



Alberta College of
Speech-Language Pathologists
and Audiologists

Hear. Speak. Connect.

Registration Standards & Guidelines

April 2018
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Registration Standards and Guidelines

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1. WHAT IS THE ALBERTA COLLEGE OF SPEECH-LANGUAGE PATHOLOGISTS AND AUDIOLOGISTS (ACSLPA)?

ACSLPA is the organization that regulates the professional practice of speech-language pathologists and audiologists in the province of Alberta and protects the public. The Alberta government has given ACSLPA this power and has described the rules and responsibilities for this kind of work in the [Health Professions Act \(HPA\)](#).

ACSLPA's main responsibilities are:

- Registering speech-language pathologists and audiologists who are qualified to practice in Alberta
- Creating, maintaining and making sure the standards of practice for speech-language pathologists and audiologists in Alberta are followed
- Creating, maintaining and making sure standards for continuing competence in the practice of speech-language pathologists and audiologists in Alberta are followed
- Having a process to address complaints by the public about the practice of speech-language pathologists and audiologists in Alberta

ACSLPA also:

- Develops professional practice guidelines and other resources to help ACSLPA members in their practice
- Helps ACSLPA members with professional practice concerns
- Develops communications and educational materials for ACSLPA members and the public (i.e., ACSLPA website, *Communication Matters* (monthly electronic news bulletin), Information Sheets)
- Holds an annual conference and other professional development opportunities
- Annual recognition and awards program for the professions
- Coordinates special projects/activities that support and benefit the professions and/or the public

2. WHO NEEDS TO REGISTER WITH ACSLPA?

Every speech-language pathologist or audiologist, who meets the requirements for registration and provides professional services to the public as described in the HPA, must be registered with ACSLPA before providing any professional services in the province of Alberta.

If you are a speech-language pathologist or audiologist who wants to:

- Provide professional services directly to the public,
- Teach the practice of speech-language pathology or audiology to members of ACSLPA or to students of your profession, or
- Supervise members of ACSLPA who provide professional services to the public, then you must be registered with ACSLPA.

Professional services are described in the HPA as follows:

3(1) In their practice, speech-language pathologists do one or more of the following:

- (a) Assess, diagnose, rehabilitate and prevent communication and oral motor and pharyngeal dysfunctions and disorders,
- (b) Teach, manage and conduct research in the science and practice of speech-language pathology, and
- (c) Provide restricted activities authorized by the regulations.

(2) In their practice, audiologists do one or more of the following:

- (a) Assess auditory and vestibular function and diagnose, rehabilitate, prevent and provide appropriate devices and treatment for auditory and vestibular dysfunction,
- (b) Teach, manage and conduct research in the science and practice of audiology, and
- (c) Provide restricted activities authorized by the regulations.

Providing Services from Outside of Alberta (Telepractice)

ACSLPA has the official and legal responsibility to protect the people of Alberta by regulating ethical¹ practice of speech-language pathologists and audiologists in Alberta. Under the HPA you must be registered with ACSLPA and practice in Alberta following the Standards of Practice and Code of Ethics. Even if you provide professional services to the Alberta public from outside of Alberta, you must be registered with ACSLPA.

If you are a member of ACSLPA providing professional services to clients living outside of Alberta, you are responsible for knowing and following the laws of the area in which you are practicing.

It is illegal under the HPA for you to work or volunteer as a speech-language pathologist or audiologist in Alberta, or provide professional services to the public within Alberta, without being registered with ACSLPA.

¹ Following the rules or standards for approved behaviour or practice.

3. WHAT ARE PROTECTED PROFESSIONAL TITLES?

The *Health Professions Act* (HPA) lists protected professional titles in health professions. These titles help people find qualified professionals and health services easily. You may only use the following protected professional titles if you are a member of ACSLPA:

<i>Speech-Language Pathologist Titles</i>	<i>Audiologist Protected Titles</i>
<ul style="list-style-type: none">● Speech-language pathologist● Speech therapist● Speech pathologist● SLP● R.SLP <p>NOTE: A speech-language pathologist may use the title "pathologist" only combined with the terms "speech", "speech and language" or "speech-language".</p>	<ul style="list-style-type: none">● Audiologist● Aud● R.Aud

Using the Protected Title "Doctor"

Under the HPA and the *Speech-Language Pathologists and Audiologists Profession Regulation*, you may use the protected title "Doctor" or "Dr." when providing your services to people only if you have a doctoral degree from an approved program.

If you feel this applies to you, you must give evidence of your doctoral education and, if approved, we will give you written permission to use the title "Doctor" or "Dr." when providing a health service.

The HPA also protects the use of the words "college", "registered," and "regulated," and they may only be used by members of regulated colleges.

4. WHAT ARE THE MEMBERSHIP CATEGORIES?

4.1 Regulated Membership Categories

There are three categories under this type of membership:

- 4.1.1. General Register Member
- 4.1.2. Courtesy Register Member
- 4.1.3. Non-Practicing Member

4.1.1. General Register Member

About this category:

- Required for speech-language pathologists and audiologists working in clinical, administrative, teaching or research settings, including those volunteering in their profession in Alberta.
- These members are issued an annual Practice Permit (to December 31) and may use the protected titles of their profession.
- These members are able to vote, and be on the ACSLPA Council or regulatory committees.
- These members will receive ACSLPA communications, and are offered conference member rates.

To be a member under this category, you must:

- Hold a master's degree, or equivalent, in speech-language pathology or audiology.
- Meet the current qualifications, good character and English language proficiency requirements of ACSLPA.
- Demonstrate you have the required level of Professional Liability Insurance (See Appendix 3).
- Participate in the *Continuing Competence Program*.

4.1.2. Courtesy Register Member

About this category:

- Required for speech-language pathologists and audiologists from outside of Alberta who will be providing professional services in Alberta for one or more of the following:
 - Giving a training course or clinical presentation at an approved teaching site.
 - Conducting or participating in a research program.
 - Conducting or engaging in an accreditation visit.
 - Demonstrating equipment or techniques in direct clinical care.

NOTE: In these situations you are granted this type of membership only for the time you need to complete the task, up to a combined total of twelve months.

To be a member under this category, you must:

- Be able to practice legally in a jurisdiction² outside of Alberta.
- Demonstrate, to the Registrar’s satisfaction, you are trained and qualified to practice in your profession.
- Demonstrate you have the required level of Professional Liability Insurance (see Appendix 3) if having direct clinical contact with clients while in Alberta.

4.1.3. Non-Practicing Member

About this category:

- For speech-language pathologists and audiologists who are not active in their practice (example: maternity leave).
- These members do not hold a Practice Permit, and may not practice, nor use the protected titles of their profession.
- These members are able to vote.
- These members will receive ACSLPA communications, and are offered conference member rates.

To be a member under this category, you must:

- Hold a master’s degree, or equivalent, in speech-language pathology or audiology.
- Meet the good character and English language proficiency requirements of ACSLPA.

4.2 Non-Regulated Membership Categories

There is only one category under this type of membership:

4.2.1. Honourary Member

4.2.1. Honourary Member

About this category:

- For speech-language pathologists and audiologists who are no longer active in their practice (example: retired).
- These members will receive ACSLPA communications and are offered conference member rates.

To be a member under this category, you must:

- Have been a member in good standing of the Speech, Language and Hearing Association of Alberta (SHAA) prior to 2002 and/or, of ACSLPA for a minimum of 25 years, or
- Have been approved by Council, after applying in writing and based on your contributions to ACSLPA or to the practice of speech-language pathology or audiology.

² Area or place of official control and the power to enforce rules.

NOTE: Remember that under the *Health Professions Act (HPA)*, it is against the law to work or volunteer as a speech-language pathologist or audiologist in Alberta without being registered with ACSLPA and holding a current Practice Permit. Any member in a non-regulated membership category may move to the Registered Member category during the membership year by:

- 1) submitting the required fees,
- 2) submitting a *Status Change Form*, and
- 3) meeting all the requirements described above when re-applying for Registered Member status.

5. HOW DO I REQUEST A REGISTRATION APPLICATION PACKAGE?

You may download a Registration Application Package from the ACSLPA website at: www.acslpa.ab.ca.

- Click on *For SLPs and Audiologists*, and then
- Click on *Registration and Fees*

You may also ask us to send you application by letter mail or email.

6. WHAT ARE THE REGISTRATION REQUIREMENTS?

Following the *Speech-Language Pathologists and Audiologists Profession Regulations*, to apply, you must:

1. Have:
 - a) At least a master's degree in speech-language pathology or audiology from an approved university level program, and
 - b) Completed the requirements for academic coursework and clinical practice experience. (See Appendix 1 for ACSLPA Coursework Requirements and Appendix 2 for Clinical Practice Hours Requirements), or
 - c) Be a registered in good standing with a regulatory organization in another province in Canada, or
 - d) Have qualifications that the Registration Committee decides are equivalent to item a) above. (NOTE: To decide this, the Registration Committee may ask an applicant to complete examinations, assessment, training or educational programs).
2. Demonstrate that your professional practice is current by showing you have one of the following:
 - a) Graduated from an approved program within the three years before applying or
 - b) Practiced as a speech-language pathologist or audiologist for at least 1250 hours in the five years immediately before applying or
 - c) Successfully completed approved, refresher³ education courses in your profession within the three years before applying.
3. Demonstrate you have required level of Professional Liability Insurance. (See Appendix 3)

³ A study course that is a review of previous education.

4. Meet the English language proficiency requirements of ACSLPA. (See Appendix 4)
5. Demonstrate good character and reputation by submitting:
 - A satisfactory Police Information Check including a Vulnerable Sector Check (PIC/VSC), or equivalent (See Appendix 5),
 - A written reference or letter of good standing (if ACSLPA asks for it), and/or
 - Information in the ACSLPA registration form for professional behaviour that is acceptable to the Registrar.

7. HOW DOES ACSLPA REVIEW & PROCESS MY REGISTRATION APPLICATION?

7.1 *General Information*

The Registration Coordinator manages all registration questions and may be reached at:

Tel: 780-944-1609 or 1-800-537-0589

Fax: 780-408-3925

Email: registration@acslpa.ab.ca

After receiving your application, the Registration Coordinator will review the application and tell you about any missing documents. NOTE: **Missing documents will delay the review process.**

After they've received all the necessary documents, the Registrar will review your application and will then:

- Approve you for registration and issue an annual practice permit; or
- Approve you for registration and issue an annual practice permit with specific conditions, limits, or restrictions on your practice, or
- Refer your application to the Registration Committee.

The Registrar will refer your application to the Registration Committee if they:

- Decide that you need further assessment to determine if you meet the registration requirements, or
- Have reasonable doubts about whether you meet the registration requirements, or
- Suggest the Registration Committee refuse your application.

After the Registration Committee reviews your application, they will do one or more of the following:

- Approve your registration and issue you an annual practice permit.
- Approve your registration, issue you an annual practice permit with specified conditions on practice.
- Defer your application until you successfully complete an examination the Registration Committee specifies.
- Defer your application until you successfully complete any additional training that the Registration Committee specifies.

- Refuse your application.

You will be notified by email of the Registration Committee’s decision and their reasons. Under section 30(3) of the *Health Professions Act*, if the Registration Committee refused, delayed, or approved your application with conditions or limitations, you have the right, within 30 days of receiving the notice, to request a review of the decision. You must request your review in writing (email is acceptable), set out the reasons why your application for registration should be approved with or without conditions, and then send it to the Registrar. The Registrar will give a copy of your written request to the ACSLPA Council, who will then review your application. You will be notified within 30 days, of the place, date and time that the review will happen, and of any applicable fees for the review.

NOTE: Registration applications expire two years after the date we receive them.

In the interests of privacy, ACSLPA staff will only discuss the specifics of an application or registration with the individual applicant or member, unless written permission has been granted to allow disclosure of information to a third party.

7.2 Time Required to Process Registration Applications

The length of time required for a registration decision will vary, but in general, is as follows:

Applicant Type	Approximate Minimum Length of Time Required to Process Application*
New Graduates of a Canadian Accredited Program	1 – 2 weeks
New Graduates of a United States (US) Program	1 – 2 weeks
Applicants from a Provincial Regulatory Organization in Canada (BC, SK, MB, ON, QC, NB, NL)	1 – 2 weeks
Applicants from a Provincial/Territorial or National Association in Canada or the US (NS, PEI, NWT, SAC or ASHA)	1 – 2 weeks
Applicants Educated Outside of Canada or the US	4 – 6 months**

***NOTE:** This is the minimum length of time we need to process your application after you have submitted all the required documents.

****NOTE:** This is not the length of time it will take to become registered; this is the length of time it will take to receive an initial decision.

7.3 Specific Information for Each Applicant Type

7.3.1 New Graduate of a Canadian Accredited Program

Applicable if you have completed your education in Canada within the previous three years and have not yet been employed in your profession.

