



Collaboration Between Education-Medical/Private SLP's

Jeff Stec & Ann Slone
Ohio Speech Language
Hearing Association Convention
MS #23 Friday March 6th 3:45-5:15




Audience



- Who is here
 - Educational/School Speech Pathologist
 - Medical Speech Pathologist
 - Private Practice SLP
 - SLP from Academia
 - Administrator
 - Regions of the State

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Agenda



- Learning Objectives
- Theoretical Perspectives
- Theory to Practice
- Next steps
- Question as we go!

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Learning Objectives



1. Identify key features of institutional theory.
2. Employ strategies to communicate with interagency professionals across the state
3. Increase collaboration among SLP colleagues in various pediatric agencies at a statewide level.

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Frame of Reference

First Step of a long Journey
Katrina compared to Gustav/Ike
How did control, image, and structure impact our reaction to natural disaster?
Were the choices isolated to the internal workings of specific agencies or were they interrelated?


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Collapse to Collaboration



HURRICANE KATRINA
THROUGH THE EYES OF THE CHILDREN

A Gustav/Ike Film Association with Eastern Shore High School



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Astrodome to Assistance

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Themes Impacting Collaboration

Control

Image

Structure

and their impact on speech pathology services between schools and medical-private agencies

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Theoretical Perspectives

- Networking theory
 - Trace Relationships
 - Tool for governance
- Institutional theory
 - Coercive
 - Mimetic
 - Normative (DiMaggio & Powell, 1983)

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Conceptual Focus

- Internal – micro (one body)
 - Teacher to Teacher collaboration
 - Division to Division collaboration
 - Cooperative Teaching
 - Co-Treatments
- External – macro (one crowd)
 - Agency to Agency
 - Business to Business

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Networking Theory

Trace Relationships

- I know ...
- I trust....

Tool for Governance

- Organizational Structure
- Leadership Responsibilities

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Institutional Theory



- Institutional theory is based on two basic assumptions
 - Integrated system necessary for the institution to survive
 - The institutional structure contributes to societal functioning (Tolbert, 1996)

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Institutional Theory

- “Maintaining organizational autonomy and power over other organizations”
- “... risk, trust, or fear that impacts features of institutionalization...”



(Tolbert, 1996)

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Institutional Theory



- Coercive – formal and informal pressures exerted on organizations by other organizations
 - Competition/Influence
- Mimetic – modeled after other organizations
 - Follow processes similar to another organization
- Normative – professionalization collective struggle of members of an occupation
 - Professional Organization Mandates/Standards (DiMaggio & Powell, 1983; Zucker, 1977)

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Theory to Practice

- Timeline
- Known Barriers
 - Communication
 - Expectation
 - Best Practice
- Attempted Solutions
 - Policy
 - Joint Education Efforts
 - Networking Opportunities



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Collaboration Development Timeline



Greater Cincinnati Community Partnership

- Began in the Spring, 2006.
- Under the leadership of Jeff Stec with the approval of Ann Kummer Senior Director.
- Monthly meetings: School SLPs/supervisors and CCHMC SLPs.
- SLPs from schools and hospitals were informally surveyed.
- Much time was spent glorifying the problems.
- But eventually small solutions began and continue to evolve.



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Known Barriers to Interagency Collaboration

Interagency Collaboration Challenges



- Medically Complex Children
- Prescriptive Reports
- Many Providers of Information
- Non-Specific Information
- Unique Environment Demands

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Interagency Collaboration Challenges




- Ivory Tower
- Parent Report/Expectations
- Missing and Misinformation
- Trust Vs. Turf
- Changes to Consider
- The Children We See

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Communication

- **Challenges**
 - Time
 - Phone Tag
 - Turf
 - Access
- **Strategies**
 - E-mail Lists
 - Collaborative Treatment Plans
 - Shared Observations
 - Weekly Progress Notes
 - Communication Journals

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Expectations

- **Challenges**
 - Professional Trust
 - IEP Goal Align with Content Standards
 - Conflicting Information
- **Strategies**
 - Streamlined Service Delivery
 - Interagency/Professional Collaboration
 - Trust First








