

**GEORGIA STATE BOARD OF SPEECH-LANGUAGE PATHOLOGY AND
AUDIOLOGY
Board Meeting
December 1, 2008**

The Board Meeting for the Georgia State Board of Speech Language Pathology and Audiology was held on Monday, December 1, 2008, at the Professional Licensing Boards, 237 Coliseum Drive, Macon, Georgia.

| The following Board members were present: | Others Present: |
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| Elizabeth (Beth) Larrimore - President Robin Bohannon Andrea Boswell Susan Daughtry Denise R. Sheppard Terri Williams | Anita Martin, Executive Director Janet Wray, Sr. Assistant Attorney General Susan Hewett, Licensure Supervisor Carol White, Board Secretary |

Beth Larrimore established that a quorum was present and the public hearing that was scheduled to begin at 10:00 a.m. was called to order at 10:05 a.m. No public or written comments were received. Public hearing adjourned at 10:07 a.m.

Beth Larrimore established that a quorum was present and the meeting that was scheduled to begin at 10:05 a.m., was **called to order** at 10:10 a.m.

Consideration of Board Rule 609-6-.01

- *Board response:* Andrea Boswell made a motion to adopt, Denise Sheppard seconded the motion and it carried unanimously.

609-6-.01 Speech-Language Pathology Aides.

Registration as a Speech-Language Pathology Aide. A person who seeks to assist in the practice of speech-language pathology must apply to the Board for registration as a speech-language pathology aide. The Board may approve registration as a speech-language pathology aide upon receipt of applicable fees and approval of the education and training of the applicant, the specific duties to be assigned, the amount and nature of the supervision available, and other factors as deemed relevant by the Board. Training shall not begin until the application for registration has been approved by the Board.

(a) Application for Registration.

The person seeking registration as a speech-language pathology aide and the supervising speech-language pathologist shall submit an appropriate application to the Board on forms available on the website or the Board office.

1. Each application shall be accompanied by the appropriate fee (see Fee Schedule).

Registration fees are not prorated during the biennial licensure period.

2. If the application is approved, the applicant will be notified in writing that practice as an aide may begin following completion of the approved training program.

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3. An application file will become void, without notification to the applicant, if it has not been completed within six months of the date the application is received by the Board.

4. All speech language pathology aides ~~are required to register by~~ registrations shall expire on March 31 of odd numbered years.

5. Registration identification cards will be issued by the Board within three months following approval of the registration application and the ~~approved~~ training program.

6. Pursuant to O.C.G.A. §43-1-19, the ~~board~~ Board has the authority to refuse to grant a registration as a speech-language pathology aide if it is in receipt of information that applicant has practiced without a valid registration.

(b) Minimum Requirements.

1. Education. The minimum education requirement is graduation from high school or receipt of a GED certificate. The speech-language pathology aide applicant shall provide documentation of a high school diploma, GED certificate, or college transcript to the Board.

2. Training

(i) Training shall not begin until the application for registration has been approved by the Board.

(ii) Description. On a form provided by the Board, the supervisor shall submit a description of a minimum of 40 hours of proposed instruction in the specific duties that the aide will perform. This description shall include the ages and diagnoses of the clients for whom the services are intended, the specific duties trained, and the type and duration of training. Instruction must be provided by a Georgia licensed speech-language pathologist or through an accredited educational institution.

(iii) Scope. Training for aides shall be defined by and shall be specific to the approved application and the assigned tasks. The Georgia licensed speech-language pathologist supervisor shall ensure that the scope and intensity of training will encompass all of the activities assigned to the aide. Training shall be competency based and provided through a variety of formal and informal instructional methods. Licensed supervisors shall provide ~~aides with information~~ the aides of their ~~on~~ roles, functions, and of any related laws. The licensed supervisor shall maintain written documentation of training activities.

(iv) Verification. The supervisor shall submit to the Board verification that the training was completed satisfactorily within thirty (30) working days of the applicant's employment as a ~~Speech Language Pathology aide.~~ speech-language pathology aide.

(c) Supervision.

1. The supervisor of an aide shall be a Board approved Georgia licensed speech-language pathologist who will be known as the supervisor of record. ~~is approved as the supervisor of that aide.~~ The aide may provide services only under the ~~supervision of the Georgia licensed speech-language pathologist supervisor of record for that applicant.~~ known supervisor(s) of record. If more than one supervisor is to be involved with the aide, an application shall be submitted by each supervisor.

