

Licensed Speech-Language Pathologist Retention/Recruitment Strategies

Texas school districts are steadily decreasing the number of unfilled SLP positions. Districts have used a variety of retention and recruitment incentives as a strategy to employ licensed SLPs. Below are examples of incentives school districts may want to consider offering to aid in the retention and recruitment of licensed SLPs.

Human Resource Incentives

- Teacher Retirement System participation
- 457 Retirement Plan with matching employer contributions
- Signing bonus
- Credit on pay scale for years worked outside of school settings
- Retention bonuses
- Health Insurance
- Additional contract days
- Employee annual performance bonus
- Travel stipend
- Stipend for serving on team (e.g. autism)
- Stipend for supervising SLP-As
- Stipend for Medicaid participation and paperwork
- Stipend for CCCs
- Stipend for Bilingual

Departmental Incentives

- District sponsored continuing education opportunities
- Licensing fee reimbursement
- ASHA dues reimbursement
- TSHA dues reimbursement
- Financial incentives for earning credentials
- Sponsorship of annual conference fees and travel expenses
- Technology tools and equipment
- Adequate work and therapy space
- Budget for supplies and materials
- Summer work opportunities
- Child care opportunities
- Free in-district tuition for children if living outside the district

Other Important Incentives

- Clerical support
- Team approach
- Assignment specialization
- Flexible scheduling
- Work from home opportunities
- Advancement opportunities

This document can be customized for your district as a retention/recruitment tool using the incentives on the previous page as a suggestions.

DISTRICT LETTERHEAD District Mission Statement

Benefits Offered for Speech Language Pathologists

_____ ISD offers human resource benefits such as:

- _____
- _____
- _____
- _____
- _____
- _____

_____ ISD offers provides you with:

- _____
- _____
- _____
- _____
- _____
- _____

_____ ISD offers supports you by:

- _____
- _____
- _____
- _____
- _____
- _____
- _____

Contact _____ to see how you can enjoy the benefits of working in Texas public schools.