

**Speech Language Pathology Program  
Strategic Plan  
June 30, 2020**

**Mission Statements**

**College:** The College of Science and Health Professions provides in-depth education for students who select majors and minors in the college and general education courses for those who select majors in other colleges.

**Department:** The mission of the Department of Health Professions is to provide specialized education designed to prepare students whose career goals encompass the fields represented by the professional health programs within the Department.

**Program:** The mission of the Northeastern State University Speech- Language Pathology Program is two-fold: 1) to provide pre-professional undergraduate education leading to a Bachelor of Science degree as a prerequisite for admission to a graduate degree program in communication disorders and 2) to provide graduate education leading to a Master of Science degree with the academic and clinical practicum experience necessary to meet requirements for the Certificate of Clinical Competence in Speech-Language Pathology from the American Speech-Language-Hearing Association, the license in speech-language pathology from Oklahoma Board of Examiners for Speech-Language Pathology and Audiology, and the Oklahoma State Department of Education Standard Certificate in Speech- Language Pathology.

**SLP Strategic Goal 1:** Advance a culture of academic excellence and student success within the Speech-Language Pathology Program.

- a. Relationship to NSU Mission/Vision: SLP Goal 1 corresponds to the mission statement expressing the intention to offer a service-oriented, supportive learning environment where students prepare to achieve professional and personal success. Relationship to NSU Strategic Goal(s): SLP Goal 1 corresponds to University Strategic Goal 1: Advance a culture of academic excellence and student success.
- **Outcome #1:** The SLP Program will achieve and maintain accreditation with the Council on Academic Accreditation.  
*Action Steps:* Fully accredited. Next site visit and self-study 2022.  
*Performance Measures:* Remain in good standing with Council of Academic Accreditation  
*Time Frame:* Site visit and self-study 2022  
*Point Person:* Program Chair  
*Assessment methods:* Accreditation Agency Report Review  
*Budget needs:* Fees associated with accrediting agency (approximately \$3500 per year)
- **Outcome #2:** Faculty within the SLP Program will exhibit and improve teaching skills.  
*Action Steps:*
  - a. Faculty will obtain a minimum average of 10 continuing education hours per year to be

assessed over a 2-year period for OBESPA requirements and over a 3-year period for ASHA requirements. Faculty will complete ethics training every 3 years in accordance with ASHA standards and any new continuing education requirements. Faculty members that supervise clinical practicum opportunities will complete required supervision continuing education.

- b. Faculty will score at least an average of 3 or above on student course assessments (on a scale of 1-5)
- c. Faculty members will achieve the goals set through their development plans implemented by the Department.

*Performance Measure(s):* Continuing Education Units will be registered with the ASHA CEU Registry or will provide certificates of completion for continuing education requirements, Score of at least an average of

3 or above on student course assessments

*Time Frame:* Semester, FDP's each year

*Point Person:* SLP faculty members and program chair *Assessment Methods:* ASHA CEU Registry or documentation of continuing education, CTL online course assessments, observations, review of development plans

*Budget Needs:* Flexibility for faculty to attend education programs, conferences, workshops, \$2000-3000 per year per faculty member (\$10,000-15,000)

- **Outcome #3:** Graduate students will meet all academic and clinical practicum experience requirements for the Certificate of Clinical Competence in Speech-Language Pathology from the American Speech-Language-Hearing Association (ASHA CCC-SLP), the license in speech-language pathology from Oklahoma Board of Examiners for Speech-Language Pathology and Audiology (OBESPA License in Speech-Language Pathology), and the Oklahoma State Department of Education Standard Certificate in Speech-Language Pathology (OSDE SLP Standard Certificate).

*Action Steps:*

- a. Graduate Students will complete the required clinical practicum for the ASHA CCC-SLP, the OBESPA License in Speech-Language Pathology, and the OSDE SLP Standard Certificate.
- b. Graduate Students will meet the academic standards for the ASHA CCC-SLP, the OBESPA License in Speech-Language Pathology, and the OSDE SLP Standard Certificate.

*Time Frame:* Prior to graduation

*Point Person(s):* Program Chair, Clinic Director, Assistant Clinic Director

*Assessment Methods:* Clinical practicum clock hours verified each semester by Clinic Director/Assistant Clinic Director

Portfolio maintained by student, specific knowledge and skills verified by appropriate faculty and/or clinical supervisors with final product verified by Program Chair

*Budget Needs:* None

**SLP Strategic Goal 2:** SLP Program will secure and maintain the resources with area schools and other

entities necessary to achieve sufficient clinical support.

- a. Relationship to NSU Mission/Vision: Fits within the mission/vision of the university. As state funding decreases and becomes less consistent, NSU needs to find ways to fund programs and initiatives
  - b. Relationship to NSU Strategic Goal(s): SLP Goal 2 corresponds to University Strategic Goal 2. Secure and sustain the resources necessary to maximize the University's capacity for excellence
- **Outcome #1:** The SLP Program will maintain, expand, explore, or develop opportunities in the community for income or service through practice in the community  
*Action Steps:* Establish affiliation agreements that can include other programs in Dept of Health Professions  
*Performance Measure(s):* Obtain signed affiliation agreements  
*Time Frame:* Ongoing  
*Point Person:* Program Chair, Clinic Director, Assistant Clinic Director  
*Assessment Methods:* Periodic review of affiliation agreements  
*Budget Needs:* None
  - **Outcome #2:** The SLP Program will submit applications for grant funding.  
*Action Steps:* The SLP Program will seek out opportunities for grant funding and submit at least 1 grant per year.  
*Performance Measures:* Documentation of application  
*Time Frame:* Reviewed each year  
*Point Person:* Program Chair and Faculty  
*Assessment Methods:* submissions made/funded  
*Budget Needs:* Clerical support and support of NSU Grant Office

**SLP Strategic Goal 3:** The SLP Program will contribute to the community through establishing partnerships and collaborating at the local, tribal, and regional levels.