2. ~~The supervisor shall accept full and complete responsibility for the duties performed by the aide. The supervisor of a speech language pathology aide shall maintain the legal and ethical responsibilities for all assigned activities provided by the aide; shall make all decisions relating to the diagnosis, treatment, management and future disposition of the patient/client(s) served;~~

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and shall have the responsibility for the health, safety and welfare of the patient/client(s) served by the aide. The supervisor shall be responsible for the aide's competence to perform board approved activities and adherence to the Principles and Standards of Conduct as defined in Board Rule. The supervisor of record shall:

- a) accept full and complete responsibility for the duties performed by the aide;
- b) maintain the legal and ethical responsibilities for all assigned activities provided by the aide;
- c) make all decisions relating to the diagnosis, treatment, management and future disposition of the patient/client(s) served;
- d) have the responsibility for the health, safety and welfare of the patient/client(s) served by the aide;
- e) be responsible for the aide's competence to perform *Board approved* activities;
- f) be responsible for the aide's adherence to the Principles and Standards of Conduct as defined in Board Rule; and
- g) not supervise an immediate family member.

3. The supervisor of record who works full time ~~or~~ (more than 34 hours per week) shall supervise no more than two (2) aides under the provisions of this rule. A supervisor of record who works part-time ~~or~~ (less than 35 hours per week) shall supervise no more than one (1) aide under the provisions of this rule.

4. The supervisor shall submit a plan of supervision which ~~shall~~ will specify the frequency, duration, and type of supervision he/she will provide to the aide.

5. Supervision shall be a culmination of ~~include the personal and~~ direct and indirect involvement of the supervisor in any and all ways that will permit verification of the adequacy of the aide's adequate performance. ~~6. Indirect supervision or observation shall be provided through daily contacts and may include~~ that include, but are not limited to, a variety of techniques such as audio-and/or videotape recordings, telephone communications, conferences, e-mails, charts, logs and review of numerical data.

~~7.6.~~ Direct on-site observation of the aide shall be provided according to the following:

(i) The supervisor of record shall be with the aide during the first ten (10) hours of direct client contact following training; and

(ii) then shall be with the aide one hour per week after the first ten (10) hours of direct client contact. These one hour observations must, over a period of time, ~~to~~ include a sampling of all assigned activities;

(iii) The direct observation must be documented. This documentation should include quality of interaction, performance, accuracy in implementation of assignments, accuracy in recording data, and the aide's ability to interact effectively with the client.

(iv) Information obtained during direct observations shall include response data that is ninety percent (90%) accurate

(1) ~~agreement (reliability)~~ between the aide and the supervisor of record, on correct-incorrect judgment of target behavior;

(2) ~~accuracy in implementation of assessment and management procedures,~~

(3) ~~accuracy in recording data,~~ and (4) ~~ability to interact effectively with the client;~~

(v) Whenever ~~areas (i) through (iii) listed above~~ response data falls below the 90% reliability level between the supervisor of record and the aide, the supervisor of record shall retrain the aide

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in those skills, and ~~direct~~ Direct observation shall be increased until the reliability level returns to 90% over three consecutive direct observation sessions.

~~7. Direct on-site observation of the aide shall be provided according to the following:~~

~~(i) The supervisor shall be with the aide during the first ten (10) hours of direct client contact following training; and~~

~~(ii) One hour per week after the first ten (10) hours of direct client contact, to include a sampling of all assigned activities;~~

~~(iii) The direct observation must be documented and include information on the quality of the aide's performance;~~

~~(iv) Information obtained during direct observations shall include data relative to~~

~~(1) agreement (reliability) between the aide and the supervisor on correct incorrect judgment of target behavior;~~

~~(2) accuracy in implementation of assessment and management procedures;~~

~~(3) accuracy in recording data, and (4) ability to interact effectively with the client;~~

~~(v) Whenever areas (i) through (iii) listed above fall below the 90% reliability level between the supervisor and the aide, the supervisor shall retrain the aide in those skills and direct observation shall be increased until the reliability level returns to 90% over three consecutive direct observation sessions. The supervisor of record shall retain documentation of all direct and indirect supervisory activities for two (2) years.~~

