

PDS has established strong partnerships with school districts nationwide, delivering exceptional therapy services that positively impact student outcomes and district operations.

Districts partnering with PDS report significant reductions in service backlogs and waiting lists for evaluations. Additionally, long-term placements and high therapist retention rates provide consistent therapy for students. Students receive mandated services without delays or interruptions.

Partner districts also enjoy a collaborative relationship with PDS which results in a reduced administrative burden and greater compliance with state and federal mandates for special education services.

The following success stories, metrics and testimonials demonstrate our commitment to quality service and measurable results.

Case Studies

Case Study 1: How PDS Streamlined Therapeutic Aide Placement for Baltimore City Public Schools

Overview

Baltimore City Public Schools faced a critical shortage of therapeutic and non-therapeutic aides. PDS implemented an efficient placement system that successfully filled 54 aide positions within just six months, with more positions being filled daily.

Challenge

Baltimore City Public Schools had an urgent need for qualified therapeutic and non-therapeutic aides to support their special education programs. Traditional staffing methods were slow and ineffective, resulting in service gaps and compliance concerns.

Solution

PDS developed a customized placement strategy for Baltimore City that included qualifying in-house team members to train new aides in CPI (Crisis Prevention Intervention).

Results

- 54 qualified aides are placed within 6 months
- Onboarding time is reduced by 40%
- Innovative, efficient process developed by PDS continues to rapidly fill unexpected vacancies

- Collaborative workflow creates strong relationship with district team

PDS continues to serve as a trusted partner for Baltimore City Public Schools, ensuring consistent staffing of qualified aides who help create positive educational environments for students with special needs.

Case Study 2: How PDS increased SLP productivity at Montgomery County Schools

Overview

Montgomery County Schools' Speech-Language Pathologists (SLPs) were overwhelmed by excessive compliance demands and large caseloads, affecting both service quality and staff morale. PDS implemented targeted support systems that optimized workflow processes, resulting in improved productivity and enhanced service delivery.

Challenge

SLPs in Montgomery County Schools were struggling to manage their heavy caseloads while keeping up with extensive documentation requirements. The overwhelming paperwork burden was causing therapist burnout, delayed documentation, and reduced time for direct student services.

Solution

PDS School Account Managers implemented regular, targeted on-site meetings with therapists to identify productivity challenges, then implemented a comprehensive, multi-tiered solution: efficient scheduling systems to maximize direct service time, specialized training for documentation best practices, and guidance for monitoring compliance requirements.

Results

- Increased therapist productivity through streamlined processes
- Improved documentation compliance rates
- Reduced paperwork time by an average of 5 hours per week per therapist
- Enhanced service quality as measured by student progress metrics
- Significantly reduced therapist stress and improved job satisfaction
- Strengthened the collaborative relationship between district administrators and therapy staff

The partnership between PDS and Montgomery County Schools demonstrates how targeted support systems can transform overwhelmed therapy departments into efficient, effective service providers while improving staff retention and morale.

Testimonials from Current Clients

"Pediatric Developmental Services (PDS) has partnered with HCPSS for several years now. Their team is proactive in reaching out to candidates and stands by the quality of their service providers, providing us with top-tier providers and support when needed. Their team is accessible and has been responsive when issues have arisen."

— Denise Taylor, Instructional Facilitator, Howard County Public School System, Maryland

"PDS is our largest vendor for SLPs, SLPAs, tele-SLPs and paraprofessionals. They are reliable, dependable, and demonstrate a rapid turnaround time for filling vacant positions."

— Veronica Parsons, Special Education Coordinator of Related Services, Charles County Public School, Maryland

"PDS provides excellent, licensed speech-language therapists who are critical thinkers and meet the high demands of the largest school district in New Mexico. PDS staff are supportive and willing to answer questions and support their therapists and our district when needed."

— Andrea Sanchez, CCC-SLP, Albuquerque Public Schools, New Mexico

"PDS has been exceptional in supporting the needs of our county by identifying qualified SLP candidates who present with the knowledge base required for successful service to children with communication needs and their families."

— Kimberly-Ann Wilson, The School District of Seminole County, Florida

"PDS is extremely supportive and responsive. We routinely collaborate to ensure student needs are met"

— Elizabeth Hamilton, Special Education Supervisor, Carrol County Public Schools, Florida

Success Metrics

PDS has demonstrated consistent growth and stability in our service capacity, with a 12% increase in our therapy team and an impressive 60% growth in support staff during the 2024 calendar year. This strategic expansion allows us to better serve our district partners while maintaining our commitment to personalized service. Our exceptional therapist and support staff retention rate exceeds 80% year-over-year (from the 2023-2024 school year to the 2024-2025 school year), significantly outperforming industry standards for educational contractors. This high

retention rate translates directly to service continuity for districts and students, minimizing disruptions and supporting consistent therapeutic relationships, as well as demonstrating our standing as a stable, reliable partner for educational institutions nationwide.