

Conquering the Clinical Fellowship Year

Jessica Wilmore M.S., CCC-SLP
Micki Ginter M.S., CCC-SLP

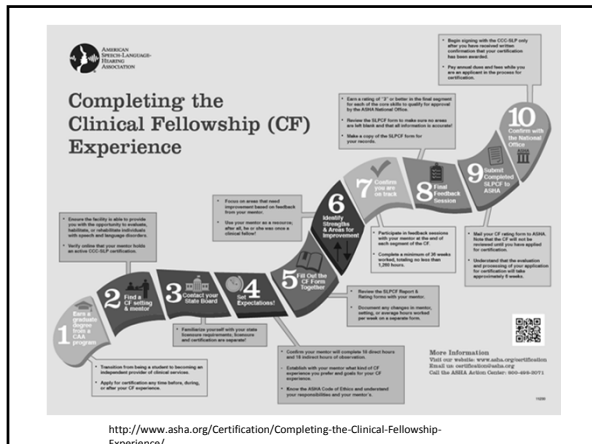
Presenter Disclosure

- Jessica: salaried employee with Paragon Rehabilitation, as well as a PRN therapist for Baptist Health Lexington
 - I am being compensated by Paragon Rehabilitation for this presentation.
 - I have no Relevant Non-Financial Relationship to disclose.
- Micki: salaried employee with University of Kentucky, as well as a PRN therapist for Cardinal Hill Rehabilitation Hospital
 - I have no Relevant Financial Relationships or Relevant Non-Financial Relationship to disclose.

Locate Your Tools

- Beginning Your CFY
 - www.asha.org
 - SLPCF form
 - CF Skills Inventory
 - <http://www.asha.org/certification/Clinical-Fellowship/>
- State Licensure
 - Interim license is needed during CF in order to practice
 - You need to familiarize yourself with the state regulations where you will be working
- Wrapping Up Your CFY
 - www.asha.org
 - Completed SLPCF Form
 - <http://www.asha.org/certification/SLPCertification/>
- State Licensure
 - Apply for full licensure

Keep in mind: these applications do have a fee related to them



- ### Setting
- Setting
 - Always consider the average daily case load or productivity demand
 - Session length
 - Documentation time
 - Therapy team
 - Resources
 - Relation to the area you would like to work in
 - Proximity of CF supervisor

- ### Setting
- | | |
|---|--|
| <p><u>Acute</u></p> <ul style="list-style-type: none"> • Fast patient turnover • Evaluation based • Short term stay • Rapid decision making • Multidisciplinary (MD, nursing, dietary, PT, OT, aids, etc) • Supervisor is more likely to be on site, unless in rural area | <p><u>Long Term Care</u></p> <ul style="list-style-type: none"> • Typically 1 month + in stay, semi-permanent/permanent in SNF • Chronic conditions • Slower progress • Multidisciplinary (MD, OT, PT, nursing, dietary, aids, etc) • Supervisor may be present or off site |
|---|--|

Setting

Clinic Based

- Neutral setting
- Clients come to clinic for therapies
- Resources available within clinic (other disciplines, therapy materials, etc)
- Large clinics have billing/administrative team
- CF supervisor more available

Home Health/In Home

- In client's home setting
- Isolated work environment
- Limited resources, often purchasing your own
- Driving to each client
- Billing through agency or independently
- CF supervisor does not travel with you

Setting

Schools

- Grade Level (pre-high school)
- Single location vs travel between buildings
- Caseload maximum
- Documentation
- IEP meetings
- Family meetings
- CF Supervisor on/off site

Treatment

- Often done in groups with a variety of goals
- Incorporated into classroom vs. pull out
- Wide variety of diagnoses

Interviewing

Back to the Basics

- Dress
 - Professional
 - You will likely tour (consider your shoes)
- Handshake
- Resume copies

Interviewing

- Highlight your skills
- Be able to articulate your area(s) of interested
 - Not “everything”
- Clinical areas of strength
- Areas you feel you need more education
- What is a specialty training/certification you are interested in pursuing?
 - Examples: MBSImP, S.O.S, AAC

Interviewing

What are they looking for...

- What certifications or specialty trainings do you have?
 - MBSImP – student
 - LSVT
 - CDP
 - Bilingual
- Have you attended any professionally relevant conferences/lectures?
- Have you participated in any research?
- Be prepared to ask questions and respond to questions with passion

Interview the Company: Sample Questions

- Company/Campus:
 - Diversity of patient population/census (long-term versus skilled, etc.)
 - Productivity expectation
 - Will you have a “learning curve” that will take into consideration the time you require meeting with your supervisor?
 - Is it a team productivity expectation, or individual?
 - Support for inservices? Screenings?

