

SPRING 2013 —SPECIAL EDITION NEW PD & OTHER RULES

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Professional Development: A Busy Professional's Perspective

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Professional development (PD) is a crucial aspect of staying licensed through the state of Oregon and a way for the Board to ensure that licensees are providing up-to-date and appropriate treatment for Oregon's consumers. As a licensee myself, I am always searching for ways to obtain PD that are appropriate and helpful to my professional practice. And, of course, it must fit into my busy schedule!

National Organizations

Our national professional organizations, the most popular being the American Speech-Language-Hearing Association (ASHA) and the American Academy of Audiology (AAA), offer several ways to obtain professional development. At their annual conferences, numerous hours of PD are available over several days. National organizations also accredit other PD providers of programs offered in multiple states. However, for those of us who are not able to travel to these conferences, how can we obtain adequate PD to stay licensed?

Local Organizations

Our state associations, the Oregon Speech-Language-Hearing Association (OSHA) and the Oregon Academy of Audiology (OAA), both offer conferences each year (OSHA once per year and OAA several times a year) where colleagues can get together and obtain numerous hours of PD. However, travel to the I-5 corridor (where most of these local conferences are held) can be prohibitive for many of our licensees.

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New Professional Development Rules Being Implemented

Sandy Leybold, Executive Director

At its February 22, 2013 meeting, the Board approved a final version of the PD rules that have been under revision since last summer. Proposed rules were discussed at Board meetings in August, September, October and December 2012, and at the OSHA annual meeting in October. They were posted on the website, and emailed to all licensees. The official comment period ended on January 31, 2013, and a formal public hearing was held on January 30, 2013. The Board considered all comments received, and adopted several of them in the final rules. **The rules will go into effect on May 1, 2013.**

Here is a brief summary of how different licensees will be affected by the transition:

Current Licensees

Current licensees must report PD with your renewal application that is due on **December 31st, 2013**. At that time, you will report hours you completed from January 1, 2012 through December 31, 2013. **The number of hours required to renew your license remains the same.**

Since these changes will take effect mid-cycle, **any PD activities approved under the old rules before May 1, 2013 will be accepted.** For activities attended or specially approved **after May 1, 2013, the new rules will apply.** If a future program would be acceptable with special approval under the old rules, **you have until May 1st to request approval** and it may be granted under the old rules.

Use the attached **Triple Test (ATS) Guide** as a checklist to determine if an activity is accepted, requires special approval, or cannot count under the new rules. If you are uncertain about whether something will be accepted after May 1st, please call or email the Board office at 971-673-0200 or speechaud.board@state.or.us.

Most activities that were accepted under the old rules will still be accepted. Many of the new rules actually expand what is allowed. For more on the changes, see the article entitled **“In a Nutshell”** on page 3, and refer to the **chart called “Impact of 2013 Changes on Board PD Rules”** on page 5. This chart compares the old “rules 1-9” on the PD logs (old ORS 335-070-0030 (1)-(9)) to the new rules. Items #1-9 were a “mish-mash” of approved topics, sponsors, and types of activities. The new rules make it clear that PD must meet the triple test.

New Applicants & Reactivating Licenses

Revised PD requirements for new applicants and for reactivating licenses will go into effect on May 1st.

Inactive Licensees or Those Going Inactive

PD requirements for inactive licensees or those transferring from active to inactive status that were in the draft rules were *not* approved by the Board, so current rules for inactive licensees remain intact.

Other Rule Changes Going Into Effect May 1st

In addition to the professional development rules that have undergone major revisions, there are other changes to Board rules. To review the exact wording, see the attached **“Rules Revised...”** document, and call or email the Board office with any questions.

Changes affecting all licensees:

- Requires **all licensees to provide current email address** for cost-effective Board communication;
- Requires **proof of legal name change** (already required by policy);
- Requires **reporting other names used professionally** to facilitate background checks and accurate representation to the public;
- **Delinquent fee may be charged** for failure to provide timely changes in contact information and supervision.

