closed office due to COVID-19 moving to full time remote work. Transitioning to paperless licensing and business functions. Many meetings, advisories.

2023

3,500 licensees, continues to grow 7-8% per year. 57% of all new licensees do not reside in Oregon. Catching up with discipline, completing transition to paperless office, updating strategic plan and other initiatives under Governor Kotek.

HISTORY HIGHLIGHTS

INCIDENCE OF HEARING, SPEECH & LANGUAGE DISORDERS

- About 2 to 3 out of every 1,000 children in the United States are born with a detectable level of hearing loss in one or both ears.^{[1](#)}
- Approximately 15% of American adults (37.5 million) ages 18 and over report some trouble hearing.^{[3](#)}
- 1 in 8 people in the United States (13%, or 30 million) ages 12 or older has hearing loss in both ears, based on standard hearing examinations.^{[5](#)}

Source: National Institutes of Health

INCIDENCE OF HEARING, SPEECH & LANGUAGE DISORDERS

Studies of 4- to 5-year-old children in the United Kingdom, Australia, Canada, and Germany have estimated the prevalence of any spoken language disorder, either those that occur as a primary disorder or those that are secondary to a medical condition or diagnosis, to fall between 6.6% and 20.6% (Beitchman et al., 1986; Norbury et al., 2016; Reilly et al., 2010; Weindrich et al., 2000). For 7- to 11-year-olds in Australia and Germany, the prevalence of spoken language disorder was 3.4%–18.9% (Eadie et al., 2021; McKean et al., 2017; Weindrich et al., 2000).

Source: American Speech-Language Hearing Association

According to the 2020 census, there were 1,334,756 Oregonians under the age of 18. Using the statistics above, that means from 45,381 to 274,959 young people have some type of spoken language disorder.

2023-2025 STRATEGIC CATEGORIES & OBJECTIVES

APPROVED, MAY 3, 2024

POLICY	BOARD EXCELLENCE	LICENSURE & BUSINESS OFFICE	INVESTIGATION & COMPLIANCE	CONSTITUENT RELATIONS
<ul style="list-style-type: none">* Review and update all Oregon Administrative Rules* Publish white paper on workforce and nat'l compact.* Monitor, provide data for legislative studies.* Educate new legislators* Study possibility of regional reciprocal licenses with WA, CA	<ul style="list-style-type: none">* Review board best practices 1xyr* Provide training for all new bd mbrs* DEI plan to ensure diverse membership and DEI lens on all Board work* ED eval biennial* Support ED efforts in staff dev/retention* Train Bd Workday* Update the succession plan	<ul style="list-style-type: none">* Fix database issues* Finish move to paperless office* Staff in-person once a month* Study reducing space* Ensure qtrly performance in Workday* Update COOP	<ul style="list-style-type: none">* Revise SLPA Audit procedures, update that Key Performance Measure* Publish SLPA self audit and a guide for HR.* Study adding a jurisprudence exam* Reduce disciplinary backlog	<ul style="list-style-type: none">* Continue working with OSHA, AAA on mutually beneficial policies.* Maintain contact with college programs* Reach out to advocacy orgs to ensure awareness

GOAL: ENSURE THAT STATUTES, LAWS, AND POLICY MATTERS MEET THE NEEDS OF OREGONIANS AND ARE VIEWED THROUGH AN EQUITY LENS. *OBJECTIVES:*

- Review and update all Chapter 335 Administrative rules by December 31, 2025
- Complete a cost-benefit review of the national licensure compact and publish a draft white paper for review by the board at their August 2024 meeting and approval at the November 2024 meeting.
- Respond to any studies or data requests from legislators. Prepare a “one-pager” on the board’s budget and policy issues and share with at least ten legislators by January 31, 2025.
- Study the possibility of reciprocal licensure with Washington, California and Idaho and submit a report to the Board by March 1, 2025.
- Conduct a SWOT and a PESTLE analysis by June 30, 2024.

GOAL: ENSURE BOARD EXCELLENCE THROUGH ORIENTATION, TRAINING AND BEST BOARD PRACTICES.

OBJECTIVES:

- Go through a collaborative process with the board, staff, licensees and public to develop an equity lens statement by June 30, 2025.
- Conduct an evaluation of Executive Director Haag, as directed by the Department of Administrative Services (DAS) by March 1, 2025.
- Provide orientation and training for all new board members at least one month prior to their first meeting.
- Review key performance measure board best practices at least once annually and including at the August 3, 2024 meeting.
- Update the succession plan to include input received by the Governor's office by December 31, 2024 (include with the updated strategic plan)

GOAL: ENSURE EXCELLENT CUSTOMER SERVICES FOR ALL LICENSING AND BUSINESS SERVICES

OBJECTIVES:

- Continue our excellent licensing application turnaround of one business day from the time all items have been received from the applicant.
- Complete the process of moving to a paperless operation, to be accomplished by June 30, 2025.
- Work with the database provider to fix current system blips by October 31, 2024.

GOAL: ENSURE THAT LICENSING, INVESTIGATIONS, AND
COMPLIANCE POLICIES AND PROCEDURES BENEFIT OREGONIANS
SERVED BY LICENSEES

OBJECTIVES:

- Revise SLPA Audit procedures, update that Key Performance Measure
- Publish SLPA self audit for utilization by SLPs and the SLPAs that assist them by October 31, 2024.
- Publish a hiring guide for administrators by August 30, 2024.
- Create and implement a jurisprudence exam by June 30, 2025.
- Maintain timely investigations per the KPM with all going to the board in 180 days.
- Send all disciplinary Notices within 2 months of the Board decision to take action.

GOAL: MAINTAIN EXCELLENT RELATIONSHIPS WITH
CONSTITUENCY GROUPS, INCLUDING THE PUBLIC, LICENSEES,
UNIVERSITIES, ASSOCIATIONS, COMMUNITY GROUPS, OTHER
STATE AGENCIES AND THE LEGISLATURE

OBJECTIVES:

- * Continue working with OSHA, AAA and other professional associations to stay abreast of issues facing the professions and educating them about Oregon laws and rules.
- * Maintain contact with college programs and visit each at least once per calendar year.
- * Reach out to advocacy organizations such as Disability Rights Oregon and others to ensure awareness of the board's mission in serving the public.

GOAL: ENSURE THAT BUSINESS OPERATING SYSTEMS ARE
EFFICIENT FOR LICENSEES, THE PUBLIC, AND BOARD NEEDS
OBJECTIVES:

* Work closely with DAS procurement and IT staff as well as our sister agencies to extend the current contract with Thentia to provide our database and online licensing and reporting system. This system was customized for our board(s) is now in place and in working order for our upcoming fall 2025 biennial license renewals. This contract renewal project has begun and we anticipate the contract will be extended in July, 2025 for approximately two years.

* Due to the type of contract with Thentia, the Board(s) are required to go out to bid for the licensing system when the above contract runs out. BSPA is working closely with sister agencies and DAS procurement and IT to accomplish this process. If the Board were to move to yet another new system, there would be significant staff, start up and other costs of about \$50,000 and may require a fee increase. This project will begin by January 1, 2026 with completion expected by June 30, 2027.



CONTACT THE BOARD

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