Reframing the SLP Profession in Healthcare and Educational Settings

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Disclosure for Lemmietta McNeilly

- Financial: ASHA Paid Employee
- Nonfinancial: Responsible for disseminating information regarding Reframing the Profession of SLP and strategic pathway objective owner.
Topics

- ASHA’s envisioned future and strategic plan
- Healthcare Landscape Summit
- Reframing the Profession
- Strategies
- What do SLPs need to do now?
ASHA’s Envisioned Future and Strategic Plan
Outcomes

• What does reframing the profession of SLP entail?
• What does practicing at the "top of the license" look like?
• What does the continuum of service delivery include?
STRATEGIC OBJECTIVE #4

• Enhanced service delivery across the continuum of care to increase value and access to services
• Working with support personnel;
• Preparing members for and supporting them in collaborative practice;
STRATEGIC OBJECTIVE #4

- Supervising clinicians and students in training; Telepractice;
- Practicing at the “top of the license”; 
- Clinical education models that include practice across the continuum of care including clinical doctoral preparation
- Recognition of value and access to services,
- Members educated to raise their awareness regarding collaborative practice and service delivery options.
Performance Measures

1. Number of members that report engagement in service delivery that involves practicing at the “top of the license” and using extenders to address functional patient/student outcomes.”

2. Number of academic programs that infuse the concepts of varied continuum of service delivery options within the curriculum (e.g. practice at the “top of the license”, using assistants) that target functional patient/student outcomes

3. Number of members that report telepractice engagement
Strategic Initiatives

1. Develop informational resources, including models, which define and explain the concepts of varied continuum of service delivery. (e.g., support personnel, telepractice, practicing “at the top of the license”, etc.)

2. Disseminate customized resources and information to targeted audiences, and showcase successful models that demonstrate the concepts of varied continuum of service delivery. (e.g., academic programs, practitioners, members, etc.)
3. Maintain, enhance, and disseminate “state-of-the-art” resources on telepractice.

4. Promote the use of telepractice among members working with select population in disorder areas where funding/reimbursement is already in place.
Triple Aim Framework

1. Improving the patient experience (including quality and satisfaction)
   - Providers learn to develop functional
   - Develop, and help members
   - Clinical pathways and clear
   - Different levels of care to
determine when formal therapy
   - Interdisciplinary treatment, when to reduce
   - And when to discharge
   - And transfer responsibility to the
   - Use of telepractice and other
   - Technical advances as a way to
   - Access to services. Promote
   - And regulatory changes to
   - Mandate and reimbursement of
   - Care for provision of services,
   - Across state lines, and (b) use of

2. Improving the health of populations
   - Increase public knowledge of ways SLPs
can participate in improving population
   - Health.
   - Expand Audiology Core Competencies
to include interventional care.
   - Utilize outcomes measures.

3. Reducing the per capita cost of health care
   - Work at top of license; engage in
   - Only activities that require SLP level
   - Of expertise and skill.
   - Market the profession of audiology as
   - A uniquely qualified, cost effective
   - Provider of care.
   - Streamline documentation process.
   - Eliminate waste in current processes.
   - Promote patient/family engagement for
   - Self-management and to assist with
   - Functional goal setting and shift from
   - Providing direct service to consultative.
   - Utilize innovations in technology.
   - Expand ASHA’s responsibility in
   - Establishing standards for assistants.
Healthcare Landscape

- Escalating Costs
- Affordable Care Act
- Changing Reimbursement Models
- Quality Outcome Measures
Why change?

- Costs too high
- Government can’t continue to fund Medicare
- Affordable Care Act
- Necessity for functional patient outcomes
- Need for quality service delivery models
Purposes of the Summit

• Provide forum for knowledge transfer, open discussion, and deliberation about changing health care landscape.

• Discern specific implications of health care reform with regard to the professions of speech-language pathology and audiology and the discipline of communication sciences and disorders.
Purposes of the Summit

• Identify a set of **options** and seek **consensus recommendations** for a strategic **actions** to respond to challenges and opportunities posed by health care reform in the areas of:
  • Professional practice
  • Research and data needs
  • Professional preparation
  • Member education and inter-professional education
  • Dissemination of information that energizes individuals to become catalysts of change
Purposes of the Summit

• Determine ASHA’s role in proactively safeguarding the professions in light of the changing landscape in health care.

• http://www.asha.org/uploadedFiles/ASHA/Practice/Health-Care-Reform/Healthcare-Summit-Executive-Summary-2012.pdf
Key Areas of Focus

- Education
  - Members
  - Faculty
- Resource development and dissemination
- Tracking of Data regarding implementation
  - Support personnel
  - Telepractice
Ad hoc Committee on Reframing the Professions
Final Report

Reframing the Professions of Speech-Language Pathology and Audiology

Ad Hoc Committee on Reframing the Professions

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SPEECH-LANGUAGE PATHOLOGY

• Expand the Clinical Paradigm
• Re-frame the Profession
• Outcomes, Databases and Quality
• Professional Preparation
• Member Education
• Widespread Dissemination of Information
Reconsider the Clinical Paradigm

- Move from deficits or impairments to context-based effectiveness
- Fully adopt the ICF framework
- Expand beyond traditional service models
- Include consultations that enable communication in various care venues
Reframing the Profession

• ASHA needs to lead by changing the vocabulary used to describe value… be patient centered, not clinician centered

