



The Treatment and
Learning Centers
TLC

a family of services where caring comes first

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TLC—The Treatment and Learning Centers Experts Featured at National Meeting of Communication Professionals

Rockville, MD—TLC—The Treatment and Learning Centers, a private, non-profit organization providing educational, vocational, and therapeutic services to children and adults with disabilities and typically developing children, announced today that Assistant Executive Director, Dr. Patricia Ritter along with Director of Speech-Language Services, Dr. Emily Kinsler were among the featured speakers at the Annual ASHA Convention, November 16–18 in Miami Beach, Florida. Together, they presented *Outcomes-Based Performance Evaluations*.

Dr. Ritter and Dr. Kinsler detailed an outcome-based employee performance evaluation system that could be applied to the participant's work setting. The employee outcomes were developed based on agency objectives and speech-language pathologists and audiologists job descriptions. The achievement of the outcomes is the basis for a merit pay salary system differentiating staff performance and compensation. This system described the advantages and disadvantages in relation to clinical positions.

This session guided the participant through the definition, development, and implementation of a merit pay system based on "key end results." Additional elements were presented including performance narrative and yearly individual goals. Scoring parameters were discussed as well as the advantages and disadvantages for a merit pay system.

This year, the ASHA convention had 9,501 attendees. It is the most comprehensive conference for speech-language pathologists, audiologists, and speech, language, and hearing scientists. "Building Bridges through Communication" was this year's annual meeting theme. It had a wide variety of educational sessions that highlighted the latest research and clinical practice developments for professionals who provide services in schools, hospitals, health care centers, rehabilitation clinics, and other practice settings.

ASHA is the national professional and scientific association for more than 123,000 audiologists, speech-language pathologists, and speech, language, and hearing scientists. Audiologists specialize in preventing and assessing hearing disorders as well as providing audiologic treatment, including hearing aids. Speech-language pathologists identify, assess, and treat speech and language problems including swallowing disorders.

About TLC

TLC—The Treatment and Learning Centers, located in Rockville, Md., enables children and adults to develop their full potential, communicate effectively with others, and achieve educational success. TLC provides services that strengthen their abilities and respond to their changing needs. With over 55 years of service to the community, TLC is committed to integrity and excellence in our care and will strive to assist all, regardless of their ability to pay. For more information call 301.424.5200 or visit www.ttlc.org.

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A Private Non-Profit Agency Enabling Children and Adults to Develop their Full Potential

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The Early Learning Center • The Outpatient Services • The Testing and Tutoring Service • Camp Littlefoot