

SLP Careers at GWAEA



GRANT WOOD
AREA EDUCATION AGENCY

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Hello!

**We are Vicki Girard and Lynda Lanus, SLPs and SLP
Development Coaches at GWAEA.**

You can contact us at: vkleingirard@gwaea.org and llanus@gwaea.org.



Grant Wood Area Education Agency

***An organization that has been voted
among Iowa's top workplaces for ten
consecutive years.***

1. SLP Internships



Internships



GWAEA SLPs support graduate student interns in SLP and AuD through experience in educational service delivery.

Please visit the [Internships](#) part of our website to learn more!

2. SLP Hiring



Timelines

Hiring



As of October, 2025, GWAEA employs 101 full or part time SLPs and 6 SLP Assistants.

Our main hiring season is from January-July, for the upcoming school year beginning in August. However, we occasionally hire within the school year as needs arise.

Hiring



At GWAEA, we focus on a workload-based model rather than a traditional caseload approach. Our mid-year openings offer the opportunity to help reduce unexpected workloads across the agency and make a meaningful impact.

We enthusiastically welcome veteran SLPs and new graduate SLPs for their Clinical Fellowship Year.

Hiring - Licensure



Most SLPs at GWAEA have moved to the following Iowa Licensure:

**License of Speech Language Pathology, Iowa
Department of Public Health**

WITH

**Statement of Professional Recognition, Iowa
Board of Educational Examiners**

Hiring - Licensure



GWAEA will also accept:

Professional Service License - Speech-Language Pathology, Iowa Board of Educational Examiners

3. SLP Benefits



GWAEA Benefits



- ◆ Competitive Base Salary + Adjusted “Teacher Salary Supplement”, paid year round bimonthly
- ◆ Single Health Coverage, including Dental and Vision
- ◆ Contribution to IPERS (Iowa Retirement Fund)
- ◆ Paid Time Off - illness, personal, emergency
- ◆ Term Life Insurance
- ◆ Mileage Reimbursement

GWAEA Benefits



- ◆ Professional Reimbursement - licenses, professional dues, professional learning.
- ◆ Complimentary Laptop and iPad w/Zoom Phone
- ◆ 3 Office Locations
- ◆ Flexibility to occasionally work from home following first two years of employment

**Benefits are adjusted for staff working part time.*

4. Contracts



Information

Contracted Staff



Most SLPs work 1.0 FTE (Full-Time Equivalent)

“Full Time” indicates a contract of 190 calendar days, 8 hours per day.

While contracted days should closely follow your assigned district’s calendar, each staff has the flexibility to determine their work days.

Contracted Staff



Part Time Contracts may be available and are considered, if requested.

5. SLP Induction



*Induction Practices and
Ongoing Mentoring*

“

*"A mentor is someone
who sees more talent
and ability within you
than you see in
yourself and helps
bring it out of you." –
Bob Proctor.*



Induction & Mentoring



Induction of a new GWAEA employee is the work of the SLP Development Coaches, in conjunction with your assigned Supervisor.

Induction & Mentoring



All GWAEA Licensed Staff follow the Induction Plan for the first three years. Following, a Professional Learning Review is held annually and a “Performance Review Year” held every three years.

*This is the work of the Supervisor and Staff Member.

Induction & Mentoring



The SLP group is unique! We realize SLPs have both direct and indirect services, while also completing special education evaluations.

This is a delicate balance and requires additional onboarding and coaching.

Induction & Mentoring



There are currently three SLP Development Coaches at GWAEA. While these coaches also fill substitute needs, their larger role is recruitment, onboarding, and retention of SLPs.

Induction & Mentoring



New GWAEA SLPs will be assigned a SLP Development Coach for the first one-two years of their employment.

Coaches facilitate learning, complete observations, and coach the new SLPs' practice to ensure they feel confident in their practice.

Clinical Fellow SLPs



SLP Development Coaches follow the ASHA Clinical Fellowship Year guidelines and provide the additional observation and coaching required for CFY-SLPs to reach full Iowa licensure and their Certificate of Clinical Competence from ASHA.

