



**Job Title: Speech-Language Pathologist**

**Pay Grade: Administrative-Professional 4**

**Reports to: Executive Dir. Of Special Education**

**Revised: 02/06/2024**

**Dept./School: Special Education**

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**Primary Purpose:**

The role of the Speech-Language Pathologist is to plan and provide speech-language services to students with speech, voice, or language disorders. Assess students and provide therapeutic intervention to eliminate or reduce problems or impairments that interfere with the student's ability to derive full benefit from the educational program.

**Professional Qualifications:**

**Education/Certification:**

- Master's degree in speech-language pathology from an accredited college or university
- Valid Texas license as a speech-language pathologist granted by the Texas Department of Licensing and Regulation (TDLR)
- Valid Texas Education Agency speech therapy certificate

**Special Knowledge/Skills:**

- Ability to use the accepted tests and measurements to assess communication disorders and conditions
- Knowledge of evaluation, habilitation and rehabilitation of speech-language disorders and conditions
- Ability to instruct and manage student behavior
- Excellent organizational, communication and interpersonal skills

**Experience:**

- One year supervised clinical speech-language pathology experience

**Performance Responsibilities:**

- Support board and administrative policies and decisions.
- Maintain professional work environment through a positive attitude, punctuality, regular attendance, phone etiquette, and personal appearance.

**Therapy:**

- Plan and provide appropriate individual and group therapy to students consistent with speech and language goals contained in Individual Education Plans (IEP)
- Evaluate student progress and determine readiness for termination of therapy services.

**Assessment:**

- Conduct independent evaluations to assess students with speech or language disorders and conditions to determine eligibility for services.
- Develop clinical management strategies or procedures and diagnostic statements by interpreting observations or data.
- Participate in the Admission, Review and Dismissal (ARD) Committee to assist interpretation of assessment data, appropriate placement and goal setting for students with communication disorders or conditions according to district procedures.

**Consultation:**

- Counsel and involve parents in remedial process.
- Collaborate with classroom teachers to plan and implement classroom activities to improve communication skills of students.
- Provide professional development in assigned schools to help school personnel identify and understand communication deficits in students.
- Communicate effectively with colleagues, students and parents regarding the accomplishment of therapy goals and needs of the student.

**Student Management:**

- Create an environment conducive to learning and appropriate for the maturity level and interests of students.
- Establish control and administer discipline according to the Student Code of Conduct and student handbook.

**Program Management:**

- May supervise licensed speech-language pathology assistant(s) or speech aide(s).\*
- Develop and coordinate a continuing evaluation of speech-language pathology services and make changes based on the findings.
- Assist in the selection equipment and instructional materials.

**Administration:**

- Compile, maintain and file all physical and computerized reports, records and other required documents.
- Comply with policies established by federal and state laws, State Board of Education rule and board policy.
- Comply with all district and campus routines and regulations.
- Participate in professional development activities to improve skills related to job assignment.



**Other:**

- Maintain confidentiality.
- Perform other duties as assigned by the Executive Director of Special Education/designee.

**Supervisory Responsibilities:**

- May direct and monitor the work of speech-language pathology assistant(s) or speech aide(s). \*

**Working Conditions:**

**Mental Demands:**

- Maintain emotional control under stress
- Regular district-wide travel to multiple work locations assigned

**Physical Demands:**

- Moderate lifting and carrying
- May be required to lift and transfer students to and from wheelchair or assist with positioning students with physical disabilities

**Environmental Factors:**

- Exposure to communicable diseases

*\*Supervisors of licensed speech-language assistants must be licensed by TDLR as speech-language pathologists. A person with a TEA certificate who is not licensed may not be a supervisor of a licensed speech-language pathology assistant*

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**Wage/Hour Status: Exempt**

**Pay Grade: Administrative Professional - 4**

The Abilene ISD does not discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin, age, disability, military status, or any other basis prohibited by law. Employment decisions will be made on the basis of each applicant's job qualifications, experience, and abilities.

I understand I work for Abilene ISD and assigned to the \_\_\_\_\_ Department. The foregoing statements describe the general role and responsibilities assigned to this job. I understand this is not an exhaustive list of all responsibilities and duties that may be assigned; other duties may be assigned as needed.

EMPLOYEE SIGNATURE \_\_\_\_\_ Date: \_\_\_\_\_