

# **RED LION AREA SCHOOL DISTRICT**

## **JOB DESCRIPTION**

**TITLE:** SPEECH/LANGUAGE PATHOLOGIST

**STATUS:** EXEMPT – 29 C.F.R. §541.301 - 192 Days

### **QUALIFICATIONS:**

1. Minimum of Master's degree or sufficient educational experience to qualify for Commonwealth certification.
2. Valid Pennsylvania certificate pursuant to CSPG 86.
3. Such alternatives or equivalents to these requirements as the Board may find acceptable.

**REPORTS TO:** Director of Special Education

**JOB GOAL:** To evaluate and treat children who have difficulty speaking, listening, reading, writing, or swallowing for the purpose of optimizing students' quality of life and educational achievement.

### **ESSENTIAL FUNCTIONS:**

1. Conduct speech, language, and hearing screenings and diagnostic evaluations to determine the need for clinical services.
2. Participate in the development of student IEPs as related service providers.
3. Maintain strict compliance with all state and federal laws, regulations, and deadlines for all IEPs and re-evaluations on the assigned caseload.
4. Oversee the IEP process, including organizing, scheduling, and attending meetings in support thereof.
5. Conduct timely review of records for students on the assigned caseload in accordance with reevaluation deadlines, or as deemed necessary by the IEP team.
6. Provide therapy, follow-up, and/or consultation to students with disabilities at the elementary or secondary level in accordance with each student's Individualized Education Program (IEP).
7. Monitor the progress of each student through the collection, organization, and interpretation of appropriate learning data, and intervene and remediate as necessary to ensure maximum student growth and/or achievement.
8. Report current, objective, comprehensive progress data to parents as outlined in the IEP, minimally in conjunction with the District grade reporting schedule, and as requested by parent.
9. Work cooperatively with school counselors, reading specialists, intervention specialists, learning support teachers, gifted support teachers, and other professional staff to improve the educational program for all students on the assigned caseload.

10. Consult with parents, teachers, administrators, and others concerning the needs of the students and special services that are available.
11. Assist teachers in the development and implementation of curriculum modifications and appropriate classroom strategies.
12. Participate and engage in meaningful professional development activities as may be required by law to maintain appropriate certification and competency, or as may be directed by the District or Director of Special Education.
13. Maintain professional, ongoing communication with parents/guardians relating to student educational, developmental, and social progress.
14. Refer students and their families to appropriate community agencies and services.
15. Cooperate with agencies serving students and their families.
16. Demonstrate awareness of the needs of students and provide for individual differences.
17. Assess difficulties of referred students through appropriate testing and diagnostic practices.
18. Develop and maintain positive and supportive relationships with all students.
19. Engage parents/guardians through structured activities, as directed by the District and/or building principal, including parent conferences, open houses, meet-the-teacher activities, and other similar activities.
20. Monitor and redirect, as necessary, the behavior of all students in all areas of the building during school hours and enforce the student code of conduct.
21. Create and maintain accurate records of both instructional and non-instructional events, including the completion of assignments, student learning progress, and other day-to-day functions of the classroom.
22. Perform all necessary tasks to ensure a safe educational classroom environment.
23. Report to the school nurse and/or building principal all accidents and acute illnesses occurring during school hours.
24. Maintain updated and accurate student records.
25. Demonstrate professionalism in both service to students and to the profession, and comply with the Code of Professional Practice and Conduct for Educators and any other legal standards and/or regulations related to professional conduct both in and out of school.
26. Promote positive public relations through appropriate interaction with the media, parents, taxpayers, staff, and others.
27. Comply with all rules, regulations, and policies of the District.
28. Perform all other duties and responsibilities as assigned by the Director of Special Education or other supervisory personnel.

**PHYSICAL DEMANDS:** Constant bending, twisting, lifting, pushing, and pulling.  
Constantly alternating between sitting and standing.  
Normally does not work at heights above ten feet.  
Normally does not lift any object weighing more than fifty pounds.

- SENSORY ABILITIES:** Visual acuity.  
Auditory acuity
- WORK ENVIRONMENT:** Typical administrative office and school environment.  
Subject to inside and outside environmental conditions.  
Subject to bodily fluids and other potentially infectious substances.  
Occasional travel to off-site environments.
- TEMPERAMENT:** Must possess excellent interpersonal skills.  
Must be able to work in an environment with frequent interruptions.  
Able to make judgments and work under high levels of stress.
- COGNITIVE ABILITY:** Ability to communicate effectively.  
Ability to organize tasks.  
Ability to handle multiple tasks.  
Ability to exercise good judgment.
- SPECIFIC SKILLS:** Must possess computer skills.  
Ability to operate various office equipment.

(Reasonable accommodations may be made to enable a qualified individual with a disability or disabilities to perform the primary duties and responsibilities of the job.)

**TERMS OF EMPLOYMENT:**

This position is part of the bargaining unit represented by the Red Lion Area Education Association. All terms and conditions of employment will be in accordance with the applicable Collective Bargaining Agreement, the Board-approved contract for this position, and School Board Policy.

*The information contained in this job description is for compliance with Americans with Disabilities Act (A.D.A.) and is not an exhaustive list of the duties performed for the position. The individual currently holding this position performs additional duties as may be assigned.*

*The District may make reasonable accommodations consistent with all applicable laws and regulations, to enable individuals with disabilities to perform the non-exhaustive list of essential functions in this job description. Reasonable accommodations may only be made pursuant to an interactive process and only to the extent such accommodations do not pose an undue hardship or direct threat to the health and safety of the school community.*

The Red Lion Area School District is an Equal Opportunity Employment,  
Educational/Service Organization.

**Date Revised:**        October 25, 2022

Employee: \_\_\_\_\_