It is our honor and privilege to work with CFY-SLPs!

6. SLP Schedule



*A Day in the Life of a
GWAEA SLP.*

SLP Schedules



GWAEA Building-Based SLPs are *encouraged* to create a 3:1 week schedule or a 4:1 day schedule, where direct services are prioritized followed by a week or day of indirect services (coaching, collaboration, consultation, documentation, correspondence, etc).

Creating a more flexible schedule leads to better work-life balance and contentment in the profession.

Typical School-Based SLP Schedule for the Day

8:00	Arrive & Prep	12:00	Lunch
8:30	Student A	12:30	Co-Teaching/ Jones's Room
	Student B		
9:00	Student C	1:00	Coach AAC 1st Grader
	Student D		
9:30	Co-Teaching/ Smith's Room	1:30	Student I
10:00	Co-Teaching/ Smith's Room	2:00	Student J
			Student K
10:35	Student E	2:30	Student L
11:00	Student F	3:00	Log Notes
			Prep IEP
11:30	Student G	3:30	IEP Meeting
	Student H		1 hour

SLP Schedules



GWAEA Early Access (EA) SLPs also work a 190 contract, but their service days do not follow a school year calendar. EA SLPs travel to family homes or meet families in public community locations on a year-round basis.

Typical Early Access SLP Schedule for the Day

8:00	Client 1, in their home	12:00	Lunch
8:30		12:30	Travel
9:00	Documentation	1:00	Client 3, in their home
9:30	Travel & Prep	1:30	
			Documentation
10:00	Client 2, community library	2:00	Travel
10:35		2:30	Parent Phone Call
11:00	Documentation	3:00	Travel
			Client 4, in home
11:30	Parent Phone Call	3:30	
			Documentation

7. Services Provided



Variety

Service Types Across a Day



Complex Communicators with or without AAC:

SLPs at GWAEA are encouraged to provide services in students' natural education environments when able. Many SLPs are supporting students access to learning through collaboration and co-teaching with building based staff.

GWAEA SLPs complete AAC evaluations through an education lense of need. Data collected is shared with IEP teams for decision making.

Service Types Across a Day



Speech Sounds:

SLPs determine if speech sound services from the SLP are required due to an educational disability.

SLPs may provide services 1:1 or in small groups, through traditional longer sessions or using the Speedy Speech Method.

Service Types Across a Day



Receptive/Expressive Language:

SLPs determine if services from the SLP in the area of language are required due to an educational disability.

SLPs may provide services 1:1 or in small groups, through traditional longer sessions or co-teaching and collaboration within the speech setting or natural school environments.

Service Types Across a Day



Stuttering:

SLPs determine if services from the SLP in the area of stuttering are required due to an educational disability.

SLPs focus on student-centered services where stuttering is viewed as a type of neurodiversity. The goal of these services is supporting the student in becoming a confident communicator while at school.

Service Types Across a Day



Voice:

SLPs determine if services from the SLP in the area of voice quality are required due to an educational disability.

While less common, the SLP can support vocal hygiene while in the school environments.

Service Types Across a Day



Early Access:

SLPs collaborate with Itinerant Preschool Teachers and other GWAEA staff to support children age birth-3. Teams create a family-centered care plan and follow a strengths based coaching approach to interactions within the home. Development of many skills are monitored and team members may rotate on or off the child's plan.

8. SLP Reviews



*What makes GWAEA a
great place to work?*

GWAEA
understands that
family comes
first!

Working a 190 day
contract allows me
to be with my
children in the
summers.

Working with
kids brings joy to
my days!

GWAEA provides
great benefits
beyond a solid
salary.



GWAEA believes all children will learn when provided with individual supports.

We have received large amount of professional learning in educational evaluations.

I am supported by my colleagues and the overall SLP team.

GWAEA puts families first and stays flexible with ever changing state guidance.