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Best Practice

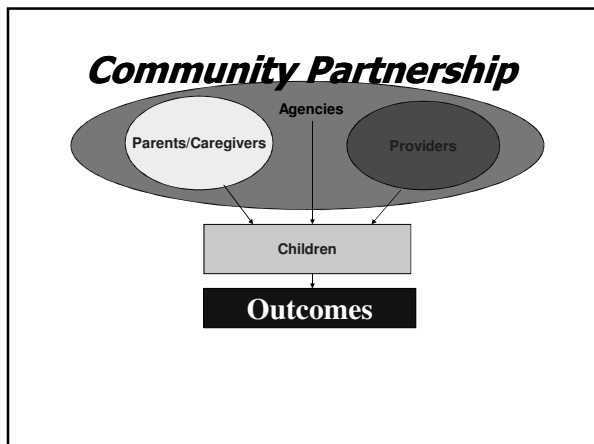
- **Challenges**
 - Evaluation/Treatment Parameters –Adverse Effect
 - Evolution of Training Expectations
 - Appropriate Caution
 - Opinion/Philosophy Differences
 - Lack of Evidence
- **Strategies**
 - Collaborative Observations
 - Collaborative Treatment Plans
 - IEP Goal Consensus

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Attempted Solutions








Values

Principles, behaviors, and expectations that our work should contain!



- Collaboration is Necessary and Helpful Between Educational and Medical SLP's
- Public and Private Environments Have Successes and Limitations
- Systemic Change is Slow but Possible
- Children Benefit from SLP services

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Values



- Educational SLP services are designed to support students' access and progress toward curriculum.
- Medical SLP services are designed to support improvement of Mental/Physical development.

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Values



- Model best practices for maximum benefit to those we serve.
- Think beyond boundaries and apply best ideas regardless of source.
- Do the right thing

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Mission



- Through systemic collaboration, information, and streamlined communication, children and families of the tri-state area will obtain improved results in all settings from speech language pathology services.

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Targeted Efforts

- Communication
 - Family Referral/Brochure
 - Initial Family Contact
 - Report Do's Don'ts
 - Report to Childs School
- Policy/Standard of School Collaboration
- School Contact Lists Updated Yearly

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Policy

- Do's and Don'ts
- "...there is active communication between the two treating SLPs so that they are supporting each others goals, are using similar strategies, and are communicating a consistent message to the parents"
- "...every August we will contact the school districts for a list of SLPs and email addresses."



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Collaborative Outcomes

- Fluency Friday Plus
- Sharing of notices at PD that is relevant to both settings: ELL, Literacy, Hearing Impaired.
- Provision of PD in school districts by hospital SLP's. Linda Hodgdon, SCERTS
- OSSPEAC Presentation 2008
- Individual Contact, Joint Efforts in Treatment



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Collaborative Outcomes Cont.

- Apraxia Study Group
- SWOSHA Quarterly Networking Events.
- SWOSHA PD Event – October 24th, 2009
- OSHLA Caucus Presentations
- OSLHA Professional Practice Action Plan
- ASHA Presentation 2008
- CCHMC Audiology Presentation May 2009



Next Steps

- Target One Agency
- Who are key contacts that will facilitate better collaboration?
- When considering image, control, and structure who owns these concepts in your organization?
- Who owns them in your targeted organization?
- What is MY First Step

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Collaboration Plan

Develop a Collaboration Plan

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What is **MY** first step? _____

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New Ideas

- Please share ideas you talked about at your table.



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Attachments

- CCHMC Collaboration Policy.
- Speech Therapy at School Parent Hand-Out
- Graphic Organizer



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References

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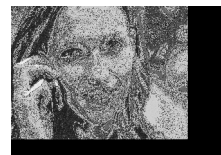
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OSHLA Pediatric Collaboration Committee Meeting March 6th 2009, 5:15pm

- Welcome
- Flashpoint Issue Categories
- Problems & Solutions (Sticky Notes)
- Professional Rep Liaison
- Next Meeting – Communication

Communication

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 - Time
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 - Turf
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Best Practice

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Action Plan Activity

- Identify problem = Suggest Solution/idea
- Cluster according to flashpoint category
- Consider...
 - Statewide / Systemic change or impact
 - OSHLA role and responsibility in desired solution
 - Key stakeholder to nominate within professional rep. to serve as liaison for ongoing efforts

Possible Future Communication

- Email list serve for updates
- Professional Rep. Liaison identified tomorrow during the caucuses
- Ongoing efforts with liaison group and communicated to interested membership via email for ongoing comment

Thank you!