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Professional Development: A Busy Professional's Perspective (cont'd)

Online Opportunities

Luckily, as professionals in the 21st century, we can access comprehensive websites that offer many online PD opportunities at a very reasonable cost. These are available any time of day or night, wherever there is a computer and internet connection. The most popular websites are Audiology Online (www.audiologyonline.com) and SpeechPathology.com (www.speechpathology.com). Most courses on these websites are approved for ASHA or AAA continuing education units (CEUs) and can be easily counted as Board-approved PD.

Journal Reading

As a Board, we have carefully considered whether journal groups or self-study of journal articles is appropriate to count as PD. Journal reading is highly encouraged to stay current with best practices, **but without an accompanying examination and a Board-approved provider (i.e., ASHA, AAA, etc), the Board cannot accept it as PD.** This also applies to a group meeting to discuss a journal article, which many of us do on a regular basis. **If an approved examination does not accompany this, it cannot be counted as PD under the new rules.**

Our national organizations do offer ways to obtain Board-approved PD for self-study. ASHA, in its several online journals, provides at least one article per issue that includes an examination at the end. **In this way, a licensee can obtain approved PD through journal reading whether the article is read independently or as a group (though each licensee would need to complete the examination).** AAA and ABA offer similar programs, with several learning assessments available in their journal issues. Click below for more information:

AAA - <http://www.audiology.org/development/audiology/jaaaceu/Pages/default.aspx>

ASHA - <http://www.asha.org/publications/journals/JournalFAQ.htm>

ABA - <http://www.americanboardofaudiology.org/recertify/tier1.html>

As the Board's mission is to protect the consumer, we rely on our licensees to provide appropriate care for these consumers. As professionals, we must embrace our PD requirement as a way of keeping our treatments safe and up to date. Obtaining PD can be easy and inexpensive. And as a busy licensee myself, that is what matters to me.

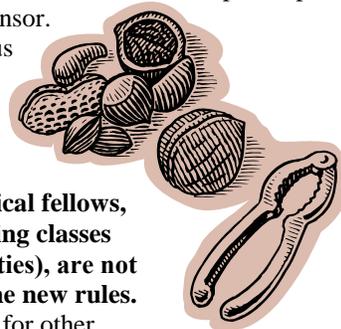
In a Nutshell: The New PD Rules vs. The Old

The "triple test" is a new way of thinking about acceptable PD, and a few activities will be treated differently under the new rules. See the "ATS: The Triple Test Explained" on page 4 and "Impact of 2013 Changes on Board PD Rules" on page 5 for more details.

- Old rules allowed up to 50% of PD hours to be on topics "indirectly" relating to the professions and allowed special approval for topics "integrally relating". **The new rules require all content to directly relate to the performance and practice of SLP or audiology.** However, the new rules include a comprehensive list of accepted topics, including educational strategies and professional knowledge required to provide services in a pre-K to high school setting. As in the past, in-services on new email or grading software or employer policies and procedures (for example) would not be considered "directly related", but a program on federal special education law would.
- Old rules limited the number of hours allowed for any given activity to 50% of the total. Typically this impacted licensees taking an academic course for credit, who were only able to count it for a maximum of 15 PD hours. **This rule is eliminated, so that all academic credit hours may be counted for Board PD requirements.** Each semester credit is 15 PD hours; a quarter credit is 10 PD hours.
- Informal study groups have received special approval for reading and discussing professional journals in the past. Under the new rules, **similar group meetings would need to be formalized** as workshop or program with a given presenter or facilitator,

on an accepted topic, and with an accepted sponsor such as a school district, hospital, or university as the convener/organizer. That sponsor would still need to request special approval if participants include non-employees, and if approved, the sponsor would issue evidence of participation.

- **Self-study is accepted under the new rules only if it includes an exam** to document learning, and is on an accepted topic and provided by an accepted sponsor. See the article by Lyndsay Duffus on page 1 and above for hints on obtaining cost-effective PD hours through self-study.
- **Supervision of students or clinical fellows, making presentations or teaching classes (even if outside of one's job duties), are not accepted PD activities under the new rules.** See the Triple Test Quick Guide for other activities that are not accepted. While these are valuable professional activities, the new rules focus on formal continuing education programs.



