

**CONGRATS! YOU HAVE ACCEPTED A JOB.
NOW THAT YOU HAVE IDENTIFIED YOUR SETTING AND SUPERVISOR
IT'S TIME TO DO THE CRUCIAL PAPERWORK.**



CALIFORNIA STATE LICENSE: REQUIRED PROFESSIONAL EXPERIENCE (RPE) REQUIREMENTS:

- All paperwork related to the State Board (Speech Language Pathology and Audiology Hearing Aide Dispensers Board (SLPAHADB) is done manually-hard copy (old school)
- Verify your Supervisor has a license in good standing (<https://www.speechandhearing.ca.gov/>)
- Complete RPE application for temporary licensure **with your RPE Supervisor**
- 36 weeks full time (30 hours/week) with 8 hours of direct supervision per month
- 72 weeks part time (15-29 hours/week) with 4 hours of direct supervision per month
- You can ONLY begin your RPE/CF once you receive your Temporary RPE License from the State Board with an effective approval date
- Complete outstanding items listed in the letter from the State Board
- **Meet monthly w/RPE Supervisor for feedback, at minimum (sign and date each session)**



Once RPE is complete:

- Submit RPE Verification form (original signatures)
 - Separate form for each setting/location/supervisor, submit within 10 business days of end date
 - Cannot combine full time and part time on the same form
- Once all of your documents and your experience has been completed/received and approved you will receive an email with a link to complete the application for full CA licensure, complete ASAP



AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION (ASHA): CLINICAL FELLOWSHIP (CF) REQUIREMENTS:

- All paperwork related to the American Speech-Language-Hearing Association (ASHA) is done online-nothing mailed in... (Hurray!)
- Verify supervisor holds current CCC-SLP certification (<https://www.asha.org/>)
- Complete ASHA application through created ASHA portal/membership (*do you qualify for NSSLHA d/c?*)
- No less than 36 weeks full time experience equaling at least 1260 hours (35 hours/week)
- Review and familiarize yourself with the Clinical Fellowship Skills Inventory 2020 (CFSI 2020)
 - Rating of 2 or better by the end segment on the CFSI
- At least 80% of work week must be with direct client contact
- Supervisor will complete and review CFSI with the supervisee 3 times, once every segment end (about every 12 weeks for full time, or at each 1/3rd of the experience)
 - Supervisor must provide at least 18 on-site direct observations (minimum of 6 hours during each 3-month segment) and 18 other monitoring activities (minimum of 6 hours during each 3-month segment)

Once the CF experience is complete:

- Complete the Clinical Fellowship Report via ASHA portal
- CF Supervisors/Mentor SLPs will complete their portion for verification/validation of CF report(s)
 - ASHA will notify candidate of completed hours or outstanding hours
- Once completed processing will take approximately 4-6 weeks for ASHA certification

TRANSITIONING FROM A CLINICAL FELLOW TO A LICENSED SLP

Modified from Jean Anderson's Continuum Model of Supervision

Evaluative Stage

- Evaluation-Feedback
- Directive Informational Stage
- Supervisor has dominant role
- RPE/CF has passive role
- Beginning supervisees



Transitional Stage

- Collaborative Stage/Supervisor still has dominant role but of much less importance
- Supervisor more of a partnership 50/50
- Supervisor allows RPE/CF to make decisions and mistakes
- RPE/CF shows competence and knowledge
- RPE/CF is not independent but shows initiative and drive



Self-Supervision

- Supervisor is Non-Directive
- RPE/CF analyzes own behavior
- RPE/CF is independent problem-solver
- Promotes peer interaction
- Demonstrates resourcefulness
- Exhibits independence
- Utilizes Supervisor in consultant role



ADVOCATING FOR THE BEST TYPE OF FEEDBACK FOR YOU!

- This is your last year to gain knowledge/experience and pull from a seasoned SLP... pick their brain
- Use the variety of platforms available: Live/In-person, text, calls, video chat, emails, shared docs
- You are now a professional, if you are not getting the support and/or feedback you need-it's your responsibility to advocate for it

Good Supervisors Should:

- Establish rapport
- Gain trust and credibility
- Be respectful
- Be prepared/organized
- Ask for your input
- Make you feel valued
- Set goals
- Provide constructive feedback (written & verbal)
- Allow for mistakes and self reflection
- Communicate effectively
- Reward accomplishments
- Foster a supportive environment
- Encourage growth

Questions?

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