~~8. Prior to services, the patient or family must be informed in writing, by the supervisor of record, that services will be rendered by a speech language pathology aide.~~

~~9. The supervisor shall notify the Board within ten (10) working days of terminating a supervisor/aide agreement. Upon termination of a supervisor/aide agreement that particular aide registration would become void.~~

(d) Duties and Authorizations

~~1. The aide is authorized to perform only those duties described on the application and as approved by the Board.~~

~~2. The aide is authorized to perform speech-language pathology activities only at those times when the supervisor of record is in the same institutional setting, any nursing home, acute hospital, convalescent center, rehabilitation center, educational campus, other inpatient facility by any other name and outpatient facility which would include a private office.~~

~~3. Authorized duties shall not include:~~

~~(i) interpreting test results;~~

~~(ii) independently performing diagnostic evaluations;~~

~~(iii) participating in conferences or counseling sessions regarding the patient/client without the presence of the supervisor or other speech language pathologists designated by the supervisor;~~

~~(iv) writing, developing, or modifying a patient/client's individualized treatment plan;~~

~~(v) treating patients/clients without following the individualized treatment plan prepared by the supervisor and/or designated speech language pathologist;~~

~~(vi) signing any document related to speech language pathology services without the co-signature of the supervisor;~~

~~(vii) selecting patients/clients for services;~~

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- (viii) ~~discharging clients/patients from services;~~
- (ix) ~~disclosing clinical or confidential information either orally or in writing to anyone not designated by the supervisor;~~
- (x) ~~making referrals for additional services;~~
- (xi) ~~performing any task without the express knowledge and approval of the supervisor.~~

3. The speech language pathology aide shall:

- (i) not perform standardized or non-standardized diagnostic tests, formal or informal evaluations, nor shall they provide clinical interpretation of test results;
- (ii) not screen patients/clients;
- (iii) not participate in conferences or counseling sessions regarding the patient/client without the presence of the supervisor of record or another speech language pathologist designated by the supervisor of record;
- (iv) not write, develop, or modify a patient/client's individual treatment plan.
- (v) not treat patients/clients without following the individualized treatment plan prepared by the supervision of record and or the designated speech-language pathologist;
- (vi) not sign any formal documents related to speech language pathology;
- (vii) not select patients/clients for services;
- (viii) not discharge patients/clients from services;
- (ix) not disclose clinical or confidential information either orally or in writing to anyone not designated by the supervisor of record;
- (x) not make referrals for additional services;
- (xi) not perform any task without the express knowledge and approval of the supervisor of record;
- (xii) not counsel or consult with the patient/client, family, or others regarding the patient/client status or service;
- (xiii) not assist the supervisor of record by completing a checklist or by tabulating results of a feeding or swallowing evaluation;
- (xiv) not demonstrate swallowing strategies or precautions to patients, family, or staff.
- (xv) not make advertisement or public announcement of services independent of the supervisor of record;
- (xvi) not represent herself/himself as a practitioner of speech-language pathology;

4. The aide shall not represent herself/himself as a practitioner of speech language pathology, and shall be clearly identified as a speech language pathology aide by a badge worn during all contact with patients/clients. The speech language pathology aide shall be clearly identified as a speech language pathology aide by a badge that is to be worn whenever working as a speech-language pathology aide.

5. When services are to be rendered by a speech language pathology aide the patient or family must be informed in writing. The aide registration shall become void when the authorized supervisor(s) is no longer available for supervision.

6. The aide shall not make advertisement or public announcement of services independent of the supervisor.

7. The aide registration shall become void when the authorized supervisor(s) is no longer available for supervision.

(e) Renewal. Change of Plan

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1. All aide registration shall expire on March 31 of odd numbered years.
2. Application and biennial renewal fee (see Fee Schedule) must be received in the Board Office by March 31 of odd numbered years.
3. An audit shall be conducted to determine compliance with the direct observation guidelines enumerated above. A percent of renewal applicants, to be determined by the Board, shall be requested to submit the documentation of supervision to the Board by March 31 of odd numbered years. Failure to document the direct observation and/or to demonstrate compliance with the guidelines shall have the same effect as a revocation of said aide registration and may subject the supervisor to disciplinary action.
4. Biennial renewal identification cards will be issued by the Board office within three months following receipt of acceptable renewal application and renewal fee.
5. The failure to renew an aide registration by March 31 of odd numbered years shall have the same effect as a revocation of said registration; however, an aide registration may be restored, reissued, or reinstated at the discretion of the Board. If in its discretion, the Board denies such a request, such person may submit an application and supportive documentation to obtain a new registration. If required to do so, the applicant must meet the current standards for aide registration.