Remember, the new rules are **effective May 1st**.

If you have PD activities that you plan to attend in 2013, or have already attended, that require special approval under the current rules, please get your requests in immediately. Requests received after May 1st will be evaluated based on the new rules.

Other Rule Changes Going Into Effect May 1st (cont'd)

Changes affecting conditional licensees (clinical fellows) and their supervisors:

- Requires changes in contact information, name, and SLPA or CF supervisor to be reported **within 30 days** of the change;
- Reinforces need for conditional licensees to **remain supervised** until obtaining regular licensure;
- Requires renewal/upgrade application to be submitted **30 days before expiration** of conditional license;
- Reinforces existing rule that **delinquent fee will be charged** for late renewal/upgrade application.



Changes affecting new applicants:

- Removes requirement to document English language proficiency for those who received their relevant academic training in English
- Clarifies PD requirements for new applicants: SLPs and audiologists must complete 15 hours, and SLPAs 7.5 hours, of PD in the 12 months prior to application. Eliminates previous option for 10 (or 5) hours to be completed within the first 12 months of licensure.
- Requires Competency Checklist for all SLPA applicants, with provision for extenuating circumstances.
- Changes timeline during which BSPA will accept alternate forms of verification of degree completion to better conform with university degree conferral schedules.

ATS: The “Triple Test” Explained

The revised rules focus on continuing education programs for professional development, and ask licensees to report accepted **activities (A)** on accepted **topics (T)** provided by accepted **sponsors (S)**. This is what we are calling the “**triple test**”, which can be abbreviated as **ATS**. To count for PD, the activity must **meet all three criteria**.

The revised rules define the types of activities **accepted without** special approval, **accepted with** special approval, and those activities that are **not (ever) accepted**.

The rules emphasize that PD content must **always directly relate** to the performance and practice of speech-language pathology or audiology and focus on accepted topics (which mirror ASHA topics). This eliminates the confusion of “indirectly” or “integrally” relating, which were terms in the old rules.

The rules also list approved Sponsors, and make it clear that school districts, hospitals, and other employers are accepted sponsors of programs **for their own employees**. If these organizations offer programs to the public (non-employees), then special approval must be obtained before participants can be granted PD credit. Remember, the Activity and the Topic must still be OK, too.

How the Triple Test Works

When considering attending or reporting a PD activity, look to see how it compares to the types of **Activities, Topics, and Sponsors (ATS)** that are accepted. These are in a 3-column format in the attached **Triple Test Quick Guide**, which can be used as a checklist to decide whether a PD activity is accepted, needs special approval, or cannot be counted.

- If the PD is an accepted type of activity, on an accepted topic **AND** by an accepted sponsor, you have met the triple test! You can attend the program, keep your evidence of participation on file for 4 years, and report it at the next renewal cycle. If you are audited, provide copies of your evidence of participation to the Board.
- If the PD meets only one or two of the criteria on the accepted list; or if the activity, topic, **OR** sponsor is on the list of items requiring special approval, then apply for special approval. Obtain a form from the Board’s website and submit it to the Board before the program date, or within 30 days after the program date. **Later requests are no longer accepted.**
- If the activity, topic, **OR** sponsor is on the “not accepted” list, then you certainly may attend the activity, then you cannot apply for special approval or count it as PD for your Board license.
- If you have questions, call or email the Board office. Staff will help you determine if the activity is accepted or requires special approval. If Board-level adjudication is required to determine whether an activity is acceptable, we will ask you to complete a special approval form.



