

Speech and Language Pathologist

Purpose Statement

The job of Speech and Language Pathologist is done for the purpose/s of identifying students with communication disabilities; planning and implementing appropriate treatment and communication skills to assist students with accessing academic content; and provide direction to Speech Language Pathology Assistant.

Other Functions

- Assesses students' communication skills (e.g. articulation, fluency, voice, expressive, receptive, and pragmatic language, etc.) for the purpose of identifying communication disorders, determining program eligibility and developing recommendations for treatment as well as assessing if augmentative communication tools are needed.
- Collaborates with a variety of groups and/or individuals (e.g. parents, teachers, physicians, administration, team members, and other professionals, etc.) for the purpose of communicating information, resolving issues and providing services in compliance with established guidelines.
- Coordinates meetings and processes for eligible students (e.g. testing/screening, IEPs, parent conferences, pre-referral staffing, etc.) for the purpose of presenting evaluation results, developing treatment plans, and/or providing training to parents/students/staff.
- Develops treatment plans, interventions and/or educational materials for the purpose of improving communication skills to access academic content in compliance with regulatory requirements.
- Evaluates and instructs eligible students in the use of appropriate communication technologies (e.g. augmentative communication devices, etc.) for the purpose of improving communication skills to access academic content in accordance with established guidelines and legal requirements.
- Instructs assigned support staff and parents for the purpose of providing information on communicative disorders, use of assistive devices and feeding techniques and/or implementing prescribed treatment plans.
- Interprets medical reports within the scope of Speech/Language Pathologist's experience and goals for the purpose of providing information and/or ensuring that treatment/intervention plans are appropriate.
- Maintains files and/or records (e.g. progress reports, therapy logs, billing information, treatment plans, required documentation, screening results, etc.) for the purpose of ensuring the availability of information as required for reference and/or compliance.
- Participates in meetings, workshops, and seminars (e.g. training, IEPs, team meetings, etc.) for the purpose of conveying and/or gathering information.
- Performs other related duties as assigned for the purpose of ensuring the efficient and effective functioning of the work unit.
- Performs site visits at multiple work sites including home visits for the purpose of providing therapy and assistance as required.
- Prepares a wide variety of written materials (e.g. therapy logs, correspondence, memos, treatment plans, Medicaid billings, reports, required documentation, etc.) for the purpose of documenting activities, providing written reference, and/or conveying information in accordance with federal and state mandates, and local policies for compliance.

- Provides speech and language therapy; and culturally competent assessment services to students (e.g. consideration of linguistic and socioeconomic factors, etc.) for the purpose of improving communication skills to access academic content for student success.
- Researches resources and methods (e.g. intervention and treatment techniques, assessment tools and methods, community resources, etc.) for the purpose of determining the appropriate evidence based approach for addressing students' needs.
- Responds to inquiries (e.g. parents, teachers, staff, administrators, etc.) for the purpose of providing information and/or referral as appropriate.
- Screens students for the purpose of determining the need for further individualized assessment.
- Transports assessment and treatment materials to a variety of sites for the purpose of ensuring the availability of items as needed.

Job Requirements: Minimum Qualifications

Skills, Knowledge and Abilities

SKILLS are required to perform multiple, highly complex, technical tasks with a need to occasionally upgrade skills in order to meet changing job conditions. Specific skill based competencies required to satisfactorily perform the functions of the job include: applying assessment instruments; operating specialized equipment used in the treatment of communication disorders; operating standard office equipment including pertinent computer software; and preparing and maintaining accurate records.

KNOWLEDGE is required to perform algebra and/or geometry; review and interpret highly technical information, write technical materials, and/or speak persuasively to implement desired actions; and analyze situations to define issues and draw conclusions. Specific knowledge based competencies required to satisfactorily perform the functions of the job include: anatomy and physiology of speech and hearing mechanisms and disorders; principles and practices of speech and language therapy; and pertinent codes, policies, regulations and/or laws.

ABILITY is required to schedule activities, meetings, and/or events; gather, collate, and/or classify data; and use job-related equipment. Flexibility is required to independently work with others in a wide variety of circumstances; work with data utilizing defined but different processes; and operate equipment using standardized methods. Ability is also required to work with a significant diversity of individuals and/or groups; work with data of widely varied types and/or purposes; and utilize job-related equipment. Independent problem solving is required to analyze issues and create action plans. Problem solving with data frequently requires independent interpretation of guidelines; and problem solving with equipment is significant. Specific ability based competencies required to satisfactorily perform the functions of the job include: adapting to changing work priorities; communicating with diverse groups; utilizing specialized equipment in communication disorders; maintaining confidentiality; meeting deadlines and schedules; working as part of a team; working with detailed information/data; maintaining effective working relationships; and translating therapy data into meaningful educational activities.

Responsibility

Responsibilities include: working under limited supervision using standardized practices and/or methods; leading, guiding, and/or coordinating others; operating within a defined budget. Utilization of some resources from other work units is often required to perform the job's functions. There is a continual opportunity to impact the organization's services.

Work Environment

The usual and customary methods of performing the job's functions require the following physical demands: some lifting, carrying, pushing, and/or pulling, some stooping, kneeling, crouching, and/or crawling and significant fine finger dexterity. Generally the job requires 20% sitting, 60% walking, and 20% standing. The job is performed under conditions with exposure to risk of injury and/or illness.

Experience: Job related experience within a specialized field is required.

Education: Masters degree in job-related area.

Equivalency:

Required Testing:

Certificates and Licenses

Continuing Educ. / Training:

Clearances

FLSA Status
Exempt

Approval Date

Salary Grade