You must submit:

- A completed *Registration and Practice Permit Application Form*.
- Official transcripts confirming the date on which you officially received your graduate degree; documents must be original and sent to ACSLPA directly from the university where you received your qualifications.
NOTE: If you haven't yet received your graduate degree, the university program director must submit a letter directly to ACSLPA, verifying you have completed all academic and clinical requirements, and the date on which you will receive your graduate degree. You must ask the university to send the official transcript to ACSLPA immediately following your convocation.
- A verified and signed *Summary of Clinical Practice Hours Form*, completed and forwarded directly to ACSLPA from the university where you received your qualifications. (See Appendix 2)
- Evidence you have the required Professional Liability Insurance. (See Appendix 3)
- Evidence of your English language proficiency if your first language is not English. (See Appendix 4)
- A satisfactory Police Information Check including a Vulnerable Sector Check, or equivalent. (See Appendix 5)
- The application fee and registration fee

After we've reviewed these required documents, we will notify you by email whether or not your application has been successful. If your application is successful:

- 1) We will process the applicable registration fee.
- 2) You will receive instructions for downloading and printing your annual practice permit and receipt.
- 3) You will receive information and instructions for completion of the jurisprudence education requirements of the College. (See Appendix 6)

7.3.2 New Graduate of a United States (US) Accredited Program

Applicable if you have completed your education in the US within the previous three years and have not yet been employed in your profession

You must submit:

- A completed *Registration and Practice Permit Application Form*.
- Official transcripts confirming the date on which you officially received your graduate degree; documents must be original and sent to ACSLPA directly from the university where you received your qualifications.

NOTE: If you haven't yet received your graduate degree, the university must submit the following directly to ACSLPA:

- A current transcript listing all your completed courses to date, and
- A letter from the university program director verifying that all academic and clinical requirements have been met, and the date on which the graduate degree will be conferred.

You must ask the university to send the official transcript to ACSLPA immediately following your convocation. This must be specifically requested by the applicant.

- A handbook, syllabus, or calendar that gives a detailed description of your program of study and clinical practicum. Course descriptions should include:
 - i. Course objectives and format
 - ii. Total number of hours
- A completed *Coursework Requirements Form*. (See Appendix 1)
- A verified and signed *Summary of Clinical Practice Hours Form*, completed and forwarded directly to ACSLPA from the university where you received your qualifications. (See Appendix 2)
- Evidence you have the required Professional Liability Insurance. (See Appendix 3)
- Evidence of your English language proficiency if your first language is not English. (See Appendix 4)
- A satisfactory Police Information Check including a Vulnerable Sector Check, or equivalent. (See Appendix 5)
- The application fee and registration fee

After we've reviewed these required documents, we will notify you by email whether or not your application has been successful. If your application is successful:

- 1) We will process the applicable registration fee.
- 2) You will receive instructions for downloading and printing your annual practice permit and receipt.
- 3) You will receive information and instructions for completion of the jurisprudence education requirements of the College. (See Appendix 6)

7.3.3 Applicants from a Provincial Regulatory Organization in Canada

Applicable if you are moving to practice in Alberta from British Columbia (BC), Saskatchewan (SK), Manitoba (MB), Ontario (ON), Quebec (QC), Newfoundland (NL), or New Brunswick (NB)

You must submit:

- A completed *Registration and Practice Permit Application Form*.
- A letter confirming your current registration in good standing in a fully practicing membership category forwarded directly to ACSLPA from the issuing regulatory organization.
NOTE: Canadian regulated jurisdictions include: British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, Quebec, and New Brunswick.
- A copy of your official transcripts and record of clinical practice hours, forwarded by your current provincial regulatory body.
- Evidence you have the required Professional Liability Insurance. (See Appendix 3)
- Evidence of your English language proficiency if your first language is not English. (See Appendix 4)
- A satisfactory Police Information Check including a Vulnerable Sector Check, or equivalent. (See Appendix 5)
- The application fee and registration fee.

After we've reviewed these required documents, we will notify you by email whether or not your application has been successful. If your application is successful:

- 1) We will process the applicable registration fee.
- 2) You will receive instructions for downloading and printing your annual practice permit and receipt.
- 3) You will receive information and instructions for completion of the jurisprudence education requirements of the College. (See Appendix 6)

7.3.4 Applicants from a Provincial/Territorial or National Association in Canada or the US

Applicable if you are moving to practice in Alberta from Nova Scotia (NS), Prince Edward Island (PEI), Northwest Territories (NWT), Yukon Territory (YT), Nunavut (NU), or from a regulatory organization specifically either Speech-Language and Audiology Canada (SAC) or the American Speech-Language-Hearing Association (ASHA).

You must submit:

- A completed *Registration and Practice Permit Application Form*.
- Official transcripts confirming the date on which you officially received your graduate degree; documents must be original and sent to ACSLPA directly from the university where you received your qualifications.
- A verified and signed *Summary of Clinical Practice Hours Form*, completed and forwarded directly to ACSLPA from the university where you received your qualifications. (See Appendix 2)
- A handbook, syllabus, or calendar that gives a detailed description of your program of study and clinical practicum. Course descriptions should include:
 - i. Course objectives and format
 - ii. Total number of lecture hours
- Your current résumé.
- Evidence you have the required Professional Liability Insurance. (See Appendix 3)
- Evidence of your English language proficiency if your first language is not English. (See Appendix 4)
- A satisfactory Police Information Check including a Vulnerable Sector Check, or equivalent. (See Appendix 5)
- A completed *Registration/Certification/License Verification Form* (included in the *Registration Application Package*) or written letter confirming your current membership in good standing in a fully practicing membership category (as described in heading 4.1.1) forwarded directly to ACSLPA from the organization.
- A written reference from a speech-language pathologist or audiologist colleague or recent employer. (*Reference Request Form* is included in the *Registration Application Package*)
- The application fee and registration fee.

After we've reviewed these required documents, we will notify you by email whether or not your application has been successful. If your application is successful:

- 1) We will process the applicable registration fee.
- 2) You will receive instructions for downloading and printing your annual practice permit and receipt.
- 3) You will receive information and instructions for completion of the jurisprudence education requirements of the College. (See Appendix 6)

7.3.5 Applicants Educated in a Program Not Accredited in Canada or the US

Applicable if you were educated in a program that is not accredited in Canada or the US and are applying to ACSLPA as a first point of entry to practice in Canada.

You must submit:

- A completed *Registration and Practice Permit Application Form*.
- Official transcripts confirming the date on which you officially received your graduate degree; documents must be original and sent to ACSLPA directly from the university where you received your qualifications.
- An original academic credentials assessment from one of the credentialing agencies listed below under heading *7.4 List of Credentialing Agencies* below.
NOTE: The cost of the academic credential assessment is your responsibility.
- A handbook, syllabus, or calendar that give a detailed description of your program of study and clinical practicum. Course descriptions should include:
 - i. Course objectives and format
 - ii. Total number of lecture hours
- The application fee.
- Your current résumé.
- Evidence of your English language proficiency if your first language is not English. (See Appendix 4)
- A written reference from a speech-language pathologist or audiologist colleague, or recent employer. (*Reference Request Form* is included in *Registration Application Package*)
NOTE: If you are unable to obtain official copies of your transcripts and other documents because of a situation you cannot control, you must submit a letter explaining your situation and you may give certified, true copies of your original documents.

After the Registration Committee has reviewed these required documents, they may require you to write the next scheduled Speech-Language and Audiology Canada (SAC) Certification Examination.

If you have to write the SAC exam, we need to receive all of your documents **at least six weeks** before the next SAC examination application deadline, so that we can recommend you to write the next exam.

NOTE: You are responsible for the cost of writing the SAC Certification Examination, and the results are valid for up to three years from the date written.

After you've successfully completed the SAC certification examination, you will be approved for registration, and must then submit:

- The applicable registration fee.
- A satisfactory Police Information Check including a Vulnerable Sector Check, or equivalent. (See Appendix 5)
- Evidence you have the required Professional Liability Insurance. (See Appendix 3)

You will then be registered with the condition that you must practice under the supervision of an approved speech-language pathologist or audiologist for a minimum period of 12 weeks.

You must then find a professional to supervise you and submit their name to ACSLPA for approval. An approved supervisor:

- Is a speech-language pathologist or audiologist on the ACSLPA General Register who is a member of the same profession as you, and
- Has a minimum of two years' clinical work experience in the profession and experience supervising students or speech-language pathologists/ audiologists.

ACSLPA will give the approved supervisor their guidelines and reporting forms. (Refer to Appendix 7 for a sample supervision form)

As a new regulated member, you will receive:

- 1) Instructions for downloading and printing your annual practice permit (with the condition that you practice under supervision) and receipt.
- 2) Information and instructions for completion of the jurisprudence education requirements of the College. (See Appendix 6)

After you successfully complete the period of supervised practice, the conditions are removed and you will be issued a new practice permit valid for what remains of the registration/calendar year.

7.4 List of Credentialing Agencies

International Qualifications Assessment Service (IQAS)

4th Floor, Sterling Place, 9940 – 106 Street, Edmonton, AB T5K 2N2

Tel: 780-427-2655

Fax: 780-422-9734

Email: iqas@aecd.gov.ab.ca

Website: <http://work.alberta.ca/immigration/international-qualifications-assessment-service.html>

You will need to request the *Specialized Assessment*. Please complete the *Release of Assessment Results to Other Institutions/Organizations* section of the form so that they will send us a copy of the

assessment report.

World Education Services

45 Charles Street East, Suite 700, Toronto, ON M4Y 1S2

Tel: 416-972-0070

Fax: 416-972-9004

Email: canada@wes.org

Website: <http://www.wes.org/ca>

You will need to request the *Comprehensive Course-by-Course Report*.

University of Toronto

Comparative Education Service - Admissions and Awards

315 Bloor Street West, Toronto, ON M5S 1A3

Tel: 416-978-2185

Fax: 416-978-7022

Website: <http://learn.utoronto.ca/ces.htm>

7.5 Translation of Documents

You must also send us an official English translation for all documents not written in English.

ACSLPA will accept translations from:

- The consulate, high commission, or embassy (in Canada) of the country that issued the documents.
- A Canadian consulate, high commission, or embassy in the country from where you emigrated.
- A translator accredited⁴ by a professional association of translators in Canada.
- A translator accredited by a federal, provincial or municipal government in Canada.

All translations must be original and accompanied by the translator's statement confirming:

- That the translation is accurate and authentic.
- That the translator belongs to one of the categories listed above (identification number and/or seal, name, address and telephone number are required).
- The full, printed name and signature of the translator.

NOTE: You are responsible for the cost of getting your documents officially translated.

⁴ Officially recognized as having the essential qualifications.

8. HOW DO I RENEW MY REGISTRATION & PRACTICE PERMIT?

8.1 *Renewing Your Registration*

As a member of ACSLPA, you are required to renew your registration annually using the online registration renewal system. Each member is assigned a unique username and password that will allow you to access the system. You may also access the system throughout the year to update your profile if you have a change in address, change in employer, etc.

The ACSLPA registration year is from January 1 – December 31. As a member, you will receive an email notice at the beginning of October advising you of the registration renewal requirements, deadlines, and general tips for completing the process. You must submit the completed registration renewal, the annual fee payment, and any other requested documentation to the ACSLPA office no later than December 1 of each year.

It is your responsibility as a member to see that ACSLPA has your current contact information, including your email address.

It is your responsibility as a member to contact the ACSLPA office if you have not received a registration renewal notice by the middle of October of each year.

During the registration renewal process, as a member, you are required to enter your information into the online system, including:

1. Updates to your personal information
 - a) This includes your contact information, employment information, etc.
2. Current qualification hours
 - a) This includes your ACTUAL hours in professional practice activities (i.e., clinical practice, consulting, administration/management, professional development, research and education of students in training or related work) for the time between October 1 – September 30 before the registration renewal year. Current qualification hours do not include sick leave, leave of absence, holidays, vacations or lunch breaks.

NOTE: ACSLPA may need to verify your reported hours.

- b) You must have completed one of the following requirements to demonstrate current practice of your profession:
 - i. Graduated from an approved program not more than three years before applying or
 - ii. Practiced as a speech-language pathologist or audiologist for at least 1250 hours in the five years immediately before applying, or

- iii. Successfully completed approved, refresher⁵ education courses in your profession within the previous three years.

If you have not completed one of the above requirements, you will need to complete the requirements stated in Section 11 of this document.

3. Professional liability insurance information
 - a) According to ACSLPA policy, all speech-language pathologists and audiologists on the General Register must give evidence of having a minimum of \$1,000,000 (one million dollars) Professional Liability Insurance to obtain registration and a practice permit.
4. Continuing Competence Program (CCP) information
 - a) Under the *Health Professions Act* (HPA), you must meet the requirements of the Continuing Competence Program of ACSLPA for registration renewal.
 - b) As a speech-language pathologist or audiologist on the General Register, you must submit your CCP information as part of the registration renewal process. This includes an evaluation/reflection for the goal(s) you've completed in the previous year and a new goal(s) for the upcoming year.
 - c) You also need an external feedback to support learning component once every three years.

Please refer to the ACSLPA website for further information on CCP requirements, FAQs, and examples of completed program components.

5. Registration renewal fee payment information

8.2 Late Submission/Failure to Submit Registration Renewal

It is important not to let your registration lapse. It is illegal under the *Health Professions Act* (HPA) for you to work or volunteer as a speech-language pathologist or audiologist in Alberta or provide professional services to the public within Alberta without being registered with ACSLPA.