Impact of 2013 Changes on Board PD Rules

#	Allowed Activity Per OAR 335-070-0030 (2012 version) Effective for Activities Attended or Approved Before May 1, 2013	Impact of 2013 Rule Change Effective for Activities Attended After May 1, 2013
(1)	Attendance or participation in educational programs where continuing education credit is approved by the American Speech-Language Hearing Association (ASHA) or the American Academy of Audiology (AAA).	Positive change: expands acceptable organizations to include American Board of Audiology (ABA) and to CEU providers accredited by these national organizations. Must still meet the Topic criterion of the triple test.
(2)	Attendance or participation in educational programs where continuing education credit is given by the Oregon Speech-Language and Hearing Association (OSHA) and other state chapters of the American Speech-Language Hearing Association (ASHA); the Oregon Academy of Audiology (OAA) and other state chapters of the American Academy of Audiology.	No change , except re-wording to include "any other state speech-language-hearing organizations recognized by ASHA, AAA, or ABA", since OSHA and other organizations are not actually "chapters" of ASHA. Must still meet the Topic criterion of the triple test.
(3)	Continuing education units (CEUs) earned through ASHA.	No change. Must still meet the Activity & Topic criteria of the triple test.
(4)	Attendance at educational programs where continuing education credit is given or approved by the Oregon Health Licensing Agency Hearing Aid Specialist Licensing Program.	Positive change: expands this clause to include the Board itself as an approved sponsor. Must still meet the Topic criterion of the triple test.
(5)	Academic course work taken for credit with a minimum grade of "C", from an educational institution accredited by an appropriate state or regional body or approved by the Board. The courses must relate to the clinical practice of speech-language pathology or audiology. One academic semester hour shall be equivalent to fifteen (15) clock hours for professional development credit. One academic quarter hour shall be equivalent to ten (10) clock hours for professional development credit.	No change. Must still meet the Topic criterion of the triple test. Positive change to related rule. The Board is repealing the limitation in OAR 335-070-0020(5), which stated: "Not more than fifty percent (50%) of the required professional development hours may be accrued in a single course or activity". This repeal will allow licensees to count the full amount of PD hours associated with academic coursework.
(6)	Self-assessment home study courses accompanied by examination and sponsored by a Board-recognized professional organization in audiology or speech-language pathology.	No change; new rules still allow self-study <i>with</i> exams as an accepted activity without special approval. Must still meet the Topic criterion of the triple test. [Note: Change to related rule eliminates self-study <i>without</i> exams as an accepted activity (previously OK with special approval). Without an exam, does not meet Activity criterion.]
(7)	Speech-language pathology or audiology programs (in-services, seminars, workshops) offered by public school districts, education service districts, and hospitals for employees. Programs must directly relate to the performance and practice of speech-language pathology or audiology for the purpose of developing and updating professional skills.	Positive change: adds home health care companies, skilled nursing facilities, hospitals, and universities to the list of employers who may sponsor programs for their employees without special approval. Must still meet the Topic criterion of the triple test. Related positive change allows these same employers to sponsor PD programs for non-employees, with special approval from the Board. Change to related rule clarifies that all PD hours must directly relate to the performance and practice of speech-language pathology or audiology . Old OAR 335-070-0020(4) stated that (only) 50% must directly relate, and there was confusing language that allowed "indirectly" or "integrally" related content if specially approved.
(8)	CPR classes for a maximum of two (2) hours credit during the two-year licensing period.	Positive change. One CPR course, regardless of length, may be counted each PD period. Must still meet the Sponsor criterion of the triple test. Renumbered rule OAR 335-070-0020(6)(f) states: "Credit will not be given for completing in a professional development activity more than once in a professional development period".
(9)	A universal health precautions class for a maximum of one (1) hour credit during the two-year licensing period.	Positive change. One class, regardless of length, may be counted per PD period. Universal precautions and CPR are accepted topics under patient safety. Must meet Sponsor criterion.

