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| Job Title: | SPEECH LANGUAGE PATHOLOGIST |
| Department: | Student Services |
| Reports to: | Principal and/or Director of Special Services |
| Classification: | Exempt / Certified Staff |
| Employment: | 9 months / Contract |
| Evaluation: | Performance of this job will be evaluated annually in accordance with provisions of the board's policy on evaluation of certified personnel. |

SUMMARY

Utilizing leadership, advocacy, and collaboration, school-based speech-language pathologists provide prevention, assessment, and remediation services for students who exhibit difficulties in the areas of language, speech, voice and fluency. These services are designed to help children meet their educational goals.

ESSENTIAL DUTIES AND RESPONSIBILITIES

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skills and abilities required. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

- A. Major Function: Planning and Oversight
 1. Organizes a program that addresses local school speech-language goals.
 2. Works cooperatively with school personnel to accomplish the goals and objectives of the local education agency.
 3. Coordinates speech-language services with student services provided by other school personnel.
 4. Maintains records of the speech-language program and prepares periodic reports as required.
 5. Adheres to established rules, regulations, laws and appropriate ethical standards.
- B. Major Function: Screening, Testing, Diagnosing and Advising
 1. Conducts speech, language and hearing screenings.
 2. Administers formal and informal (ongoing & curriculum-based assessments).
 3. Obtains additional diagnostic information from appropriate persons and available records for speech-language purposes.
 4. Analyzes and interprets information to make recommendations regarding the need for speech-language services.
 5. Provides appropriate information on an informal or formal basis regarding speech, language and hearing programs.
 6. Supervises undergraduates interns, paraprofessionals, volunteers and other professionals (as appropriate).
- C. Major Function: Managing and Conducting Therapy
 1. Demonstrates knowledge and understanding of Missouri Learning Standards in management of communicative disorders.
 2. Collaborates/consults with classroom teachers in the management of speech-language disorders.
 3. Plans evidence-based interventions appropriate for individual students and groups of students.

4. Uses evidence-based methods and techniques appropriate to stated objectives.
 5. Manages the facilities, materials and equipment, including assistive technology, necessary to the delivery of services.
 6. Adjusts intervention strategies based upon student performance.
 7. Promotes effective interpersonal relations with students.
- D. Major Function: Adhering to Local, State, Federal Regulations and Ethical Practices
1. Completes procedural documentation appropriately.
 2. Demonstrates knowledge and use of statewide testing procedures.
 3. Abides by professional code of ethics.
 4. Develops appropriate IEPs based on students' strengths & needs.
 5. Demonstrates awareness of professional performance in due process matters and litigious environments.
 6. Manages time efficiently.
 7. Engages in continuing education and professional growth activities related to speech-language-hearing profession.
- E. Major function: Liason
1. Provides consultation to parents, teacher and other appropriate school personnel.
 2. Seeks the assistance of teachers, parents and others to meet the communication needs of students.
 3. Consults / communicates with non-school agencies to enhance services.
 4. Makes recommendations and referrals for audiological / medical and related services.
- F. Major function: Miscellaneous
1. Maintains confidential nature of all school-related matters.
 2. Performs other tasks and assumes other responsibilities as assigned by the supervisor or Superintendent.

QUALIFICATIONS

Background Checks

Clearance on all background checks required by law that is satisfactory to the Administration.

Education/Experience

Master's Degree – Speech Language Pathology

Required continuing education units of credit

Certificates, Licenses, Registrations

Appropriate certification in field

Valid Missouri Teaching Certificate

SKILLS AND ABILITIES

Language

Employee is expected to be proficient in reading, writing, speaking.

Computation

Minimal.

Reasoning

Employee is expected to be proficient in investigating, fact finding, problem-solving and interpretation of data.

Technology

Employee is expected to be proficient in various hardware and software essential to the position.

Additional Skills and Abilities

Employee is expected to work closely with groups of professionals, as well as, other stakeholders utilizing proficient interpersonal communication skills.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

Physical Requirements

The individual who holds this position is regularly required to walk, hear and speak as a major function of the job. Must have close moderate and distance vision ability. Prolonged computer use can be expected.

Physical requirements also include, but are not limited to, sitting (normal seated position), standing, walking (level or uneven surface), bending/twisting neck, bending/twisting at the waist, kneeling, crouching, crawling, climbing, reaching, lifting (up to 50 lbs.), carrying objects (up to 50 lbs.) while walking, pushing, pulling, presence of heat (summer high temperatures, high humidity, ovens, furnaces, etc.), presence of cold (winter low temperatures, walk-in refrigerator/freezer).

Employee can be expected to help students with their mobility needs.

Hours / Attendance / Travel

Beginning and ending work hours will be established in relation to the student workload by supervisor. Attendance is Monday through Friday and flexible with required student contact hours . In district travel is necessary due to grade level configuration.

CONDITIONS AND ENVIRONMENT

The work conditions and environment described here are representative of those that an individual will encounter while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

Employee can expect regular changes in environmental conditions due to travel in the district. Typical classroom environment and rare risk of injury, and exposure to dangers, or disease.

As a political subdivision, employer, recipient of federal funds, and educational institution, the Board of Education is prohibited from, and hereby declares a policy against engaging in unlawful discrimination, including harassment

Job Description

creating a hostile environment, on the basis of race, color, sex, national origin, ancestry, disability, age, or use of leave protected by the Family and Medical Leave Act, in its programs, activities, and with regard to employment. The Board is an equal opportunity employer.