Following the rules of the HPA, if you do not complete your registration renewal and submit the required payment by December 31, ACSLPA will notify you that your registration and practice permit have expired, that you cannot work or volunteer as a speech-language pathologist or audiologist in the province of Alberta, and that your registration and practice permit will be cancelled after 30 days.

If you have had your registration and practice permit cancelled and wish to reapply to ACSLPA, you will need to pay the reinstatement fee and meet all current registration requirements at the time you reapply.

NOTE: Under Alberta law, ACSLPA cannot give extensions for you to renew your registration nor ignore late submissions. It is your responsibility as a regulated member to guarantee that your registration renewal is completed as soon as possible before the final deadline.

⁵ A study course that is a review of previous education.

9. HOW CAN I MAKE STATUS CHANGES?

If you will be leaving practice for an extended period of time (e.g., maternity leave), you may want to change your status to *Non-Practicing* while you are not working. Under this status, you may not work or volunteer as a speech-language pathologist or audiologist in Alberta, or use the protected titles of your profession. Similarly, if you are currently *Non-Practicing*, you will need to change your status back to Registered **before** you return to work.

You may request a status change requests during the annual registration renewal process, or at any time of year using the *Status Change Form* that you can find on the ACSLPA website. All registration fees or refunds are listed on the *ACSLPA Fee Schedule* that you can also find on the website.

10. HOW DO I RESIGN FROM ACSLPA?

If you decide that you no longer want to practice as a speech-language pathologist or audiologist in Alberta, you should submit a request to resign from ACSLPA. You can do this using the *Status Change Form* that you can find on the ACSLPA website or using the online registration system of the College during registration renewal.

Once you have resigned from ACSLPA, you can no longer work or volunteer as a speech-language pathologist or audiologist in Alberta or use the protected titles of your profession.

If you want to reapply for registration at a later date, after resigning from ACSLPA, you must then meet all the registration requirements in place at the time you apply, including the requirements for current qualifications. You may also need to successfully complete a written examination and/or some time under supervised practice.

11. WHAT IF I'M A MEMBER AND I DON'T MEET CURRENT QUALIFICATIONS REQUIREMENTS?

To either register or renew your registration, as per the *Speech-Language Pathologists and Audiologists Profession Regulation* you must give evidence that your professional practice is current by having:

- a) Graduated from an approved program not more than three years before applying, or
- b) Practiced as a speech-language pathologist or audiologist for at least 1250 hours in the five years immediately before applying, or
- c) Successfully completed approved, refresher⁶ education courses in your profession within the previous three years.

As a regulated member of ACSLPA, if you are applying for registration renewal or a status change to a regulated membership category and, specifically, do not meet the currency hour requirements, you will typically be required to demonstrate current competence through successful completion of a period of supervised practice.

⁶ A study course that is a review of previous education.

11.1 Supervised Practice

The purpose of supervised practice is to update your knowledge base and skills, to re-establish your professional networks, and to provide you with support as you return to a more active level of practice.

In order to be considered acceptable to the Registrar, a period of supervised practice must include the following features;

11.1.1 The supervisor must;

- a) be a practicing member of ACSLPA,
- b) have a minimum of 5 years of clinical experience in their respective profession,
- c) be of good character and reputation,
- d) be in good standing with ACSLPA and not be subject to any complaints or investigations at the time of the supervision, and
- e) be approved as a supervisor by the Registrar.

11.1.2 A supervised practice plan (refer to Appendix 8a and 8b of this document), must be developed and accepted by the Registrar, the supervisor, and the member or applicant prior to the commencement of the supervised practice period.

Process:
1. You will receive a temporary practice permit with the condition that you must practice under supervision for a specified minimum number of hours. There may also be additional conditions on the practice permit (these will clearly be outlined as required).
2. Your supervised practice will include supervision of a minimum of 30% direct contact speech-language pathology or audiology clinical hours; of these hours, for SLPs, at least half must be related to diagnostics/assessment/testing and at least half must be related to intervention/treatment/counselling.
3. Your supervisor will review written reports, charting, etc. during the supervised practice time.
4. Your supervisor may ask you to complete additional requirements for directed readings and related activities.
5. This period of supervised practice will allow you to gain experience in a number of areas that would be reflective of clinical practice.

11.1.3 The completed supervised practice plan and any other information requested by the Registrar must be submitted upon completion of the supervised practice, and the Registrar must be satisfied that the member or applicant has demonstrated that they are currently competent to practice as an audiologist or speech-language pathologist. Once this occurs, we will remove the condition for supervised practice and you will be issued a new practice permit for what remains of the registration/calendar year.

11.2 Members Who Have Practiced Less Than 1250 Hours and Have Not Practiced For A Period of Greater Than Five Years

Members or applicants who have not practiced at all within the 5-year period prior to their renewal or application will be expected to complete a 450-hour supervised practice re-entry requirement (roughly the equivalent of three months of full-time work) **and** will also be expected to successfully complete the Speech-Language & Audiology Canada (SAC) Certification Examination, as prescribed by the Registrar.

11.3 Members Who Have Practiced Greater Than 50 Hours and Less Than 1250 Hours in the Previous Five Years

Members or applicants who have completed **some** practice within the past 5 years (i.e., >50 but <1250-hour requirement) will be required to complete a supervised practice period based on the extent of the deficiency, as reported over the past five registration renewals. The number of hours will be determined using the following formula:

$$\frac{\text{deficiency in hrs}}{1250 \text{ hrs}} = \frac{x}{450 \text{ hrs} *}$$

*where 450 hours refers to the length of supervised practice period that is typically required of members or applicants who have not accrued any practice hours over the preceding five-year period (the typical “maximum” supervised practice period).

11.4 Members Who Are \leq 50 Hours Short of the 1250 Hour Requirement

Members or applicants who are \leq 50 hours short of the 1250-hour threshold will be given the option of either:

- a) completing a supervised practice period of a minimum of 18 hours duration, or
- b) obtaining an attestation of competence, in a form prescribed by the Registrar, from their employer or from a colleague who is also an ACSLPA member of the same profession.

11.5 The duration of supervised practice may be extended if the Registrar is not satisfied that the member or applicant has demonstrated competence to practice.

11.6 If a member or applicant successfully completes the supervised practice period and has demonstrated competence to the satisfaction of the Registrar, but continues to fall below the minimum currency threshold of 1250 hours over a five-year period at the time of the next registration renewal, the member will be required to:

- a) complete the self-assessment tool (SAT), as prescribed in ACSLPA’s Continuing Competence Requirements.
- b) meet with the Registrar or designate to review the completed SAT and to engage in discussion related to the setting of competence goals for the upcoming competence cycle.
- c) complete one of three external feedback options related to a competence goal as part of the upcoming competence cycle.

This process may be repeated up to a maximum of four renewals prior to requiring another period of supervised practice, the length of which will be determined as per 2.3 above.

- 11.7** The Registrar may refer any matter requiring a decision by the Registrar to the Registration Committee or Continuing Competence Committee for advice prior to making a final decision.
- 11.8** The Registrar, when issuing a registration and practice permit to allow the member or applicant to gain the required experience, shall apply the following conditions;
- a) the member must practice only under the supervision of a regulated member,
 - b) the member must complete their supervised practice within a time limit set by the Registrar, and
 - c) other conditions set by the Registrar if appropriate in the circumstances.

ADDITIONAL INFORMATION

12.1 Information About Regulated Members That Must Be Available to the Government and the Public

You will see when you're completing your registration or renewal that we ask for certain information about you as a regulated member that is required by law. Under the *Health Professions Act (HPA)*, ACSLPA must be able to give the following information about you as regulated member if anyone of the public requests it. This information is limited to:

- Your full name and your unique registration number
- Any restrictions or conditions placed on your practice permit
- The status of your practice permit, including whether it is suspended or cancelled
- Your practice discipline recognized by ACSLPA

The ACSLPA General Register is updated daily, and is available on the ACSLPA website at:

<https://acslpa.alinityapp.com/webclient/RegistrantDirectory.aspx>. As an ACSLPA regulated member you should also be aware that Alberta Health collects health service provider information from us and other regulatory colleges by law under the HPA to allow for:

- Provider authorization and authentication
- Centralized source of current data
- Effective health workforce planning
- Health service provider identification

You are responsible for seeing that ACSLPA has accurate and current information for your file, and you must let us know of any changes to your information (i.e., name, contact information, employer/practice information).

12.2 Your Name as a Regulated Member on the General Register

Your name must be the same name that is on the General Register and that you use in your practice. If you want to request a legal name change, you must use the form available on the College website. You must also give ACSLPA proof of the legal name change. Government-issued marriage, name change, or divorce certificates are all acceptable.

If you're a new applicant, you must submit original documents for a name change if the name used on your registration application form is different from the name stated on other documents in your application (e.g., official transcripts). ACSLPA will keep a copy on file and we will return the original to you. We also accept notarized⁷ copies.

⁷A notarized copy is a photocopy of an original document that has been certified by a notary public to be a true and accurate copy of the original document. A notarized copy may also be referred to as a certified copy.

APPENDIX 1 – ACSLPA COURSEWORK REQUIREMENTS

The *ACSLPA Coursework Requirements Form* is included in the *Registration Application Package*. We use this to determine if you have completed the requirements for coursework. There is a specific ACSLPA Coursework Requirements form available for each of the professions: one for speech-language pathology, and one for audiology.

ACSLPA coursework requirements reflect the minimum requirement necessary to practice as a speech-language pathologist or audiologist in Alberta. You may use both graduate and undergraduate university level coursework to demonstrate you have completed the academic coursework requirements in some categories. We only accept graduate level courses for the Major and Minor Professional Areas; we will not accept coursework completed at a diploma or certificate level.

Clock hours means the total number of hours of course instruction. For example, a course that is scheduled for three hours per week over a 12-week period would be calculated as (3 hours/week x 12 weeks) = 36 clock hours. Hours of self-study are not applicable.

Your program of study must include a minimum of the following hours:

Coursework Category	Courses Within Category	Minimum Requirement
Basic Knowledge Specific to Profession	<ul style="list-style-type: none"> Anatomical, physiological and neurological basis of speech, language and hearing function (i.e., anatomy & physiology, neurosciences, neuroanatomy, related to speech and hearing) <p>Speech-Language Pathology Majors</p> <ul style="list-style-type: none"> Fundamentals pertaining to the use of speech and language processes (i.e., linguistics, psycholinguistics, normal acquisition of speech and language, phonetics, phonology) <p>Audiology Majors</p> <ul style="list-style-type: none"> Physical basis and processes of the production and perceptual processes of hearing (i.e., hearing science, acoustics) 	135 clock hours or 9 credits
Major Professional Area	<p>Speech-Language Pathology Majors</p> <ul style="list-style-type: none"> Articulation/phonological disorders Preschool/school-aged language development and literacy Developmental language disorders Acquired language disorders Cognitive communication disorders Voice and resonance/structurally related disorders Fluency disorders 	405 clock hours or 27 credits

Coursework Category	Courses Within Category	Minimum Requirement
Major Professional Area (cont'd)	<ul style="list-style-type: none"> ● Neurologically based/motor speech disorders ● Augmentative and alternative communication ● Dysphagia Professional practice issues specific to SLPs	
Major Professional Area	<i>Audiology Majors</i> <ul style="list-style-type: none"> ● Hearing measurement ● Audiological assessment ● Electrophysiological and other diagnostic measurements ● Basic and advanced concepts in amplification (systems, selection, fitting, verification and validation) ● Implantable hearing devices ● Calibration and maintenance of instrumentation ● Auditory and vestibular disorders (peripheral and central) ● Assessment and management of tinnitus, hyperacusis ● Pediatric audiology ● (Re)habilitation procedures applied to children, adults, the elderly, specific populations (developmental delay, occupational hearing loss) ● Professional practice issues specific to audiology 	405 clock hours or 27 credits
Other Coursework Related to Professional Practice	<ul style="list-style-type: none"> ● Basic principles and methods involved in conducting research (i.e., statistics, research methods) ● Psychological and social aspects of human development (i.e., psychology or education courses pertinent to communication disorders) ● Professional practice/issues, administrative organization of programs (i.e., professional issues, principles of clinical practice) 	180 clock hours or 12 credits

Coursework Category	Courses Within Category	Minimum Requirement
Minor Professional Area	<p><i>Speech-Language Pathology Majors</i></p> <ul style="list-style-type: none"> Hearing disorders; screening procedures/basic audiometric testing; application of audiometric information to the speech-language assessment; (re)habilitation of speech-language in hearing impaired; use, care and maintenance of hearing aids, assistive listening devices and amplification systems <p><i>Audiology Majors</i></p> <ul style="list-style-type: none"> Speech and language development, delays and disorders (screening/identification programs for speech, language and hearing problems throughout the lifespan; potential impact of hearing loss on speech and language acquisition; screening procedures for speech-language delays and disorders) 	45 clock hours or 3 credits
	TOTAL HOURS IN ALL CATEGORIES	765 CLOCK HOURS (MINIMUM)

NOTE: You can separate your hours into different requirement areas, but you cannot count the same hours twice, in two different requirement areas. For example: you could put 75 of the 150 hours into one requirement area, and 75 into another, but you cannot count all 150 hours in two different requirement areas.