**Interview the Company:
Sample Questions**

- Company/Campus:
 - Is there room for growth within the company?
 - Do they offer CEUs opportunities (hosted by the company)?
 - DO NOT ASK ABOUT CEU MONEY PACKAGES YET
 - Will you work within an interdisciplinary team?
 - Do they support co-treatment?
 - May you tour the facility and meet the team?

**Interview the Company:
Sample Questions**

- Reimbursement (Recruiter versus Interviewer)
 - Are you reimbursed per visit, salary or hourly?
 - Non-profit? (loan reimbursement)
 - Paydays weekly/biweekly/monthly?
 - Benefits?
 - Match 401k?
 - STD/LTD?- watch for “clauses”
 - Schools- are you paid during breaks?

**Interview the Company:
Sample Questions**

- Clinical Fellowship (Supervisor or Interviewer)
 - Support for paid meetings with your supervisor
 - Availability and best method of contact for supervisor
 - Onsite?
 - Specialty of your supervisor
 - Can you meet your supervisor before accepting?
 - Audit your documentation

Interview the Company: Sample Questions

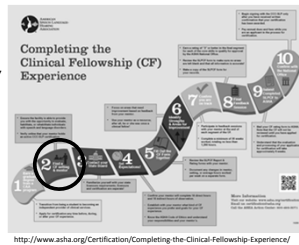
- Job specific
 - Assigned a unit versus float?
 - Are you allocated specific time for documentation?
 - Holiday/weekend schedule?
 - Ability to order/perform MBS/FEES?

Interviewing: Being prepared

- Be ready to:
 - Ask questions, and answer them!
 - Talk about trends in the field
 - Have working knowledge of coding and payment system for your setting
 - Sell yourself for the position:
 - Research (Thesis?)
 - Continuing education (KSHA courses?)
 - Certifications (CDP, MBSiMP student version?, CPR)
 - Leadership experiences (Ambassador?)

My CFY location isn't working...now what?

- While it is recommended (and easier) to be at one location, things happen and can warrant a change in CFY location.
- Do the work:
 - Find a new CF Supervisor
 - Fill out the forms (ASHA and licensure) and send them in
 - keep going!



Interdisciplinary Team

- Be competent with what is within your scope of practice, and learn about theirs!
- Work together
 - Dietician may note persons with dysphagia
 - Social worker may note a cognitive decline

Ethical Productivity

- Ranges 80-100% (85%)
- Tips:
 - POS documentation
 - Schedule to swap pts with other discipline
 - Chart reviews in presence of patient (when appropriate)

Ethical Productivity

- Do NOT:
 - Bill for documentation (unless CPT approved)
 - POS doesn't count
 - Round up your minutes
 - Provide concurrent treatment and bill individual
 - Cotreat for your own convenience

Therapy Resources

- ASHA Practice Portal
- CEs
- SIGS
- Personal
 - Notes, books, school resources
- Research
- Treatment
- Web search (wisely)



Practice Portal



<http://www.asha.org/practice-portal/>

- 4 Categories:
- Clinical Topics
 - Professional Issues
 - Patient Handouts
 - Tools And Templates
- Basically ANY topic within the field of speech-language pathology




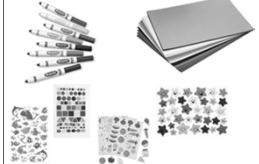
Continuing Education

- Conferences/workshops
 - Lectures
 - Other therapists/professionals
 - Speechpathology.com
 - MedBridge
 - Passy Muir
 - Major and Leading Hospitals (Children's Healthcare of Atlanta, Cincinnati Children's, Children's Hospital of Philadelphia, etc)
 - University of Wisconsin Voice and Swallow Lectures
 - BAMSPLP (Bluegrass Academy of Medical SLPs)
 - CE Registry
 - Find courses, DVDs, etc
- **some of these do offer free CE opportunities****

Treatment Resources

- Apps
- WALC Books
- Source Books
 - For Dysphagia
 - For Dysarthria
 - For Processing Disorders
 - For Syndromes
 - For Aphasia
 - And more
- Language Therapy Books
- Websites
 - Teachers Pay Teachers
 - Pinterest
 - Practice Portal
 - Tactus Therapy
- Patient Education Materials

3 Things, Multiple Use

Adult	Peds
<ol style="list-style-type: none">1. Deck of Cards2. Newspaper3. Post-it Notes 	<ol style="list-style-type: none">1. Paper2. Markers3. Stickers 

Keep learning!

- Therapy Cap
 - <https://www.cms.gov/research-statistics-data-and-systems/monitoring-programs/medicare-ffs-compliance-programs/medical-review/therapycap.html>
- Jimmo vs Sebilious
- Reimbursement in SNFs
 - <http://www.asha.org/Practice/reimbursement/medicare/Medicare-Guidance-for-SLP-Services-in-Skilled-Nursing-Facilities/>
