

# **Carroll Independent School District**

## **Job Description**

JOB TITLE:	<b>Speech-Language Pathologist</b>	Pay Grade:	AP3
Supervisor:	Executive Director of Special Programs	Employment Days:	197
Department:	Special Programs	Employment Status:	Exempt

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### **MISSION:**

CISD educates and inspires every Dragon through a tradition of excellence and innovation in academics, character, and service for life-long success.

### **JOB SUMMARY:**

This position will aid in creating a learning environment that inspires success and responsibility and requires effective interfacing with all Carroll ISD personnel and community members. This position will 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 education program.

### **QUALIFICATIONS:**

#### **Education/Certification**

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

#### **Special Knowledge/Skills**

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

#### **Experience**

- One year supervised clinical speech-language pathology experience, preferred

### **MAJOR RESPONSIBILITIES:**

- 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 for therapy services.
- Receive and coordinate the evaluation process of initial referrals, 3-yr, re-evaluation, and supplemental/transfer evaluations for students with speech or language disorders and conditions in compliance with state and local guidelines.

- Select and administer formal and informal evaluation/assessments to determine student eligibility for special education services according to federal and state regulations.
- Provide observations, screening and awareness of speech and language disorders to staff and parents.
- Collect and organize relevant evaluative/assessment data from student's cumulative folder, classroom teachers, principal, support staff, parents and outside resource people.
- Participate in the Admission, Review, and Dismissal (ARD)/Individual Education Program (IEP) Committee to assist in interpretation of assessment data, appropriate placement, and development of IEPs for students with communication disorders or conditions according to district procedures.
- Consult with parents, teachers, administrators, and other relevant individuals to enhance their work with students.
- Collaborate with classroom teachers to plan and implement classroom activities to improve communication skills of students.
- Provide staff development to assist school personnel in identification and understanding of students with communication disabilities.
- Communicate effectively with colleagues, students, and parents regarding the accomplishment of therapy goals and needs of the students.
- Provide speech therapy to speech and/or language disabled students in agreement with ARD/IEP.
- Maintain a therapy schedule in compliance with ARD committee recommendations and, upon notice, can be given to the Principals and /or Executive Director of Special Ed.
- Serve as the coordinator of the speech/language services for assigned schools of Carroll ISD.
- Develop and coordinate a continuing review of speech-language pathology services and make recommendations based on the findings.
- Demonstrate skills in management of work folders and state eligibility folders.
- Comply with policies established by federal and state laws, Commissioner Rules, local operational guidelines in the areas of assessment, planning and implementations of services.
- Maintain current licensure and certification by earning required Continuing Education Units.
- When necessary, direct and monitor the work of speech-language pathology assistant(s) or speech aide(s).
- Keep abreast of innovative practices.
- Be adaptable and flexible in acceptance of changes in techniques and procedures.
- Maintain a professional level of confidentiality regarding all district matters.
- Uphold and adhere to safety rules.
- Support the goals and objectives of the district and follow district policies.
- Perform other duties as assigned.

**PHYSICAL DEMANDS/MENTAL 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 non-ambulatory students

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

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

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THE REFERENCED STATEMENTS DESCRIBE THE GENERAL CHARACTERISTICS, QUALIFICATIONS AND PERFORMANCE RESPONSIBILITIES OF THIS POSITION, HOWEVER, ADDITIONAL REQUIREMENTS MAY BE STIPULATED DURING THE TERM OF ASSIGNMENT.

REVIEWED BY: \_\_\_\_\_ DATE: \_\_\_\_\_  
(Executive Director of Human Resources)

APPROVED BY: \_\_\_\_\_ DATE: \_\_\_\_\_  
(Deputy Superintendent)

Date Created: 7/2003	Date(s) Revised: 3/2023
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