APPENDIX 2 – CLINICAL PRACTICE HOURS REQUIREMENTS

The *Summary of Clinical Practice Hours Form* is included in the *Registration Application Package* and is used to check that you have met the requirements for completed clinical practice. There is a specific *Summary of Clinical Practice Hours Form* for each of the professions: one for speech-language pathology, and one for audiology.

The *Summary of Clinical Practice Hours Form* must be completed and signed by the Program Director of your Speech-Language Pathology or Audiology educational program. Your university must send the original, signed document directly to ACSLPA. We will not accept photocopies.

As an applicant you need a minimum total of 350 hours of university supervised clinical practice within your academic program of study. The clock hours you report must reflect the number of hours of client contact. In that 350-hour requirement, you also need a minimum of 20 hours of clinical practice in your minor professional area.

You may not include observation hours in meeting ACSLPA clinical practice requirements.

APPENDIX 3 – PROFESSIONAL LIABILITY INSURANCE (PLI) REQUIREMENTS

Under ACSLPA policy, as a speech-language pathologist or audiologist on the General Register, you must submit evidence of having a minimum of \$1,000,000 (one million dollars) Professional Liability Insurance in order to obtain your registration and practice permit.

You must submit your completed *Professional Liability Insurance Declaration Form* (included in the *Registration Application Package*) to ACSLPA, providing the following for each of your employers:

- Policy Name
- Policy Number
- Policyholder
- Policy Provider
- Amount of Coverage
- Effective dates
- Your signature and date you signed

If you are in the process of getting your Professional Liability Insurance, you may be given registration and a practice permit for a 30-day period with a condition that you cannot have contact with clients until you can demonstrate you have the required Professional Liability Insurance.

NOTE: Most registered speech-language pathologists and registered audiologists work for employers who have Professional Liability Insurance policies for their employees and volunteers. It is important to note that if you do **ANY** private practice or consulting, you must have your own PLI (not an employer policy). For example, if you're a regulated member who has PLI coverage through your employer, but also sees clients through a private practice, you must carry your own PLI coverage because your employer's PLI coverage does not cover your clients seen outside of that workplace.

APPENDIX 4 – ENGLISH LANGUAGE PROFICIENCY

The ability to speak and write in English fluently is required of all speech-language pathologists and audiologists in Alberta.

Applicants must give evidence of English language proficiency through one of the following:

- Graduation from a program accredited by the Council for Accreditation of Canadian University Programs in Audiology and Speech-Language Pathology (CACUP). Please provide an official transcript sent directly from the university to ACSLPA in a sealed envelope.
- Graduation from a university program in audiology (for audiology applicants) or speech-language pathology (for SLP applicants) from a non-CACUP university program taught in the English language (this must include all didactic learning and clinical practice). Please provide an academic credential assessment report from an academic credential agency recognized by the Registrar confirming the language of instruction and/or official attestation sent directly from the university to the Registrar in a sealed envelope.
- Provide evidence of English language proficiency through one of the following English language tests:

- ***Test of English as a Foreign Language (TOEFL)***

The ACSLPA minimum requirements are minimum speaking and listening scores of 26, a minimum reading score of 22 and a minimum writing score of 24. We will only accept the Internet-based test (iBT).

Further information on the TOEFL is available at: <http://www.toefl.org>. You may use **Code 7698** to have your results sent directly to ACSLPA.

- ***International English Language Testing System (IELTS) (AC or GT)***

The ACSLPA minimum requirements are a speaking score of 7.5, a listening score of 8.0, a reading score of 7.5 and a writing score of 7.5. Further information on the IELTS is available at: <http://www.ielts.org>

ACSLPA recognizes the English language proficiency requirements in all other regulated Canadian jurisdictions. Applicants who are practicing regulated members in another Canadian jurisdiction are not required to provide further demonstration of English language proficiency if they have already demonstrated English language proficiency in the course of becoming registered in that other jurisdiction.

At the discretion of the Registrar, applicants who are new graduates or practicing regulated members in another regulated Canadian jurisdiction may have to demonstrate English language proficiency if they did not have to demonstrate English language proficiency prior to graduation or in the course of becoming registered in the other jurisdiction.

Applicants who are practicing regulated members in another regulated Canadian jurisdiction who have met the French language proficiency requirement in that other jurisdiction, but who have not demonstrated English language proficiency, may be registered with a condition that they may only provide professional services in the French language.

NOTE: You are responsible for the cost of English language proficiency testing, and the testing organization must send your results directly to ACSLPA. You must have completed any testing no more than two years before the date on your application for registration.

APPENDIX 5 – POLICE INFORMATION CHECK REQUIREMENTS

Under ACSLPA policy, when applying for ACSLPA registration, you must submit a satisfactory *Police Information Check* including a *Vulnerable Sector Check (PIC/VSC)*, or equivalent, before you get your registration and practice permit.

This tells ACSLPA whether or not you have a criminal record, and ultimately, whether we should be worried about the protection and safety of the public. Under the *Health Professions Act* and the *Speech-Language Pathologists and Audiologists Profession Regulations*, you must give evidence of having good character and reputation. Albertans generally agree that a criminal conviction may raise questions about a professional's character and reputation.

Who Needs to Submit a PIC/VSC?

All new registration applicants must submit a current PIC/VSC at the time of their initial and any subsequent registration application.

What Needs to be Submitted to ACSLPA?

ACSLPA will only accept a current original or notarized⁸ copy of a PIC/VSC. We will not accept faxed or photocopied documents. (We will take a copy of the document and return the original or notarized copy of the PIC/VSC to you upon request.)

A PIC/VSC is considered current for six months after the date of issue.

Where Can I Get a PIC/VSC?

You must get the PIC/VSC from the police service in the area in which you reside.

If you are an internationally educated applicant who has just immigrated to Canada, you will need to submit your original notarized Immigration Identification Card or a Permanent Resident Card if it has been issued within the previous six months. ACSLPA will make a copy of the document as evidence of clearance from another country.

When requesting a PIC/VSC, you must be sure that the search is made for your current and all previous, former or maiden names that you've used.

You are responsible for any costs associated with getting the PIC/VSC.

NOTE: Police services may require several weeks to process a PIC/VSC. ***It is your responsibility to see that your PIC/VSC is submitted to ACSLPA on time.*** Please contact the ACSLPA office if there is substantial delay involved in obtaining your PIC/VSC.

⁸A notarized copy is a photocopy of an original document that has been certified by a notary public to be a true and accurate copy of the original document. A notarized copy may also be referred to as a certified copy.

What Happens if a PIC/VSC Discloses a Criminal Record?

Having a previous criminal conviction does not automatically exclude you from registration with ACSLPA. If your PIC/VSC does show a criminal record, your application will need further review. You will be required to submit additional information, which may include:

- A copy of any related court decision(s);
- A copy of the police report(s) related to the incident;
- Any additional information that ACSLPA decides is necessary to determine whether you meet the requirements for good character and reputation.

You are responsible for any costs associated with getting the required documents.

The Registrar will review the details of any previous criminal conviction(s). Depending on the details of the criminal conviction(s), the Registrar may accept your application, or may send it to the Registration Committee, where they will consider:

- The type and seriousness of the offence(s);
- The relevance of the offence to the practice of speech-language pathology or audiology;
- The sentence you received, if any;
- Whether or not you were given a pardon;
- The amount of time since the occurrence;
- Your behaviour and character after the offence; and
- Any other important evidence about your character and reputation.

All information will be completely confidential.

Under ACSLPA policy and guidelines, the Registration Committee will determine whether the PIC/VSC is satisfactory, and therefore whether to accept or refuse your application for registration or renewal. You will be notified in writing of the committee's decision.

DEFINITIONS

A **Police Information Check** is an official police document that gives a detailed criminal history and police information about you. This includes whether or not you have any criminal convictions where a pardon has not been granted, and possible charges in court. A Police Information Check may also indicate whether you have any absolute or conditional discharges, outstanding warrants or foreign charges, charges concluded by a finding that you were not criminally responsible, and/or other information in police records.

A Police Information Check may also be called a *security clearance check, criminal record check, or police reference check*.

A **Vulnerable Sector Check** is an official police document that tells whether or not you have been convicted of a sexual offence, regardless of whether you were pardoned. Vulnerable persons, as described in the *Criminal Records Act*, are persons who, because of their age, a disability or another situation (either temporary or permanent), are in a position of dependence on others. Vulnerable persons can also be persons who are at a greater risk than the general population, of being harmed by someone close to them in a position of authority or trust. This includes children, who are defined by the *Criminal Records Act* as persons who are less than 18 years of age.

Satisfactory PIC/VSC means a report that does not give any record of a criminal conviction(s), or a report that gives a record of a criminal conviction(s) that the Registrar and/or Registration Committee decides does not pose a risk to the safety of the public.

APPENDIX 6 – JURISPRUDENCE EDUCATION REQUIREMENTS

Under ACSLPA policy, you must successfully complete the jurisprudence⁹ education requirements of the College. The jurisprudence education requirements are a series of online education modules and an online multiple-choice examination. These are designed to help you gain knowledge and understanding of the important laws, rules, ethical/practice standards, and requirements of your health profession in Alberta.

New Regulated Members

ACSLPA will inform you of the jurisprudence education requirements and give you instructions to access the education materials. As a new regulated member, you will have a condition placed on your practice permit, stating that you must complete the ACSLPA jurisprudence education requirements. You will have 30 days to complete the required jurisprudence education requirement. If the requirement is not completed, your conditional practice permit will expire.

Existing Regulated Members

As of September 2016, the jurisprudence education requirement is voluntary if you are already on the General Register and the Non-Practicing Register of ACSLPA. It will become mandatory, however, at a future date, which is still being determined by the ACSLPA Council.

⁹ The content of the field of law for your profession.



Alberta College of
Speech-Language Pathologists
and Audiologists
Hear. Speak. Connect.

**SAMPLE Supervised Practice Plan and Agreement
Entry to Practice for SLPs**

Under the *Health Professions Act* and the *Speech-Language Pathologists and Audiologists Profession Regulation*, the ACSLPA Registration Committee may require an applicant to undergo examinations, testing, assessment, training, or education programs for the purpose of determining substantial equivalency of the qualifications of an applicant. Completion of a period of supervised practice constitutes one such type of assessment and is typically required following successful completion of a written examination. The purpose of the supervised practice is to ensure that the new registrant has the required knowledge and skills required to practice their profession, while supporting and assisting them in becoming successful, independent practitioners in Alberta.

The following outlines the supervised practice plan and agreement for registrants undergoing the entry process.

Section 1 – Contact Information	
Supervisee	Name: Phone: Email:
Supervisor(s)	Name: Phone: Email:

Section 2 –Supervised Practice Overview			
Start Date:		End Date:	
Normal Work Days:		Normal Work Hours:	
Conditions:	The following conditions apply: <ol style="list-style-type: none"> a. A practice permit with the condition that the registrant must practice under supervision will be issued for the duration of the period of supervised practice (a minimum period of the equivalent of 12 weeks of full time work or approximately 450 hours), as per the requirements stated in the ACSLPA Registration Standards & Guidelines. b. The period of supervised practice will allow the registrant to obtain experience in a number of areas that would be reflective of practice for their profession and to demonstrate that they meet the practice competencies in each area of the Practice Competencies for Speech-Language Pathologists in Canada (Section 4). c. The supervised practice period will include both direct and indirect supervision, including respectively, observations of direct client contact (i.e., diagnostics/assessment/testing and intervention/treatment/counselling), as well as review of written reports, charting, etc. Time spent in other profession related activities (i.e., on-site research, writing, meetings, etc.) may also count towards the total hours required. The majority of the hours accrued 		

	<p>during the placement should relate to client care, whether they are direct client contact hours or client related activities, and will vary dependent on the client population served, service delivery model utilized, etc.</p> <p>d. The amount of direct vs. indirect supervision required will be variable and dependent on client complexity, site, caseload, registrant skills, and experience, and should be adjusted to meet individualized placement needs. In order for the supervisor to evaluate the registrant's skills and abilities, it is essential that adequate direct supervision takes place during the early stages of the placement. As a guide, a minimum of 60-75% combined direct and indirect supervision during the first week of the placement would not be uncommon, decreasing to a low of 15-25% of supervision during progressive weeks of the placement, depending on the registrant. A minimum of 30-50% overall supervision is suggested during evaluation weeks (mid-placement and final week of placement). It is generally expected that the amount of supervision will decrease over the duration of the placement, however, this is at the discretion of the supervisor based on the needs of the registrant.</p> <p>e. Additional requirements for direct reading and related activities may be imposed in discussion with the registrant.</p>
<p>Reporting:</p>	<p>The supervisor will complete a mid-point and a final evaluation using the attached forms. The supervisor will provide a copy and discuss the results with the registrant who is undergoing the supervised practice period, prior to submitting the completed report form to ACSLPA.</p> <p>Based on the recommendation of the supervisor, ACSLPA may shorten or extend the period of supervised practice.</p> <p>The mid-point evaluation is due: The final evaluation is due:</p>
<p>Agreement:</p>	<p>As the supervisee and placement supervisor, we agree to the following:</p> <ul style="list-style-type: none"> • We will work together to facilitate in-depth reflection on issues affecting practice, developing both personal and professional expertise. • We will develop a learning plan that includes activities that allow the supervisee to develop and demonstrate competence in each area of the <i>Practice Competencies for Speech-Language Pathologists in Canada</i>. However, the supervisor reserves the right to revise the learning plan as required, based on availability of activities and evolving learning needs. • We will both assume positive intentions and actively listen to one another. • In addition to ongoing supervisory activities and interactions, we will meet every other week for a structured and reflective review of learning. • We will protect the time and space for supervision by keeping to agreed appointments and time boundaries. During our meetings, we will respect privacy and avoid interruptions. • We will work respectfully, mutually open to feedback about how we handle the supervision relationship. <p>As a supervisee, I agree to:</p> <ul style="list-style-type: none"> • Prepare for each of the supervised activities (i.e., read relevant background materials, prepare notes, etc. as required). • Take responsibility for making effective use of the time. • Contact my supervisor as soon as possible if I cannot attend due to illness or family emergency. • Inform the supervisor of planned absences (i.e., doctor's appointment) as far in advance as possible.