If the duties and/or authorizations approved by the board changes; a new application, fee and all required documents must be submitted to the board for consideration before such change can be made.

(f) Re-registration of speech-language pathology aides

1. All aide registration shall expire on March 31 of odd numbered years.
2. Application and biennial renewal fee (see Fee Schedule) must be received in the Board Office by March 31 of odd numbered years.
3. An audit shall be conducted to determine compliance with the direct observation guidelines enumerated above. A percent of renewal applicants, to be determined by the Board, shall be requested to submit the documentation of supervision to the Board by March 31 of odd numbered years. Failure to document the direct observation and/or to demonstrate compliance with the guidelines shall have the same effect as a revocation of said aide registration and may subject the supervisor to disciplinary action.
4. Biennial renewal identification cards will be issued by the Board office within three months following receipt of acceptable renewal application and renewal fee.
5. The failure to renew an aide registration by March 31 of odd numbered years shall have the same effect as a revocation of said registration; however, an aide registration may be restored, reissued, or reinstated at the discretion of the Board. If in its discretion, the Board denies such a request, such person may submit an application and supportive documentation to obtain a new registration. At all times, the applicant must meet the current standards for aide registration.

The Board voted that the formulation and adoption of this rule does not impose excessive regulatory cost on any licensee and any cost to comply with the proposed rule cannot be reduced by a less expensive alternative that fully accomplishes the objectives of the applicable laws as provided by the Attorney General's office.

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The board also voted that it is not legal or feasible to meet the objectives of the applicable laws to adopt or implement differing actions for businesses as listed in O.C.G.A. §50-13-4(3)(A)(B)(C)(D). The formulation and adoption of this rule will impact every licensee in the same manner and each licensee is independently licensed, owned and operated in the field of Speech-Language Pathology and Audiology.

Review of October 20, 2008 board meeting minutes.

- *Board response:* Andrea Boswell moved to **approve** the minutes as amended. Robin Bohannon seconded the motion and it carried unanimously.

Discussion of Acceptable States for Endorsement.

- Criteria to be utilized by board members when reviewing requirements for Endorsement
 - a. Academic requirements
 - b. Practicum requirements
 - c. Professional experiences (PCE)
 - d. Examination requirement
 - e. Number of CE hours required – Comparable ASHA hours will be considered
 - f. List SLP & Audiology separately

Ratify list of licenses – *Board response:* Susan Daughtry moved to **approve** the list. Terri Williams seconded the motion and it carried unanimously.

| <i>License Number</i> | <i>Name</i> | <i>License Type</i> |
|------------------------------|---------------------------|-----------------------------|
| AUD003811 | Mejia, Monica Andrea | Audiologist |
| AUD003812 | Nussbaum, Tonya S | Audiologist |
| PCET001216 | Sikes, Jennifer M | PCE Temporary License |
| PCET001381 | Lowe, Ashley Nicole | PCE Temporary License |
| PCET001382 | Scruggs, Pamela Joy | PCE Temporary License |
| PCET001383 | Terry, Keyona Dion | PCE Temporary License |
| PCET001385 | Carter, Ashley Elizabeth | PCE Temporary License |
| PCET001386 | Harris, Alina Tremaine | PCE Temporary License |
| PCET001387 | Blaiss, Joel Benjamin | PCE Temporary License |
| SLP006965 | Fowler, Jayme Humphrey | Speech-Language Pathologist |
| SLP006966 | Cronic, Megan Elizabeth | Speech-Language Pathologist |
| SLP006967 | Payne, Heather Michelle | Speech-Language Pathologist |
| SLP006968 | Riccardo, Luciana Soledad | Speech-Language Pathologist |