I see secure in
my role as a SLP
with GWAEA!

Playing with kids to
support their
development is a
great way to spend
my day!

GWAEA emphasizes
data for decision
making and a
student-centered
focus.

GWAEA provides me
with what I need to
work efficiently and
maintain a solid
work-life balance.



We'd love for you to
work with us!

GWAEA Careers

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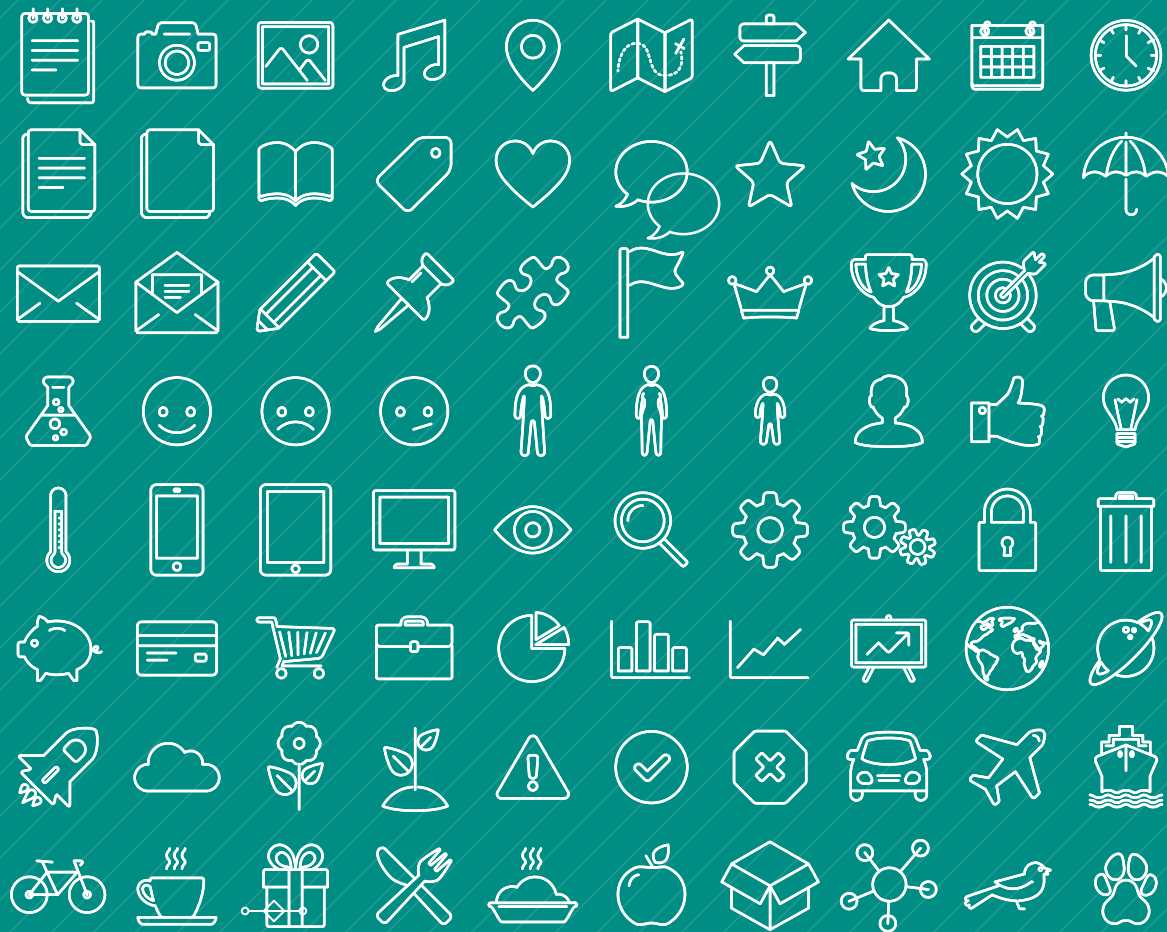
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