- Be willing to learn, to develop my clinical competency, and be open to receiving support and feedback.

As a supervisor, I agree to:

- Offer advice, support, and supportive challenge to enable the supervisee to reflect in depth on issues affecting practice.
- Ensure that the supervisee has full access to all learning activities as agreed upon in the learning plan.
- Contact the supervisee as soon as possible if I cannot attend due to illness or family emergency.
- Inform the supervisee of planned absences (i.e., doctor's appointment) as far in advance as possible and make every possible arrangement to ensure placement activities are not compromised.
- Attempt to manage any issues/concerns that may compromise successful completion of the period of supervised practice. However, if the issues/concerns cannot be resolved, I will notify ACSLPA of the situation.
- Complete and submit the required evaluation reports as described in Section 2.

Section 3 – Agreement to Supervised Practice Plan

We agree to the supervised practice plan outlined in this document:

Signature of Supervisee

Date

Signature of Supervisor

Date

Section 4 – Practice Competencies for SLPs in Canada

1. Central Role as Speech-Language Pathologist

1.1 Foundational principles

a	Apply basic knowledge of biomedical, cognitive, linguistic, pharmaceutical, physical and socio-behavioural sciences relevant to human communication processes, including knowledge of their acoustic, biological, cultural/linguistic, developmental and neurological bases.
b	Apply specialized knowledge of typical and atypical development, differences and disorders of human communication, including knowledge in each of the following areas: speech, communication modalities, cognitive and social aspects of communication, fluency, language, literacy, resonance and voice.
c	Apply knowledge of biomedical, pharmaceutical, physical and socio-behavioural sciences relevant to normal swallowing processes and disorders of swallowing.
d	Apply knowledge of hearing, hearing loss and disorders of the auditory system, relevant to practice as a speech-language pathologist.
e	Apply knowledge of principles of clinical practice, including use of diagnostic and rehabilitation instrumentation and procedures, behavioural management, social interaction management and counselling.
f	Use problem-solving and clinical judgment in all aspects of practice.

1.2 Client-centredness

a	Respect client and client diversity.
b	Engage client to clarify values, beliefs, assumptions, expectations and desires.
c	Establish a shared understanding of client concerns and priorities.
d	Incorporate client perspective of needs, values and goals into service provision.
e	Encourage client to participate in decision-making.

1.3 Assessment

a	Develop assessment strategy to evaluate communication.
b	Develop assessment strategy to evaluate swallowing.
c	Conduct assessments.
d	Include relevant information from other sources.
e	Integrate and interpret findings.

1.4 Intervention planning

a	Develop a realistic and measurable intervention plan.
b	Determine resources required for service delivery, and identify any limits or constraints.
c	Finalize intervention plan.

1.5 Intervention and (re)habilitation

a	Implement intervention plan.
b	Carry out direct and indirect service delivery.
c	Monitor, adapt or redesign intervention plan as required.
d	Develop and implement discharge plan.

1.6 Cultural and linguistic sensitivity

a	Acquire knowledge regarding client culture and language.
b	Recognize impact of cultural differences on meeting client needs.
c	Incorporate knowledge of cultural and linguistic differences into service provision.
d	Develop relationships with caregivers and translators/interpreters that support the language needs of the client.

1.7 Population-based programs	
a	Administer screening programs.
b	Administer prevention programs.
c	Deliver community health programs and activities related to communication and swallowing.
1.8 Limits to practice	
a	Practice within personal limitations and level of expertise.
b	Consult with others as and when required.
c	Identify and recommend alternative services for client whose needs are beyond personal limitations or level of expertise.
d	Limit or discontinue intervention plan when appropriate.
2. Role as Communicator	
2.1 Oral and written communication	
a	Communicate in a respectful manner.
b	Use language appropriate to the communicative situation.
c	Provide relevant information.
d	Listen actively.
e	Be sensitive to non-verbal cues.
f	Employ strategies and aids to minimize communication barriers.
g	Address challenging communication issues.
h	Present effectively in small and large group settings.
i	Recognize the impact of diversity upon relationships.
j	Modify communication to minimize barriers due to diversity.
2.2 Documentation	
a	Maintain clear, accurate, timely and complete client records.
b(1)	Comply with regulatory requirements.
b(2)	Comply with organizational requirements.
c	Ensure timely dissemination of client documentation.
3. Role as Collaborator	
3.1 Collaboration with other professionals	
a	Work with others to provide an integrated approach to client services.
b	Provide speech-language pathology expertise in collaborative practice.
c	Interact according to differing roles and responsibilities of team members.
3.2 Relationships with other professionals	
a	Respect personal and professional differences among coworkers.
b	Support positive team dynamics.
c	Manage misunderstandings, limitations and conflicts to enhance collaboration.
4. Role as Advocate	
4.1 Client advocacy	
a	Identify and address client access barriers to services and resources.
b	Advocate for individual clients where appropriate.
c	Engage in promotion and prevention activities.
d	Advocate for resources to enhance service provision where needed.
4.2 Client empowerment	
a	Provide information and tools to assist clients to obtain funding and services for themselves.
b	Provide information and support to promote self-advocacy and societal inclusion.
c	Facilitate opportunities for clients to connect with others experiencing similar challenges.

4.3 Public education	
a	Act on opportunities to communicate the roles of speech-language pathologists and the benefits of their services.
b	Advocate for services based on emerging trends and anticipated future needs of clients.
c	Promote the profession as central and integral for clients with or at risk for communication and swallowing disorders.
5. Role as Scholar	
5.1 Continuous learning	
a	Conduct regular assessment of personal learning needs.
b	Take action to maintain currency and enhance professional competence.
c	Regularly review new knowledge and determine applicability to practice.
d	Select and apply appropriate methods for scholarly inquiry.
e	Integrate new learning into practice.
f	Participate in profession-led learning activities.
g	Recognize and respond to opportunities to contribute to research activities.
5.2 Evidence-based practice	
a	Critically appraise research and other evidence in order to address client, service or practice questions.
b	Integrate relevant evidence into service provision.
c	Evaluate the impact of practice changes.
5.3 Facilitation of the learning of others	
a	Share knowledge related to communication and swallowing.
b	Develop and implement responsive teaching strategies appropriate to learner needs.
6. Role as Manager	
6.1 Practice management	
a	Set priorities and manage clinical and administrative activities effectively.
b	Allocate speech-language services balancing client needs with available resources.
c	Supervise support personnel.
6.2 Workplace functioning	
a	Engage in human resource management activities consistent with organizational needs.
b	Engage in financial management and resource planning activities consistent with organizational needs.
c	Engage in business management consistent with organizational needs.
d	Participate in quality improvement activities.
7. Role as Professional	
7.1 Professional integrity	
a	Comply with relevant federal and provincial requirements.
b	Comply with regulatory requirements.
c	Comply with professional code(s) of ethics.
d	Recognize and respond to ethical issues encountered in practice.
e	Recognize and respond to situations involving conflict of interest.
f	Recognize and respond to unprofessional behaviours of others in practice.
g	Maintain professional demeanour.
7.2 Professional relationships	
a	Respect the limits of professional privilege and authority.
b	Maintain boundaries in relationships with clients, colleagues and other professionals.
c	Recognize and respond to opportunities to contribute to clinical education.

Supervised Practice – Mid-Point Report to ACSLPA

Name of Registrant: _____

Supervisor(s): _____

Report Due: _____

Period of Supervision:

Start date:	End date:
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Total Hours Worked by Registrant During This Reporting Period:

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Hours Supervised:

Direct – diagnostic/assessment/testing hours	
Indirect – diagnostic/assessment/testing hours	
Direct – intervention/treatment/counselling hours	
Indirect – intervention/treatment/counselling hours	
Other (please specify)	
TOTAL HOURS SUPERVISED THIS REPORTING PERIOD	

Evaluation of Practice Competence:

1. Central Role as SLP	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

2. Role as Communicator	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

3. Role as Collaborator	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

4. Role as Advocate	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

5. Role as Scholar	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

6. Role as Manager	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

7. Role Professional	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

Other Supervisor Comments:

Supervisee Comments:

Supervisor

Name (print):	
Signature:	
Date:	

Supervisee

Name (print):	
Signature:	
Date:	

Supervised Practice – Final Report to ACSLPA

Name of Registrant: _____

Supervisor(s): _____

Report Due: _____

Period of Supervision:

Start date:	End date:
-------------	-----------

Total Hours Worked by Registrant During This Reporting Period:

Total Hours Worked by Registrant Across Mid Term and Final Reporting Periods (add together total number of hours from both reports):

Hours Supervised:

Direct – diagnostic/assessment/testing hours	
Indirect – diagnostic/assessment/testing hours	
Direct – intervention/treatment/counselling hours	
Indirect – intervention/treatment/counselling hours	
Other (please specify)	
TOTAL HOURS SUPERVISED THIS REPORTING PERIOD	

Evaluation of Practice Competence:

1. Central Role as SLP	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

2. Role as Communicator	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

3. Role as Collaborator	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

4. Role as Advocate	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

5. Role as Scholar	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

6. Role as Manager	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

7. Role Professional	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

Other Supervisor Comments:

Supervisee Comments:

Supervisor

Please check one:

- I, the undersigned, verify that _____ has successfully completed the supervised practice entry process requirements and is, in my opinion, competent to practice.

- I, the undersigned, verify that _____ has not successfully completed the supervised practice entry process requirements.

Name (print):	
Signature:	
Date:	

Supervisee

Name (print):	
Signature:	
Date:	

Approval by ACSLPA to remove supervision condition:	
_____	_____
Registrar	Date



SAMPLE Supervised Practice Plan and Agreement
Entry to Practice for Audiologists

Under the *Health Professions Act* and the *Speech-Language Pathologists and Audiologists Profession Regulation*, the ACSLPA Registration Committee may require an applicant to undergo examinations, testing, assessment, training, or education programs for the purpose of determining substantial equivalency of the qualifications of an applicant. Completion of a period of supervised practice constitutes one such type of assessment and is typically required following successful completion of a written examination. The purpose of the supervised practice is to ensure that the new registrant has the required knowledge and skills required to practice their profession, while supporting and assisting them in becoming successful, independent practitioners in Alberta.

The following outlines the supervised practice plan and agreement for registrants undergoing the entry process.

Section 1 – Contact Information		
Supervisee	Name: Phone: Email:	
Supervisor(s)	Name: Phone: Email:	Name: Phone: Email:

Section 2 –Supervised Practice Overview			
Start Date:		End Date:	
Normal Work Days:		Normal Work Hours:	
Conditions:	The following conditions apply: <ol style="list-style-type: none"> a. A practice permit with the condition that the registrant must practice under supervision will be issued for the duration of the period of supervised practice (a minimum period of the equivalent of 12 weeks of full time work or approximately 450 hours), as per the requirements stated in the ACSLPA Registration Standards & Guidelines. b. The period of supervised practice will allow the registrant to obtain experience in a number of areas that would be reflective of practice for their profession and to demonstrate that they meet the practice competencies in each area of the Practice Competencies for Audiologists in Canada (Section 4). c. The supervised practice period will include both direct and indirect supervision, including observations of direct client contact (i.e., diagnostics/assessment/testing and intervention/treatment/counselling), as well as review of written reports, charting, etc. Time spent in other profession related activities (i.e., on-site research, writing, meetings, etc.) may also count towards the total hours required. The majority of the hours accrued during the placement should relate to client care, whether they are direct client contact 		

	<p>hours or client related activities, and will vary dependent on the client population served, service delivery model utilized, etc.</p> <p>d. The amount of direct vs. indirect supervision required will be variable and dependent on client complexity, site, caseload, registrant skills, and experience, and should be adjusted to meet individualized placement needs. In order for the supervisor to evaluate the registrant's skills and abilities, it is essential that adequate direct supervision takes place during the early stages of the placement. As a guide, a minimum of 60-75% combined direct and indirect supervision during the first week of the placement would not be uncommon, decreasing to a low of 15-25% of supervision during progressive weeks of the placement. A minimum of 30-50% overall supervision is suggested during evaluation weeks (mid-placement and final week of placement). It is generally expected that the amount of supervision will decrease over the duration of the placement however this is at the discretion of the supervisor based on the needs of the registrant.</p> <p>e. Additional requirements for direct reading and related activities may be imposed in discussion with the registrant.</p>
<p>Reporting:</p>	<p>The supervisor will complete a mid-point and a final evaluation using the attached forms. The supervisor will provide a copy and discuss the results with the registrant who is undergoing the supervised practice period, prior to submitting the completed report form to ACSLPA.</p> <p>Based on the recommendation of the supervisor, ACSLPA may shorten or extend the period of supervised practice.</p> <p>The mid-point evaluation is due: The final evaluation is due:</p>
<p>Agreement:</p>	<p>As the supervisee and placement supervisor, we agree to the following:</p> <ul style="list-style-type: none"> • We will work together to facilitate in-depth reflection on issues affecting practice, developing both personal and professional expertise. • We will develop a learning plan that includes activities that allow the supervisee to develop and demonstrate competence in each area of the <i>Practice Competencies for Audiologists in Canada</i>. However, the supervisor reserves the right to revise the learning plan as required, based on availability of activities and evolving learning needs. • We will both assume positive intentions and actively listen to one another. • In addition to ongoing supervisory activities and interactions, we will meet every other week for a structured and reflective review of learning. • We will protect the time and space for supervision by keeping to agreed appointments and time boundaries. During our meetings, we will respect privacy and avoid interruptions. • We will work respectfully, mutually open to feedback about how we handle the supervision relationship. <p>As a supervisee, I agree to:</p> <ul style="list-style-type: none"> • Prepare for each of the supervised activities (i.e., read relevant background materials, prepare notes, etc. as required). • Take responsibility for making effective use of the time. • Contact my supervisor as soon as possible if I cannot attend due to illness or family emergency.