Triple Test (ATS) Quick Guide – Accepted Without Special Approval

Activities Accepted <i>Without Special Approval</i>	Topics Accepted <i>Without Special Approval</i>	Sponsors Accepted <i>Without Special Approval</i>
<ul style="list-style-type: none"> <input type="checkbox"/> Organized programs of learning such as academic courses, classes, conferences, programs, and workshops, that are presented electronically, in-person, or in other formats <input type="checkbox"/> Self-assessment home study courses accompanied by examination and sponsored by a Board-recognized professional organization in audiology or speech-language pathology <input type="checkbox"/> Self-study programs including an examination to document satisfactory completion, and sponsored by a Board-recognized SLP or audiology professional association 	<ul style="list-style-type: none"> <input type="checkbox"/> Assessment and intervention for speech-language and hearing disorders <input type="checkbox"/> Speech, language and hearing science <input type="checkbox"/> Service delivery issues associated with speech-language and hearing services <input type="checkbox"/> Issues in pre-professional and professional training, professional ethics, professional regulation, and professional leadership and management <input type="checkbox"/> Planning, conducting and interpreting research activities, and developing and implementing evidence-based practices <input type="checkbox"/> Cultural and linguistic diversity in education, training, service delivery, and public policy associated with speech, language, and hearing, including the study of foreign language when needed for direct clinical practice <input type="checkbox"/> Business practices, regulatory policy, and marketing issues directly related to clinical service delivery <input type="checkbox"/> Psycho-social issues associated with speech/language/hearing assessment and intervention <input type="checkbox"/> Patient safety, clinical documentation and prevention of medical errors <input type="checkbox"/> Other topics on the Continuing Education Board Registry subject code list published by ASHA in 2008 and as revised <input type="checkbox"/> Educational strategies and professional knowledge necessary to effectively provide SLP or audiology services to students in a pre-K to high school setting 	<ul style="list-style-type: none"> <input type="checkbox"/> ASHA, AAA, or ABA <input type="checkbox"/> OSHA, OAA, or other state speech-language-hearing organizations recognized by ASHA, AAA, or ABA <input type="checkbox"/> Continuing education providers approved by ASHA, AAA, or ABA <input type="checkbox"/> OHLA for programs that it provides to hearing aid specialists, or approves for continuing education for its licensed hearing aid specialists <input type="checkbox"/> Oregon Board of Examiners for Speech-Language Pathology & Audiology for programs it provides to its licensees <input type="checkbox"/> Institutions of higher education accredited by an appropriate national, state or regional body or approved by the Board, for academic courses <input type="checkbox"/> American Red Cross for cardio-pulmonary resuscitation or basic life support <input type="checkbox"/> Public school districts, ESDs, home health care companies, skilled nursing facilities, hospitals, or universities, for programs provided <i>for their employees.</i>

Note: If the activity has a check mark in EACH column above, it is accepted without special approval. If check marks are in only one or two columns, you may apply for special approval.

Triple Test (ATS) Quick Guide –Accepted ONLY With Special Approval, Or NOT Accepted

Activities Accepted <i>With Special Approval</i>	Topics Accepted <i>With Special Approval</i>	Sponsors Accepted <i>With Special Approval</i>
<input type="checkbox"/> Publishing articles in peer-reviewed professional journals	<input type="checkbox"/> If there is a question about whether content is directly related or falls into the above topics, special approval may be requested	<input type="checkbox"/> Public school districts, ESDs, home health care companies, skilled nursing facilities, hospitals, or universities, for programs <i>for non-employees and public</i> <input type="checkbox"/> Other formal professional development providers or sponsors not listed above
Note: If the activity has a check mark in ANY column above, it requires special approval.		

Activities <i>Not Accepted</i>	Topics <i>Not Accepted</i>	Sponsors <i>Not Accepted</i>
<input type="checkbox"/> Supervision of practicum students or clinical fellows <input type="checkbox"/> Serving on professional boards or committees <input type="checkbox"/> Attending staff meetings <input type="checkbox"/> Performing volunteer work <input type="checkbox"/> Reading or studying professional journals, unless a formal self-study program that includes an exam to document satisfactory completion, and sponsored by a Board-recognized professional association in audiology or SLP <input type="checkbox"/> Teaching classes, making presentations or research activities <input type="checkbox"/> Peer reviewing professional articles <input type="checkbox"/> Any other activities not listed as accepted	<input type="checkbox"/> If content does NOT directly relate to the performance and practice of SLP or audiology <input type="checkbox"/> If content does not focus on accepted topics. Some examples of non-accepted topics might include policies and procedures, employee benefits, generic software skills such as email and word processing. These topics are appropriate for staff meetings but are not appropriately PD.	<input type="checkbox"/> Informal study groups or other situations in which there is no sponsor
Note: If the activity has a check mark in ANY column above, it cannot be counted for PD.		