

A Workload Analysis Approach For Establishing Caseload Standards in the Schools

A *Workload Approach* for setting speech-language caseload standards in schools was introduced by the American Speech-Language-Hearing Association (ASHA) in 2002. **Workload** refers to all activities required and performed by school-based speech-language pathologists (SLPs). The **workload approach** involves making decisions that allow for full implementation of all speech-language IEPs in the least restrictive environment, as well as balancing all of the roles and responsibilities of SLPs in school settings.

Traditionally, SLPs in Texas schools have been assigned to one or more campuses to manage the speech caseload – the students with speech therapy IEPs. This emphasis on the *number* of students served resulted in over-utilization of a twice-a-week-for-thirty-minutes-group therapy-pullout service delivery model.

Shifting to a **workload approach** allows SLPs the flexibility to

- provide services *to and on behalf of* students with communication disorders [CFR §300.320(a)(4) emphasis added],
- provide indirect services and activities related to the curriculum and to support full implementation of the IEP,
- participate in responsiveness to intervention or other prevention/early intervention models,
- ensure compliance with federal and state mandates, and
- implement best practices in school speech-language pathology.

Resources:

A Workload Analysis Approach for Establishing Speech-Language Standards in the Schools: Desk Reference. Email actioncenter@asha.org or call the ASHA Action Center 800-498-2071 for ordering information. Free copy made available to ASHA members.

A Workload Analysis Approach for Establishing Speech-Language Standards in the Schools: Implementation Guide. Email actioncenter@asha.org or call the ASHA Action Center 800-498-2071 for ordering information. Free copy made available to ASHA members.

Training for speech-language pathologists and/or special education directors is available either in your district/SSA or at Education Service Centers. There are two ASHA Workload Trainers in Texas:

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