- Inform the supervisor of planned absences (i.e., doctor’s appointment) as far in advance as possible.
- Be willing to learn, to develop my clinical competency, and be open to receiving support and feedback.

As a supervisor, I agree to:

- Offer advice, support, and supportive challenge to enable the supervisee to reflect in depth on issues affecting practice.
- Ensure that the supervisee has full access to all learning activities as agreed upon in the learning plan.
- Contact the supervisee as soon as possible if I cannot attend due to illness or family emergency.
- Inform the supervisee of planned absences (i.e., doctor’s appointment) as far in advance as possible and make every possible arrangement to ensure placement activities are not compromised.
- Attempt to manage any issues/concerns that may compromise successful completion of the period of supervised practice. However, if the issues/concerns cannot be resolved, I will notify ACSLPA of the situation.
- Complete and submit the required evaluation reports as described in Section 2.

Section 3 – Agreement to Supervised Practice Plan

We agree to the supervised practice plan outlined in this document :

Signature of Supervisee

Date

Signature of Supervisor

Date

Section 4 – Practice Competencies for Audiologists in Canada

1. Central Role as Audiologist	
1.1 Foundational principles	
a	Apply basic knowledge of biomedical, cognitive, linguistic, pharmaceutical, physical and socio-behavioural sciences relevant to human communication processes, including knowledge of their acoustic, biological, cultural/linguistic, developmental and neurological bases.
b	Apply specialized knowledge of hearing and the auditory system, including knowledge of auditory system anatomy and physiology, auditory system pathophysiology, and psychoacoustics.
c	Apply knowledge of audiologic procedures including behavioural audiological tests, electrophysiological measures, amplification technologies, as well as (re)habilitation practices.
d	Apply knowledge of biomedical, socio-behavioural, pharmaceutical and physical sciences relevant to normal vestibular processes and disorders of the vestibular system.
e	Apply knowledge of delayed and disordered speech and language, as well as other aspects of communication relevant to practice as an audiologist.
f	Apply knowledge of principles of clinical practice, including use of diagnostic and rehabilitation instrumentation, behavioural management, social interaction management and counselling.
g	Use problem-solving and clinical judgment in all aspects of practice.
1.2 Client-centredness	
a	Respect client and client diversity.
b	Engage client to clarify values, beliefs, assumptions, expectations and desires.
c	Establish a shared understanding of client concerns and priorities.
d	Incorporate client perspective of needs, values and goals into service provision.
e	Encourage client to participate in decision-making.
1.3 Assessment	
a	Develop assessment strategy to evaluate auditory function and related aspects of communication.
b	Develop assessment strategy to evaluate vestibular function.
c	Conduct assessments.
d	Include relevant information from other sources.
e	Integrate and interpret findings.
1.4 Intervention planning	
a	Develop a realistic and measurable intervention plan.
b	Determine resources required for service delivery, and identify any limits or constraints.
c	Finalize intervention plan.
1.5 Intervention and (re)habilitation	
a	Implement intervention plan.
b	Provide auditory and communication skills development.
c	Prescribe technology.
d	Dispense technology.
e	Evaluate effectiveness of technology and (re)habilitation services using appropriate verification and validation methods.
f	Modify technology as required.
g	Provide behavioural interventions.
h	Monitor, adapt or redesign intervention plan as required.
i	Determine and arrange appropriate follow-up services.

1.6 Cultural and linguistic sensitivity	
a	Acquire knowledge regarding client culture and language.
b	Recognize impact of cultural differences on meeting client needs.
c	Incorporate knowledge of cultural and linguistic differences into service provision.
d	Develop relationships with caregivers and translators/interpreters that support the needs of the client.
1.7 Population-based programs	
a	Administer screening programs.
b	Administer hearing conservation and prevention programs.
c	Deliver community audiological health programs and activities.
1.8 Limits to practice	
a	Practice within personal limitations and level of expertise.
b	Consult with others as and when required.
c	Identify and recommend alternative services for client whose needs are beyond personal limitations or level of expertise.
d	Limit or discontinue intervention plan when appropriate.
2. Role as Communicator	
2.1 Oral and written communication	
a	Communicate in a respectful manner.
b	Use language appropriate to the communicative situation.
c	Provide relevant information.
d	Listen actively.
e	Be sensitive to non-verbal cues.
f	Employ strategies and aids to minimize communication barriers.
g	Address challenging communication issues.
h	Present effectively in small and large group settings.
i	Recognize the impact of diversity upon relationships.
j	Modify communication to minimize barriers due to diversity.
2.2 Documentation	
a	Maintain clear, accurate, timely and complete client records.
b(1)	Comply with regulatory requirements.
b(2)	Comply with organizational requirements.
c	Ensure timely dissemination of client documentation.
3. Role as Collaborator	
3.1 Collaboration with other professionals	
a	Work with others to provide an integrated approach to client services.
b	Provide audiology expertise in collaborative practice.
c	Interact according to differing roles and responsibilities of team members.
3.2 Relationships with other professionals	
a	Respect personal and professional differences among coworkers.
b	Support positive team dynamics.
c	Manage misunderstandings, limitations and conflicts to enhance collaboration.
4. Role as Advocate	
4.1 Client advocacy	
a	Identify and address client access barriers to services and resources.
b	Advocate for individual clients where appropriate.
c	Engage in promotion and prevention activities.
d	Advocate for resources to enhance service provision where needed.

4.2 Client empowerment	
a	Provide information and tools to assist clients to obtain funding and services for themselves.
b	Provide information and support to promote self-advocacy and societal inclusion.
c	Facilitate opportunities for clients to connect with others experiencing similar challenges.
4.3 Public education	
a	Act on opportunities to communicate the roles of audiologists and the benefits of their services.
b	Advocate for services based on emerging trends and anticipated future needs of clients.
c	Promote the profession as central and integral for clients with or at risk for hearing loss and auditory or vestibular disorders.
5. Role as Scholar	
5.1 Continuous learning	
a	Conduct regular assessment of personal learning needs.
b	Take action to maintain currency and enhance professional competence.
c	Regularly review new knowledge and determine applicability to practice.
d	Select and apply appropriate methods for scholarly inquiry.
e	Integrate new learning into practice.
f	Participate in profession-led learning activities.
g	Recognize and respond to opportunities to contribute to research activities.
5.2 Evidence-based practice	
a	Critically appraise research and other evidence in order to address client, service or practice questions.
b	Integrate relevant evidence into service provision.
c	Evaluate the impact of practice changes.
5.3 Facilitation of the learning of others	
a	Share knowledge related to audiology.
b	Develop and implement responsive teaching strategies appropriate to learner needs.
6. Role as Manager	
6.1 Practice management	
a	Set priorities and manage clinical and administrative activities effectively.
b	Allocate audiology services balancing client needs with available resources.
c	Supervise support personnel.
6.2 Workplace functioning	
a	Engage in human resource management activities consistent with organizational needs.
b	Engage in financial management and resource planning activities consistent with organizational needs.
c	Engage in business management consistent with organizational needs.
d	Participate in quality improvement activities.
7. Role as Professional	
7.1 Professional integrity	
a	Comply with relevant federal and provincial requirements.
b	Comply with regulatory requirements.
c	Comply with professional code(s) of ethics.
d	Recognize and respond to ethical issues encountered in practice.
e	Recognize and respond to situations involving conflict of interest.
f	Recognize and respond to unprofessional behaviours of others in practice.
g	Maintain professional demeanour.
7.2 Professional relationships	
a	Respect the limits of professional privilege and authority.
b	Maintain boundaries in relationships with clients, colleagues and other professionals.
c	Recognize and respond to opportunities to contribute to clinical education.

Supervised Practice – Mid-Point Report to ACSLPA

Name of Registrant: _____

Supervisor(s): _____

Report Due: _____

Period of Supervision:

Start date:	End date:
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Total Hours Worked by Registrant During This Reporting Period:

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Hours Supervised:

Direct – diagnostic/assessment/testing hours	
Indirect – diagnostic/assessment/testing hours	
Direct – intervention/treatment/counselling hours	
Indirect – intervention/treatment/counselling hours	
Other (please specify)	
TOTAL HOURS SUPERVISED THIS REPORTING PERIOD:	

Evaluation of Practice Competence:

8. Central Role as Audiologist	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

9. Role as Communicator	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

10. Role as Collaborator	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

11. Role as Advocate	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

12. Role as Scholar	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

13. Role as Manager	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

14. Role Professional	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

Other Supervisor Comments:

Supervisee Comments:

Supervisor

Name (print):	
Signature:	
Date:	

Supervisee

Name (print):	
Signature:	
Date:	

Supervised Practice – Final Report to ACSLPA

Name of Registrant: _____

Supervisor(s): _____

Report Due: _____

Period of Supervision:

Start date:	End date:
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Total Hours Worked by Registrant During This Reporting Period:

--

Total Hours Worked by Registrant Across Mid Term and Final Reporting Periods (add together total number of hours from both reports):

--

Hours Supervised:

Direct – diagnostic/assessment/testing hours	
Indirect – diagnostic/assessment/testing hours	
Direct – intervention/treatment/counselling hours	
Indirect – intervention/treatment/counselling hours	
Other (please specify)	
TOTAL HOURS SUPERVISED THIS REPORTING PERIOD:	

Evaluation of Practice Competence:

1. Central Role as Audiologist	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

2. Role as Communicator	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

3. Role as Collaborator	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

4. Role as Advocate	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

5. Role as Scholar	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

6. Role as Manager	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

7. Role Professional	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

Other Supervisor Comments:

Supervisee Comments:

Supervisor

Please check one:

- I, the undersigned, verify that _____ has successfully completed the supervised practice entry process requirements and is, in my opinion, competent to practice.

- I, the undersigned, verify that _____ has not successfully completed the supervised practice entry process requirements.

Name (print):	
Signature:	
Date:	

Supervisee

Name (print):	
Signature:	
Date:	

Approval by ACSLPA to remove supervision condition:	
_____	_____
Registrar	Date



Alberta College of
Speech-Language Pathologists
and Audiologists
Hear. Speak. Connect.

Supervised Practice Plan and Agreement for SLPs

ACSLPA registrants who have practiced less than 1250 hours during the previous five-year period will undergo a supervised practice period, as described in the *ACSLPA Registration Standards & Guidelines*. The purpose of this period is to update a registrant’s knowledge base and skills, to re-establish professional networks and act as a mechanism of support to the member when returning to a more active level of practice.

Section 1 – Contact Information		
Supervisee	Name: Phone: Email:	
Supervisor(s)	Name: Phone: Email:	Name: Phone: Email:

Section 2 –Supervised Practice Overview			
Start Date:		End Date:	
Normal Work Days:		Normal Work Hours:	
Conditions:	<p>The following conditions apply:</p> <ul style="list-style-type: none"> f. A practice permit with the condition that the registrant must practice under supervision will be issued for the duration of the period of supervised practice (which will be specific to each individual’s circumstance), as per the requirements stated in the <i>ACSLPA Registration Standards & Guidelines</i>. g. The period of supervised practice will allow the registrant to obtain experience in a number of areas that would be reflective of practice for their profession and to demonstrate that they meet the practice competencies in each area of the <i>Practice Competencies for Speech-Language Pathologists in Canada</i> (Section 4). h. The supervised practice period will include both direct and indirect supervision, including observations of direct client contact (i.e., diagnostics/assessment/testing and intervention/treatment/counselling), as well as review of written reports, charting, etc. Time spent in other profession related activities (i.e., on-site research, writing, meetings, etc.) may also count towards the total hours required. i. Specific requirements of the supervised practice period will include the following: <ul style="list-style-type: none"> • supervision of a minimum of 30% of direct contact clinical hours; of these hours, at least half must be related to diagnostics/assessment/testing and the other half must be related to intervention/treatment/counselling; • the supervisor will review written reports, charting, etc. during the period of supervised practice. 		

