

Speech Pathologist

Job Title: Speech Pathologist

Wage/Hour Status: Exempt/Professional

Reports to: Principal

Date Revised: May 2016

Dept./School: Assigned Campus

Pay Grade: SPTEA/SPTBE/SPASH/SP199 **Calendar Days:** 187/199

Appointed By: The Superintendent of Schools for a term of one year and the contract will be considered for recommendation by the Board of Trustees at the regular April/May meeting each year

Primary Purpose:

Plan and provide speech-language pathology 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 their students' ability to derive full benefit from the educational program.

Qualifications:

Education/Certification:

Master's degree in speech-language pathology from an accredited college or university and hold a valid Texas license as a speech-language pathologist granted by the State Board of Examiners for Speech-Language Pathology and Audiology (SBESLPA) or Bachelor's degree and valid Texas Education Agency speech therapy certificate
Certificate of Clinical Competence (CCC) from the American Speech and Hearing Association preferred

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

Major Responsibilities and Duties:

Therapy

1. Conduct independent evaluations to assess students with speech or language disorders and conditions 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 make determination regarding therapy services.
2. Develop clinical management strategies or procedures, including any required forms, and diagnostic statements.
3. Participate in the Admission, Review, and Dismissal (ARD) Committee. Assist in interpretation of assessment data, appropriate placement, and goal setting for students with communication disorders or conditions according to district procedures.

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4. Notify required personnel of ARD meetings.

Consultation

5. Consult with colleagues, students, and parents regarding the accomplishment of therapy goals, the needs of the student, and involvement in remedial process.
6. Collaborate with classroom teachers to plan and implement classroom activities to improve communication skills of students.
7. Provide professional development in assigned schools to help school personnel identify and work more effectively with students with communication deficits.

Student Management

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

Program Management

10. Develop and coordinate a continuing evaluation of speech-language pathology services and make changes based on the findings.
11. Participate in the selection and distribution of equipment and instructional materials.
12. Compile, maintain, and file all physical and computerized reports, records, and other required documents.
13. 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.

Professional Growth and Development

14. Participate in staff development activities to improve job-related skills.
15. Attend and participate in regularly scheduled speech therapy meetings and serve on staff committees as required.

Other

16. Perform other tasks and assumes such responsibilities as may be assigned by the school principal and the Superintendent of Schools.
17. Transport students when necessary for educational, medical, or appraisal purposes.

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Supervisory Responsibilities:

May supervise, direct and monitor the work of speech-language pathology assistant(s) or speech aide(s). *(Supervisors of licensed speech-language assistants must be licensed by SBESLPA 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.)*

Evaluation:

Speech Pathologists will be evaluated by their administrator using Aldine ISD's Invest appraisal system earning one of the following levels of job performance:

- Highly Effective
- Effective
- Needs Improvement
- Ineffective

Salary:

As approved by the Board of Trustees

Mental Demands/Physical Demands/Environmental Factors:

Tools/Equipment Used: Standard testing equipment; standard office equipment including computer and peripherals

Posture: Frequent sitting, kneeling/squatting, bending/stooping, pushing/pulling, and twisting

Motion: Frequent walking, grasping/squeezing, wrist flexion/extension

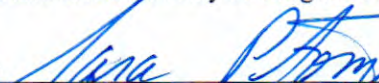
Lifting: Regular light lifting and carrying (under 15 pounds), occasional heaving lifting (45 pounds or more) and positioning of students with physical disabilities; controlling behavior through physical restraint; assisting nonambulatory students

Environment: Exposure to biological hazards, bacteria, and communicable diseases; may require districtwide travel

Mental Demands: Work with frequent interruptions; maintain emotional control under pressure

This document describes the general purpose and responsibilities assigned to this job and is not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

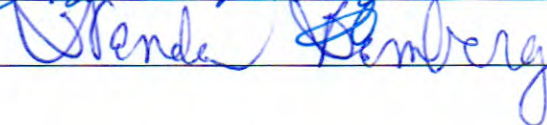
Reviewed by



Date

3/28/17

Received by



Date

3/28/17