• Position SLPs as leaders in communication health
Reframing the Profession

• What does reframing the profession of SLP entail?
Top of License

• What does practicing at the “top of the license” look like?
• What does the continuum of service delivery include?
Reframe the Profession

• Practice at the “top of license”

• Link communication outcomes to health care quality of life
Continuum of Service Delivery

- Using extenders
- Using telepractice
- Consultations
- Intensive treatment
- Telepractice
Continuum of Service Delivery

• Using extenders
  ❖ SLPAs,
  ❖ Rehab technicians
  ❖ Family members
  ❖ Community workers

• Consultations
  ❖ Other professionals
Continuum of Service Delivery

• Intensive treatment
  ◆ More frequent sessions scheduled in blocks
• Consultations
  ◆ Self management
• Telepractice
Quality and Outcomes Measurement Needs

- SLPs need guidance documents for optimal practice (e.g. pathways, protocols)
- Update NOMS
- Outcomes focused on patient functional measures
- Patient reported outcomes
- Consider cross-professional outcomes tool
Professional Preparation

• Innovative models of education
• Include Interprofessional education
• Use “active” approaches (e.g., simulation, case based or problem-based learning
• Consider CF as a part of the entry level degree program
Communication/Education

- Present at 10 conventions of state associations
- Present at ASHA convention and conferences (e.g. HCBI, Schools)
- Develop resource pages and info for Portal
Telepractice

• Provide resources for SLPs and audiologists who are interested in provision of services through telepractice.
• Promote legislative and regulatory changes to (a) allow the use of and reimbursement for telepractice in the provision of services, even across state lines, and (b) allow for telepractice for supervision, mentoring, and professional consultation.
Practice Portal

Practice PORTAL

- Your place for vetted practice guidance
- Clinical topics and professional issues
- For audiologists and speech-language pathologists

We want to know your opinion. E-mail us what you think and how we can improve.

Client & Patient Handouts
Get quick and easy access to client and patient handouts for use in your practice.

Evidence Maps
Evidence maps give you tools and guidance for engaging in evidence-based decision making.

Templates & Tools
Find practical templates and tools to increase the efficiency and effectiveness of your practice management.

Topics & Issues
Find information on clinical topics and professional issues to help translate evidence and expert opinion into practice.

What do you think?
We need your feedback to help us improve. E-mail us your opinion.
Rehabilitative Services

- Consider transition from fee for service to bundled payments (patient driven)
- Episodic payment
- Clear consistent documentation
Member Education

• Professional development activities
• Presentations at national, state and local meetings
• Develop resources on website
Dissemination of Information

• Professional development to enhance competence and preparedness to delivery high-quality services that yield significant outcomes for individuals with communication disorders

• Provide targeted member focused education on topics related to accountable care, cross continuum care coordination, EHRs
Widespread Information Dissemination

- Competency
- Preparedness to deliver high-quality services that yield significant outcomes
- Online modules
- Consider competency based Continuing education
- Video presentations, and social media
How to be trustworthy?

• Demonstrate safe care
• Use standard practice guidelines
• Be accountable for our behavior
• Manage knowledge
• Utilize a value creation system

Klein, 2011; Marx 2001; Reason J. 2000.
International Classification of Functioning, Disability and Health (ICF)

• Integrate ICF with the evolving healthcare system
• Description of functioning 18+
• ICF-CY is the Children & Youth version
• The Scope of Practice for SLP and Audiology each incorporate the ICF framework.
What is the ICF and how does it help?

- The International Classification of Functioning, Disability and Health (ICF) was developed by the World Health Organization (WHO). It provides a framework to address an individual’s functioning and disability related to a health condition within the context of that person’s activities and social roles in everyday life.
ICF Framework of Health and Disability (WHO, 2001)

- Health Condition
  - Disorder or disease that informs predicted comorbidities & prognosis

- Body Structure & Function
  - Impairments in anatomical parts and their physiological functions

- Activity & Participation
  - Limitations in execution of a task or involvement in a life situation

- Personal & Environmental Factors
  - Barriers or facilitators in the environment or society and/or attitudes that influence function
Functional Goals

• Target individually meaningful activities or roles that a person cannot perform or avoids performing as a result of a health condition
Why target functional goals?

- To maximize outcomes, because treatment of impairments alone may not lead to functional improvement or be meaningful to the individual
- To optimize the individual’s potential to engage in meaningful activities following discharge
- To increase engagement with clients and their families
- To demonstrate the value of skilled services to payers
What can I do Monday?

- Continue to education
  - ASHA website, articles, podcasts, other websites
- Provide clear evidence of the value of SLP/Aud services
- Think out of the box regarding treatment models
- Communicate with colleagues
Ask questions…

- How can I practice differently?
- How does the patient’s environment impact his/her goals?
- How do I work with other health care providers?
- What changes are needed to support a value-based approach?
Budget Comparisons

• 2014 this was not a strategic objective

• However, work related to telepractice, use of support personnel were included on the FT master list from the recommendations of the Reframing the Professions Ad Hoc Committee.
References

• Klein, McCarthy Sentara Healthcare: Making Patient Safety an Enduring Organizational Value, The Commonwealth Fund, March 2011

• “Health Care Reform and Speech-Language Pathology Practice”—The ASHA Leader
  www.asha.org/Publications/leader/2010/100803/Health-Care-Reform-SLP.htm

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  www.ihi.org/offerings/Initiatives/TripleAim/Pages/default.aspx

Resources