	<p>j. The amount of direct vs. indirect supervision required will be variable and dependent on client complexity, site, caseload, registrant skills, and experience, and should be adjusted to meet individualized placement needs. In order for the supervisor to evaluate the registrant's skills and abilities, it is essential that adequate direct supervision takes place during the early stages of the placement. As a guide, a minimum of 75% combined direct and indirect supervision during the first week of the placement would not be uncommon, decreasing to a low of 15-25% of supervision during progressive weeks of the placement, depending on the registrant. A minimum of 30-50% overall supervision is suggested during evaluation weeks (mid-placement and final week of placement). It is generally expected that the amount of supervision will decrease over the duration of the placement, however, this is at the discretion of the supervisor based on the needs of the registrant. The number of hours of supervision required and the duration of weeks of the placement will impact how and when supervision is provided.</p> <p>k. Additional requirements for direct reading and related activities may be imposed in discussion with the registrant.</p>
<p>Reporting:</p>	<p>The supervisor will complete a mid-point and a final evaluation using the attached forms. The supervisor will provide a copy and discuss the results with the registrant who is undergoing the supervised practice period, prior to submitting the completed report form to ACSLPA.</p> <p>Based on the recommendation of the supervisor, ACSLPA may shorten or extend the period of supervised practice.</p> <p>The mid-point evaluation is due: The final evaluation is due:</p>
<p>Agreement:</p>	<p>As the supervisee and placement supervisor, we agree to the following:</p> <ul style="list-style-type: none"> • We will work together to facilitate in-depth reflection on issues affecting practice, developing both personal and professional expertise. • We will develop a learning plan that includes activities that allow the supervisee to develop and demonstrate competence in each area of the <i>Practice Competencies for Speech-Language Pathologists in Canada</i>. However, the supervisor reserves the right to revise the learning plan as required, based on availability of activities and evolving learning needs. • We will both assume positive intentions and actively listen to one another. • In addition to ongoing supervisory activities and interactions, we will meet for both structured and reflective review of learning. • We will protect the time and space for supervision by keeping to agreed appointments and time boundaries. During our meetings, we will respect privacy and avoid interruptions. • We will work respectfully, mutually open to feedback about how we handle the supervision relationship. <p>As a supervisee, I agree to:</p> <ul style="list-style-type: none"> • Prepare for each of the supervised activities (i.e., read relevant background materials, prepare notes, etc. as required). • Take responsibility for making effective use of the time. • Contact my supervisor as soon as possible if I cannot attend due to illness or family emergency. • Inform the supervisor of planned absences (i.e., doctor's appointment) as far in advance as possible. • Be willing to learn, to develop my clinical competency, and be open to receiving support and feedback.

As a supervisor, I agree to:

- Offer advice, support, and supportive challenge to enable the supervisee to reflect in depth on issues affecting practice.
- Ensure that the supervisee has full access to all learning activities as agreed upon in the learning plan.
- Contact the supervisee as soon as possible if I cannot attend due to illness or family emergency.
- Inform the supervisee of planned absences (i.e., doctor’s appointment) as far in advance as possible and make every possible arrangement to ensure placement activities are not compromised.
- Attempt to manage any issues/concerns that may compromise successful completion of the period of supervised practice. However, if the issues/concerns cannot be resolved, I will notify ACSLPA of the situation.
- Complete and submit the required evaluation reports as described in Section 2.

Section 3 – Agreement to Supervised Practice Plan

We agree to the supervised practice plan outlined in this document:

Signature of Supervisee

Date

Signature of Supervisor

Date

Section 4 – Practice Competencies for SLPs in Canada

1. Central Role as Speech-Language Pathologist

1.1 Foundational principles

a	Apply basic knowledge of biomedical, cognitive, linguistic, pharmaceutical, physical and socio-behavioural sciences relevant to human communication processes, including knowledge of their acoustic, biological, cultural/linguistic, developmental and neurological bases.
b	Apply specialized knowledge of typical and atypical development, differences and disorders of human communication, including knowledge in each of the following areas: speech, communication modalities, cognitive and social aspects of communication, fluency, language, literacy, resonance and voice.
c	Apply knowledge of biomedical, pharmaceutical, physical and socio-behavioural sciences relevant to normal swallowing processes and disorders of swallowing.
d	Apply knowledge of hearing, hearing loss and disorders of the auditory system, relevant to practice as a speech-language pathologist.
e	Apply knowledge of principles of clinical practice, including use of diagnostic and rehabilitation instrumentation and procedures, behavioural management, social interaction management and counselling.
f	Use problem-solving and clinical judgment in all aspects of practice.

1.2 Client-centredness

a	Respect client and client diversity.
b	Engage client to clarify values, beliefs, assumptions, expectations and desires.
c	Establish a shared understanding of client concerns and priorities.
d	Incorporate client perspective of needs, values and goals into service provision.
e	Encourage client to participate in decision-making.

1.3 Assessment

a	Develop assessment strategy to evaluate communication.
b	Develop assessment strategy to evaluate swallowing.
c	Conduct assessments.
d	Include relevant information from other sources.
e	Integrate and interpret findings.

1.4 Intervention planning

a	Develop a realistic and measurable intervention plan.
b	Determine resources required for service delivery, and identify any limits or constraints.
c	Finalize intervention plan.

1.5 Intervention and (re)habilitation

a	Implement intervention plan.
b	Carry out direct and indirect service delivery.
c	Monitor, adapt or redesign intervention plan as required.
d	Develop and implement discharge plan.

1.6 Cultural and linguistic sensitivity

a	Acquire knowledge regarding client culture and language.
b	Recognize impact of cultural differences on meeting client needs.
c	Incorporate knowledge of cultural and linguistic differences into service provision.
d	Develop relationships with caregivers and translators/interpreters that support the language needs of the client.

1.7 Population-based programs

a	Administer screening programs.
b	Administer prevention programs.
c	Deliver community health programs and activities related to communication and swallowing.

1.8 Limits to practice	
a	Practice within personal limitations and level of expertise.
b	Consult with others as and when required.
c	Identify and recommend alternative services for client whose needs are beyond personal limitations or level of expertise.
d	Limit or discontinue intervention plan when appropriate.
2. Role as Communicator	
2.1 Oral and written communication	
a	Communicate in a respectful manner.
b	Use language appropriate to the communicative situation.
c	Provide relevant information.
d	Listen actively.
e	Be sensitive to non-verbal cues.
f	Employ strategies and aids to minimize communication barriers.
g	Address challenging communication issues.
h	Present effectively in small and large group settings.
i	Recognize the impact of diversity upon relationships.
j	Modify communication to minimize barriers due to diversity.
2.2 Documentation	
a	Maintain clear, accurate, timely and complete client records.
b(1)	Comply with regulatory requirements.
b(2)	Comply with organizational requirements.
c	Ensure timely dissemination of client documentation.
3. Role as Collaborator	
3.1 Collaboration with other professionals	
a	Work with others to provide an integrated approach to client services.
b	Provide speech-language pathology expertise in collaborative practice.
c	Interact according to differing roles and responsibilities of team members.
3.2 Relationships with other professionals	
a	Respect personal and professional differences among coworkers.
b	Support positive team dynamics.
c	Manage misunderstandings, limitations and conflicts to enhance collaboration.
4. Role as Advocate	
4.1 Client advocacy	
a	Identify and address client access barriers to services and resources.
b	Advocate for individual clients where appropriate.
c	Engage in promotion and prevention activities.
d	Advocate for resources to enhance service provision where needed.
4.2 Client empowerment	
a	Provide information and tools to assist clients to obtain funding and services for themselves.
b	Provide information and support to promote self-advocacy and societal inclusion.
c	Facilitate opportunities for clients to connect with others experiencing similar challenges.
4.3 Public education	
a	Act on opportunities to communicate the roles of speech-language pathologists and the benefits of their services.
b	Advocate for services based on emerging trends and anticipated future needs of clients.
c	Promote the profession as central and integral for clients with or at risk for communication and swallowing disorders.

5. Role as Scholar	
5.1 Continuous learning	
a	Conduct regular assessment of personal learning needs.
b	Take action to maintain currency and enhance professional competence.
c	Regularly review new knowledge and determine applicability to practice.
d	Select and apply appropriate methods for scholarly inquiry.
e	Integrate new learning into practice.
f	Participate in profession-led learning activities.
g	Recognize and respond to opportunities to contribute to research activities.
5.2 Evidence-based practice	
a	Critically appraise research and other evidence in order to address client, service or practice questions.
b	Integrate relevant evidence into service provision.
c	Evaluate the impact of practice changes.
5.3 Facilitation of the learning of others	
a	Share knowledge related to communication and swallowing.
b	Develop and implement responsive teaching strategies appropriate to learner needs.
6. Role as Manager	
6.1 Practice management	
a	Set priorities and manage clinical and administrative activities effectively.
b	Allocate speech-language services balancing client needs with available resources.
c	Supervise support personnel.
6.2 Workplace functioning	
a	Engage in human resource management activities consistent with organizational needs.
b	Engage in financial management and resource planning activities consistent with organizational needs.
c	Engage in business management consistent with organizational needs.
d	Participate in quality improvement activities.
7. Role as Professional	
7.1 Professional integrity	
a	Comply with relevant federal and provincial requirements.
b	Comply with regulatory requirements.
c	Comply with professional code(s) of ethics.
d	Recognize and respond to ethical issues encountered in practice.
e	Recognize and respond to situations involving conflict of interest.
f	Recognize and respond to unprofessional behaviours of others in practice.
g	Maintain professional demeanour.
7.2 Professional relationships	
a	Respect the limits of professional privilege and authority.
b	Maintain boundaries in relationships with clients, colleagues and other professionals.
c	Recognize and respond to opportunities to contribute to clinical education.

Supervised Practice – Mid-Point Report to ACSLPA

Name of Registrant: _____

Supervisor(s): _____

Report Due: _____

Period of Supervision:

Start date:	End date:
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Total Hours Worked by Registrant During This Reporting Period:

--

Hours Supervised:

Direct – diagnostic/assessment/testing hours	
Indirect – diagnostic/assessment/testing hours	
Direct – intervention/treatment/counselling hours	
Indirect – intervention/treatment/counselling hours	
Other (please specify)	
TOTAL HOURS SUPERVISED THIS REPORTING PERIOD	

Evaluation of Practice Competence:

1. Central Role as Speech-Language Pathologist	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

2. Role as Communicator	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

3. Role as Collaborator	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

4. Role as Advocate	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

5. Role as Scholar	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

6. Role as Manager	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

7. Role Professional	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

Other Supervisor Comments:

Supervisee Comments:

Supervisor

Name (print):	
Signature:	
Date:	

Supervisee

Name (print):	
Signature:	
Date:	

SAMPLE

Supervised Practice – Final Report to ACSLPA

Name of Registrant: _____

Supervisor(s): _____

Report Due: _____

Period of Supervision:

Start date:	End date:
-------------	-----------

Total Hours Worked by Registrant During This Reporting Period:

--

Total Hours Worked by Registrant Across Mid Term and Final Reporting Periods (add together total number of hours from both reports):

--

Hours Supervised:

Direct – diagnostic/assessment/testing hours	
Indirect – diagnostic/assessment/testing hours	
Direct – intervention/treatment/counselling hours	
Indirect – intervention/treatment/counselling hours	
Other (please specify)	
TOTAL HOURS SUPERVISED THIS REPORTING PERIOD	

Evaluation of Practice Competence:

1. Central Role as Speech-Language Pathologist	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

2. Role as Communicator	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

3. Role as Collaborator	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

4. Role as Advocate	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

5. Role as Scholar	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

6. Role as Manager	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

7. Role Professional	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

Other Supervisor Comments:
Supervisee Comments:

Supervisor:

Please check one:

- I, the undersigned, verify that _____ has successfully completed the supervised practice entry process requirements and is, in my opinion, competent to practice.
- I, the undersigned, verify that _____ has not successfully completed the supervised practice entry process requirements.

Name (print):	
Signature:	
Date:	

Supervisee

Name (print):	
Signature:	
Date:	

Approval by ACSLPA to remove supervision condition:	
_____	_____
Registrar	Date



Alberta College of
Speech-Language Pathologists
and Audiologists
Hear. Speak. Connect.

Supervised Practice Plan and Agreement for Audiologists

ACSLPA registrants who have practiced less than 1250 hours during the previous five-year period will undergo a supervised practice period, as described in the *ACSLPA Registration Standards & Guidelines*. The purpose of this period is to update a registrant’s knowledge base and skills, to re-establish professional networks and act as a mechanism of support to the member when returning to a more active level of practice.

