

EAST ORANGE SCHOOL DISTRICT
East Orange, New Jersey



Speech Therapist
Position

REPORTS TO: Director of Special Services & School Principal

RESPONSIBILITIES:

1. Shows an awareness of the regulations, guidelines and procedures presented in the Individuals with Disabilities Education Act and the New Jersey State Administrative Code Chapter 14:6A
2. Case manages students who are eligible for speech only services as defined in New Jersey Administrative Code Chapter 14:6A
3. Responsible for developing and implementing Individualized Education Programs for students deemed eligible for speech only services
4. Serves as a professional member of the Child Study Team (CST) when appropriate
5. Responsible for identifying, screening and evaluating students with speech, voice, and language disorder
6. Provides individualized programs of therapy to address the needs of students diagnosed with speech and language disabilities (both speech eligible and classified)
7. Develops eligibility, annual, and triennial Individualized Education Programs
8. Conducts speech language evaluations
9. Responsible for interpreting evaluation findings to administrators, teachers, parents, and students
10. Participates in CST conference when appropriate
11. Prepares required reports and maintains appropriate records
12. Provides consultation to teachers and parents of students receiving speech language services
13. Maintains a list of community agencies that provide extended or related services
14. Consults and collaborates with other school personnel in collecting and giving information on identified cases and in establishing and planning respective roles
15. Serves as a resource person to the school community
16. Provides parents with information and assistance to increase their understanding of speech and language services

17. evaluates speech eligible students seeking enrollment into the district to make recommendations of comparable programming
18. Participates in professional development activities (in-services, seminars, trainings, and workshops) related to the field of speech therapy
19. Develops and presents in-service programs in related field to school community as directed
20. Attends staff, professional, and other appropriate meetings
21. Remains abreast of issues and trends in the field of education and speech pathology
22. Participates on school-based, district-based committees and/or community-based committees
23. Performs other related duties as assigned by the principal or designee

HUMAN RELATIONS:

1. With Students

- a. Demonstrates warmth and friendliness
- b. Demonstrates patience, empathy, and understanding
- c. Promotes good interpersonal relationships
- d. Creates a supportive environment
- e. Is a positive role model for students in speech, appearance, behavior, and attitude
- f. Demonstrates awareness for different cultures as well as backgrounds and employs appropriate techniques in dealing with each student's needs
- g. Displays evidence of understanding each student's social, emotional, physical and intellectual growth and development

2. With Staff

- a. Works cooperatively and enthusiastically with other staff and the administration in achieving the district's educational goals
- b. Exhibits professional and ethical attitudes and behaviors toward colleagues

SCHOOL-WIDE EFFECTIVENESS:

1. Contributes/lends assistance to committees, staff meetings, and/or individuals promoting school-related activities

2. Demonstrates good attendance and punctuality

PROFESSIONAL GROWTH:

1. Works with colleagues to evaluate and ensure program effectiveness
2. Seeks assistance when necessary
3. Accepts and uses constructive suggestions
4. Benefits from opportunities to improve professionally including, but not limited to, taking courses, attending workshops and lectures, reading current material, and participating in professional organizations
5. Develops ways of applying recently acquired professional knowledge and skills
6. Sets appropriate professional growth goals and objectives

QUALIFICATIONS:

1. Master's Degree in Speech Pathology
2. Valid New Jersey School Speech Pathology certificate
3. Professional experience with children preferred
4. Satisfactory oral and written communication skills
5. Required criminal history background check, drug screening and eligibility to work in the United States.
6. All applicants must meet NJ Residency requirements as per "New Jersey First Act", N.J.S.A. 52:14-7 (L. 2011, Chapter 70).
7. Must be able to perform the essential functions of the position satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
8. Alternatives to the above qualifications may be substituted as deemed appropriate by the Board of Education

PHYSICAL ABILITIES AND WORKING CONDITIONS OF CONTINUED EMPLOYMENT

The Physical Abilities and Other Conditions of Continued Employment listed in this section are representative but are not intended to provide an exhaustive list of Physical Abilities and Other Conditions of Continued Employment, which may be required of this position. The East Orange School District encourages persons with disabilities who are interested in employment in this class and need reasonable accommodations to contact the Division of Labor Relations and Employment Services.

Vision: (which may be corrected) to read small print; view a computer screen for prolonged periods

Hearing: (which may be corrected) to answer telephones and tolerate exposure to noisy conditions

Speech: to be understood in face-to-face communications; to speak with a level of proficiency and volume to be understood over a telephone

Upper Body Mobility: use hands and fingers to feel, grasp, and manipulate small objects; manipulate fingers, twist and bend at wrist and elbow; extend arm to reach outward and upward; use hands and arms to lift objects; turn, raise and lower head

Strength: to lift, push, pull and/or carry objects, which weigh as much as 5 pounds on a frequent basis

Environmental Requirements: encounter constant work interruptions; work cooperatively with others; work independently; work indoors

Mental Requirements: read, write, understand, interpret and apply information at a moderately complex level essential for successful job performance; math skills at a high school proficiency level; judgment and the ability to process information quickly, learn quickly and follow verbal procedures and standards; give verbal instruction; rank tasks in order of importance; copy, compare, compile, and coordinate information and records

APPLICATION PROCEDURE

Qualified applicants are invited to file applications and credentials via **Applitrack** at:

<https://www.applitrack.com/eosd/onlineapp/>

SELECTION PROCEDURE:

- 1) Review of credentials filed with the Superintendent of Schools
- 2) An oral interview to determine an applicant's personal qualifications and aptitude for the position, as required
- 3) The appointment of a person to the position advertised is the responsibility of the Board of Education and will be made in compliance with Board policies related to the appointment of professional staff

TERM OF EMPLOYMENT:

Ten-month work year

SALARY RANGE:

As per the negotiated agreement between the EOBOE and the EOEA

Approved by the East Orange Board of Education: JUNE 14, 2022 AGENDA

Revised 5/20/2022