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| | | |
|------------|---------------------------------|-----------------------------|
| SLP006969 | Greenman, Martha Suzanne | Speech-Language Pathologist |
| SLP006970 | Selph, Megan Elizabeth | Speech-Language Pathologist |
| SLP006971 | Holman, Alexis Tanise | Speech-Language Pathologist |
| SLP006972 | Levesque, Karyn Theresa | Speech-Language Pathologist |
| SLP006973 | Rose, Coral Anne | Speech-Language Pathologist |
| SLP006974 | Driskell, Martha Suzanne | Speech-Language Pathologist |
| SLP006975 | Woodall, Tiffany Doreen | Speech-Language Pathologist |
| SLP006976 | Saliba, Rima | Speech-Language Pathologist |
| SLP006977 | Tillman, Melanie Hicks | Speech-Language Pathologist |
| SLP006978 | Diallo, Keisha Diane | Speech-Language Pathologist |
| SLP006979 | Bolivar, Alexis R | Speech-Language Pathologist |
| SLP006980 | Armitage, Ashley | Speech-Language Pathologist |
| SLP006981 | Lynema, Casey Cherie | Speech-Language Pathologist |
| SLP006982 | Colvin, Megan McMahan | Speech-Language Pathologist |
| SLP006983 | Prusa, Anna McCulloch | Speech-Language Pathologist |
| SLP006984 | McCoy, Shannon | Speech-Language Pathologist |
| SLP006985 | Katzowitz, Rebecca Lynn | Speech-Language Pathologist |
| SLP006986 | Turner-Rogers, Kimberly Monique | Speech-Language Pathologist |
| SLP006987 | James, Natalie Kathleen | Speech-Language Pathologist |
| | | |
| SLPA000177 | Shankle, Leigha Shae | Speech Pathologist Aide |
| SLPA000178 | Breeden, Darleen Drucilla | Speech Pathologist Aide |
| | REINSTATEMENTS | |
| SLP004783 | Wright, Amy Lynn | Speech-Language Pathologist |
| SLP006420 | Horowitz, Shira | Speech-Language Pathologist |
| SLP000918 | Jones, Susan L. | Speech-Language Pathologist |
| SLP004829 | Palmer, Jill | Speech-Language |

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| | | |
|-----------|---------------|--------------------------------|
| | | Pathologist |
| SLP004151 | Grant, Robine | Speech-Language Pathologist |

Waiver request from Ellen R. Klein.

- Board response: Terri Williams moved to **approve** the request with the additional 20 hours CE required. Denise Sheppard seconded, the motion carried unanimously. Andrea Boswell voted in opposition.

Variance request from Helen Marie Pursley Davenport.

- Board response: Andrea Boswell moved to **approve** the request – PCE allowed from December – June 2009. Susan Daughtry seconded the motion and it carried unanimously.

Miscellaneous.

- Board Rule 609-3-.03 – The Board will send to Janet Wray, Sr. Assistant Attorney General’s office for review and also put on the next Board meeting’s agenda.

Executive Session:

Susan Daughtry made a motion, Denise Sheppard seconded and the Board voted to enter into **Executive Session** in accordance with O.C.G.A. §43-1-19(h)(2) and §43-1-2(k) to deliberate on applications and enforcement matters and to receive information on applications, investigative reports, and the Assistant Attorney General’s report. Voting in favor of the motion were those present who included Andrea Boswell, Robin Bohannon, and Terri Williams. The Board concluded **Executive Session** in order to vote on these matters and continue with the public session.

Review of Applications:

- L.W. – PCE Applicant – Approve.
- M.R. – SLP Applicant – Deny – Suggest she pursue licensure through ASHA.
- E.D.J. – PCE Applicant – Deny - Cannot count her Florida hours for her PCE. She can complete an entire PCE in Georgia. However, best licensure option would be for her to apply with ASHA so she can utilize her Florida hours and complete the remainder of hours needed in Georgia.

Executive Director’s Report – Anita Martin

- Presented two Consent Orders for acceptance – M.N.P. and Renee Lynn Kazanecki.
- Continued discussion with hearing screenings conducted by Pediatrix viewed as informational.

Susan Daughtry moved to **approve** the recommendation made in the Executive Session. Terri Williams seconded the motion and it carried unanimously.

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There being no further business to come before the Board, the meeting was adjourned at 11:55 a.m.

Minutes recorded by: Carol White, Board Secretary

Minutes reviewed and edited by: Anita O. Martin, Executive Director