Section 1 – Contact Information		
Supervisee	Name: Phone: Email:	
Supervisor(s)	Name: Phone: Email:	Name: Phone: Email:

Section 2 –Supervised Practice Overview			
Start Date:		End Date:	
Normal Work Days:		Normal Work Hours:	
Conditions:	<p>The following conditions apply:</p> <ul style="list-style-type: none"> l. A practice permit with the condition that the registrant must practice under supervision will be issued for the duration of the period of supervised practice (which will be specific to each individual’s circumstance), as per the requirements stated in the <i>ACSLPA Registration Standards & Guidelines</i>. m. The period of supervised practice will allow the registrant to obtain experience in areas that would be reflective of practice for their profession and to demonstrate that they meet the practice competencies in each area of the <i>Practice Competencies for Audiologists in Canada</i> (Section 4). n. The supervised practice period will include both direct and indirect supervision, including observations of direct client contact (i.e., diagnostics/assessment/testing and intervention/treatment/counselling), as well as review of written reports, charting, etc. Time spent in other profession related activities (i.e., on-site research, writing, meetings, etc.) may also count towards the total hours required. o. Specific requirements of the supervised practice period include the following: <ul style="list-style-type: none"> • supervision of a minimum of 30% of direct contact clinical hours; • the supervisor will review written reports, charting, etc. during the period of supervised practice. p. The amount of direct vs. indirect supervision required will be variable and dependent on client complexity, site, caseload, registrant skills, and experience, and should be adjusted to meet individualized placement needs. In order for the supervisor to evaluate the 		

	<p>registrant’s skills and abilities, it is essential that adequate direct supervision takes place during the early stages of the placement. As a guide, a minimum of 60-75% combined direct and indirect supervision during the first week of the placement would not be uncommon, decreasing to a low of 15-25% of supervision during progressive weeks of the placement, depending on the registrant. A minimum of 30-50% overall supervision is suggested during evaluation weeks (mid-placement and final week of placement). It is generally expected that the amount of supervision will decrease over the duration of the placement, however, this is at the discretion of the supervisor based on the needs of the registrant. The number of hours of supervision required and the duration of weeks of the placement will impact how and when supervision is provided.</p> <p>q. Additional requirements for direct reading and related activities may be imposed in discussion with the registrant.</p>
<p>Reporting:</p>	<p>The supervisor will complete a mid-point and a final evaluation using the attached forms. The supervisor will provide a copy and discuss the results with the registrant who is undergoing the supervised practice period, prior to submitting the completed report form to ACSLPA.</p> <p>Based on the recommendation of the supervisor, ACSLPA may shorten or extend the period of supervised practice.</p> <p>The mid-point evaluation is due: The final evaluation is due:</p>
<p>Agreement:</p>	<p>As the supervisee and placement supervisor, we agree to the following:</p> <ul style="list-style-type: none"> • We will work together to facilitate in-depth reflection on issues affecting practice, developing both personal and professional expertise. • We will develop a learning plan that includes activities that allow the supervisee to develop and demonstrate competence in each area of the <i>Practice Competencies for Audiologists in Canada</i>. However, the supervisor reserves the right to revise the learning plan as required, based on availability of activities and evolving learning needs. • We will both assume positive intentions and actively listen to one another. • In addition to ongoing supervisory activities and interactions, we will meet for a structured and reflective review of learning. • We will protect the time and space for supervision by keeping to agreed appointments and time boundaries. During our meetings, we will respect privacy and avoid interruptions. • We will work respectfully, mutually open to feedback about how we handle the supervision relationship. <p>As a supervisee, I agree to:</p> <ul style="list-style-type: none"> • Prepare for each of the supervised activities (i.e., read relevant background materials, prepare notes, etc. as required). • Take responsibility for making effective use of the time. • Contact my supervisor as soon as possible if I cannot attend due to illness or family emergency. • Inform the supervisor of planned absences (i.e., doctor’s appointment) as far in advance as possible. • Be willing to learn, to develop my clinical competency, and be open to receiving support and feedback. <p>As a supervisor, I agree to:</p>

- Offer advice, support, and supportive challenge to enable the supervisee to reflect in depth on issues affecting practice.
- Ensure that the supervisee has full access to all learning activities as agreed upon in the learning plan.
- Contact the supervisee as soon as possible if I cannot attend due to illness or family emergency.
- Inform the supervisee of planned absences (i.e., doctor's appointment) as far in advance as possible and make every possible arrangement to ensure placement activities are not compromised.
- Attempt to manage any issues/concerns that may compromise successful completion of the period of supervised practice. However, if the issues/concerns cannot be resolved, I will notify ACSLPA of the situation.
- Complete and submit the required evaluation reports as described in Section 2.

Section 3 – Agreement to Supervised Practice Plan

We agree to the supervised practice plan outlined in this document:

Signature of Supervisee

Date

Signature of Supervisor

Date

Section 4 – Practice Competencies for Audiologists in Canada

1. Central Role as Audiologist

1.1 Foundational principles

a	Apply basic knowledge of biomedical, cognitive, linguistic, pharmaceutical, physical and socio-behavioural sciences relevant to human communication processes, including knowledge of their acoustic, biological, cultural/linguistic, developmental and neurological bases.
b	Apply specialized knowledge of hearing and the auditory system, including knowledge of auditory system anatomy and physiology, auditory system pathophysiology, and psychoacoustics.
c	Apply knowledge of audiologic procedures including behavioural audiological tests, electrophysiological measures, amplification technologies, as well as (re)habilitation practices.
d	Apply knowledge of biomedical, socio-behavioural, pharmaceutical and physical sciences relevant to normal vestibular processes and disorders of the vestibular system.
e	Apply knowledge of delayed and disordered speech and language, as well as other aspects of communication relevant to practice as an audiologist.
f	Apply knowledge of principles of clinical practice, including use of diagnostic and rehabilitation instrumentation, behavioural management, social interaction management and counselling.
g	Use problem-solving and clinical judgment in all aspects of practice.

1.2 Client-centredness

a	Respect client and client diversity.
b	Engage client to clarify values, beliefs, assumptions, expectations and desires.
c	Establish a shared understanding of client concerns and priorities.
d	Incorporate client perspective of needs, values and goals into service provision.
e	Encourage client to participate in decision-making.

1.3 Assessment

a	Develop assessment strategy to evaluate auditory function and related aspects of communication.
b	Develop assessment strategy to evaluate vestibular function.
c	Conduct assessments.
d	Include relevant information from other sources.
e	Integrate and interpret findings.

1.4 Intervention planning

a	Develop a realistic and measurable intervention plan.
b	Determine resources required for service delivery, and identify any limits or constraints.
c	Finalize intervention plan.

1.5 Intervention and (re)habilitation

a	Implement intervention plan.
b	Provide auditory and communication skills development.
c	Prescribe technology.
d	Dispense technology.
e	Evaluate effectiveness of technology and (re)habilitation services using appropriate verification and validation methods.
f	Modify technology as required.
g	Provide behavioural interventions.
h	Monitor, adapt or redesign intervention plan as required.
i	Determine and arrange appropriate follow-up services.

1.6 Cultural and linguistic sensitivity	
a	Acquire knowledge regarding client culture and language.
b	Recognize impact of cultural differences on meeting client needs.
c	Incorporate knowledge of cultural and linguistic differences into service provision.
d	Develop relationships with caregivers and translators/interpreters that support the needs of the client.
1.7 Population-based programs	
a	Administer screening programs.
b	Administer hearing conservation and prevention programs.
c	Deliver community audiological health programs and activities.
1.8 Limits to practice	
a	Practice within personal limitations and level of expertise.
b	Consult with others as and when required.
c	Identify and recommend alternative services for client whose needs are beyond personal limitations or level of expertise.
d	Limit or discontinue intervention plan when appropriate.
2. Role as Communicator	
2.1 Oral and written communication	
a	Communicate in a respectful manner.
b	Use language appropriate to the communicative situation.
c	Provide relevant information.
d	Listen actively.
e	Be sensitive to non-verbal cues.
f	Employ strategies and aids to minimize communication barriers.
g	Address challenging communication issues.
h	Present effectively in small and large group settings.
i	Recognize the impact of diversity upon relationships.
j	Modify communication to minimize barriers due to diversity.
2.2 Documentation	
a	Maintain clear, accurate, timely and complete client records.
b(1)	Comply with regulatory requirements.
b(2)	Comply with organizational requirements.
c	Ensure timely dissemination of client documentation.
3. Role as Collaborator	
3.1 Collaboration with other professionals	
a	Work with others to provide an integrated approach to client services.
b	Provide audiology expertise in collaborative practice.
c	Interact according to differing roles and responsibilities of team members.
3.2 Relationships with other professionals	
a	Respect personal and professional differences among coworkers.
b	Support positive team dynamics.
c	Manage misunderstandings, limitations and conflicts to enhance collaboration.
4. Role as Advocate	
4.1 Client advocacy	
a	Identify and address client access barriers to services and resources.
b	Advocate for individual clients where appropriate.
c	Engage in promotion and prevention activities.
d	Advocate for resources to enhance service provision where needed.

4.2 Client empowerment	
a	Provide information and tools to assist clients to obtain funding and services for themselves.
b	Provide information and support to promote self-advocacy and societal inclusion.
c	Facilitate opportunities for clients to connect with others experiencing similar challenges.
4.3 Public education	
a	Act on opportunities to communicate the roles of audiologists and the benefits of their services.
b	Advocate for services based on emerging trends and anticipated future needs of clients.
c	Promote the profession as central and integral for clients with or at risk for hearing loss and auditory or vestibular disorders.
5. Role as Scholar	
5.1 Continuous learning	
a	Conduct regular assessment of personal learning needs.
b	Take action to maintain currency and enhance professional competence.
c	Regularly review new knowledge and determine applicability to practice.
d	Select and apply appropriate methods for scholarly inquiry.
e	Integrate new learning into practice.
f	Participate in profession-led learning activities.
g	Recognize and respond to opportunities to contribute to research activities.
5.2 Evidence-based practice	
a	Critically appraise research and other evidence in order to address client, service or practice questions.
b	Integrate relevant evidence into service provision.
c	Evaluate the impact of practice changes.
5.3 Facilitation of the learning of others	
a	Share knowledge related to audiology.
b	Develop and implement responsive teaching strategies appropriate to learner needs.
6. Role as Manager	
6.1 Practice management	
a	Set priorities and manage clinical and administrative activities effectively.
b	Allocate audiology services balancing client needs with available resources.
c	Supervise support personnel.
6.2 Workplace functioning	
a	Engage in human resource management activities consistent with organizational needs.
b	Engage in financial management and resource planning activities consistent with organizational needs.
c	Engage in business management consistent with organizational needs.
d	Participate in quality improvement activities.
7. Role as Professional	
7.1 Professional integrity	
a	Comply with relevant federal and provincial requirements.
b	Comply with regulatory requirements.
c	Comply with professional code(s) of ethics.
d	Recognize and respond to ethical issues encountered in practice.
e	Recognize and respond to situations involving conflict of interest.
f	Recognize and respond to unprofessional behaviours of others in practice.
g	Maintain professional demeanour.
7.2 Professional relationships	
a	Respect the limits of professional privilege and authority.
b	Maintain boundaries in relationships with clients, colleagues and other professionals.
c	Recognize and respond to opportunities to contribute to clinical education.

Supervised Practice – Mid-Point Report to ACSLPA

Name of Registrant: _____

Supervisor(s): _____

Report Due: _____

Period of Supervision:

Start date:	End date:
-------------	-----------

Total Hours Worked by Registrant During This Reporting Period:

--

Hours Supervised:

Direct – diagnostic/assessment/testing hours	
Indirect – diagnostic/assessment/testing hours	
Direct – intervention/treatment/counselling hours	
Indirect – intervention/treatment/counselling hours	
Other (please specify)	
TOTAL HOURS SUPERVISED THIS REPORTING PERIOD	

Evaluation of Practice Competence:

1. Central Role as Audiologist	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

2. Role as Communicator	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

3. Role as Collaborator	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

4. Role as Advocate	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

5. Role as Scholar	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

6. Role as Manager	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

7. Role Professional	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

Other Supervisor Comments:

Supervisee Comments:

Supervisor

Name (print):	
Signature:	
Date:	

Supervisee

Name (print):	
Signature:	
Date:	

SAMPLE

Supervised Practice – Final Report to ACSLPA

Name of Registrant: _____

Supervisor(s): _____

Report Due: _____

Period of Supervision:

Start date:	End date:
-------------	-----------

Total Hours Worked by Registrant During This Reporting Period:

--

Total Hours Worked by Registrant Across Mid Term and Final Reporting Periods (add together total number of hours from both reports):

--

Hours Supervised:

Direct – diagnostic/assessment/testing hours	
Indirect – diagnostic/assessment/testing hours	
Direct – intervention/treatment/counselling hours	
Indirect – intervention/treatment/counselling hours	
Other (please specify)	
TOTAL HOURS SUPERVISED THIS REPORTING PERIOD	

Evaluation of Practice Competence:

1. Central Role as Audiologist	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

2. Role as Communicator	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

3. Role as Collaborator	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

4. Role as Advocate	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

5. Role as Scholar	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

6. Role as Manager	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

7. Role Professional	
Progress to Date	Observations, Comments and Recommendations
<input type="checkbox"/> Met evaluation criteria <input type="checkbox"/> Requires further development	

Other Supervisor Comments:

Supervisee Comments:

Supervisor:

Please check one:

- I, the undersigned, verify that _____ has successfully completed the supervised practice entry process requirements and is, in my opinion, competent to practice.
- I, the undersigned, verify that _____ has not successfully completed the supervised practice entry process requirements.

Name (print):	
Signature:	
Date:	

Supervisee

Name (print):	
Signature:	
Date:	

Approval by ACSLPA to remove supervision condition:	
_____	_____
Registrar	Date