- a. Relationship to the NSU Mission/Vision: This goal is related to the University mission as it encourages partnerships and supports the region.
  - b. Relationship to the NSU Strategic Goal: Corresponds to NSU Strategic Goal 3 Support economic development and community stewardship at the local, tribal, and regional level
- **Outcome #1:** The SLP Program will continue current and develop new partnerships within the community and interdepartmental involvement in external advisory committees  
*Action Steps:*
    - a. Continue to develop partnerships with local area schools to provide SLP services
    - b. Faculty members will be encouraged to participate in external advisory committees*Performance Measures:*
    - a. The SLP program will maintain documentation of contracts with local area schools and try to increase the number of contracts each year
    - b. SLP faculty member serve on an external advisor committee at least every other year*Time Frame:* Ongoing

*Point person:* Clinic Directors, Program Chair  
*Assessment Methods:* Ongoing monitoring  
*Budget Needs:* funds for travel and meeting supplies (\$1000)

**SLP Strategic Goal 4:** The SLP Program will include diversity and inclusion in curriculum

- a. Relationship to the NSU Mission/Vision: Cultural Heritage is part of the University's history, NSU has a high enrollment of Native American students, graduates of the program provide services to the region and need to be culturally aware and sensitive clinicians.
- b. Relationship to NSU Strategic Goal: Correlates with NSU's Strategic Goal 4: Honor our heritage as the cultural center of the region

- **Outcome #1:** The SLP Program will incorporate curriculum and practicum experiences related to diversity and inclusion. *Performance Measures:*
  - a. Student Outcome Measures and objectives incorporated into the curriculum
  - b. Clinical practicum experiences will include serving clients of diverse populations

*Time Frame:* Reviewed each year

*Point Person:* Program Chair

*Assessment:* Accreditation Agency Report Review Standard 3, Review of syllabi and student outcomes

*Budget Needs:* None

**SLP Strategic Goal 5:** The SLP Program will promote growth through Interprofessional Education (IPE).

- a. Relationship to NSU Mission/Vision: Places an emphasis on fostering students and faculty growth and development
- b. Relationship to NSU Strategic Goal: Correlates with NSU's Strategic Goal 5: Engage in creativity and innovation

- **Outcome #1:** Faculty will incorporate innovative and creative methodology in their teaching
  - a. Incorporate current technologies
  - b. Incorporate service/immersive learning in courses
  - c. Incorporate experimental teaching methods in courses
  - d. Incorporate community/global perspectives in courses

*Performance Measures:*

- a. Observing various innovative/creative classroom techniques
- b. Student evaluations of teaching/courses

*Time Frame:* Ongoing

*Point Person:* SLP faculty

*Assessment Methods:* Review of faculty syllabi, Student feedback from course evaluations

*Budget Needs:* Funding for faculty development cited in previous goal

- **Outcome #2:** Incorporate IPE

*Action Steps:*

- a. Encourage faculty to participate in IPE committee
- b. Incorporate IPE into SLP program courses throughout the year

*Performance Measures:*

- a. Faculty participation in IPE committee
- b. Student participation in collaborative activity

*Time Frame:* Ongoing

*Point Person:* Program Chair, Program Committee Rep, IPE Chair *Assessment Methods:*

Student feedback at the end of IPE courses *Budget Needs:* None

**Strategic Goal 6:** The SLP Program will ensure effectiveness of the program through continuous assessment and measurement

- a. Relationship to NSU Mission/Vision: Supports continuous improvement measures and assessment
- b. Relationship to NSU Strategic Goal: Correlates with NSU's Strategic Goal 6: *Ensure institutional effectiveness through continuous improvement*

- **Outcome #1:** Faculty will receive feedback of agree/strongly agree on student evaluations

*Action Steps:*

- a. The SLP Program will encourage students to complete course/teacher evaluations
- b. Teaching evaluations will be reviewed with Program Chair and Department Chair to establish improvement suggestions as needed

*Performance Measures:*

- a. 75% agree/strongly agree that faculty was an effective teacher

*Time Frame:* Review after each semester, yearly evaluation

*Point Person:* Faculty, Program Chair

*Assessment methods:* Student evaluations of teaching/courses

*Budget needs:* None

- **Outcome #2:** The SLP Program will complete programmatic assessments as outlined by Council of Academic Accreditation

- a. 80% pass rate on Praxis Exam b.

Graduation Rates

c. Employment Rates

d. Number of students completing program as expected e. Graduate satisfaction survey

*Time Frame:* Reviewed annually

*Point Person:* Program Chair

*Assessment Methods:* See above list, website data "Student Outcomes Data"

*Budget needs:* Postage, Maintaining lists