

SOUTH EASTERN SCHOOL DISTRICT

TITLE: Speech Language Pathologist

REPORTS TO: Superintendent/Designee

REFERENCE #: 422

APPROVED BY: Board of Directors

JOB SUMMARY:

This position provides evaluative, diagnostic, and ongoing assessment and therapeutic speech-language services for designated students.

PRIMARY DUTIES AND RESPONSIBILITIES:

- A. Collaborates with a variety of teams or individuals (e.g., parents, teachers, other professionals, paraeducators, administrators, agency personnel, preschool transition teams, etc.) to address student communicative needs per established federal, state, and local regulations and guidelines.
- B. Assesses students' communication skills (e.g., articulation, fluency, voice, language, pragmatics, etc.) to identify communication disorders, determine eligibility for service, provide interventions and/or recommendations.
- C. Provides Tier I, II or III speech and language screenings, progress monitoring, and interventions as part of the district MTSS framework.
- D. Develops educational speech/language treatment plans, interventions, and/or materials for the purpose of minimizing the adverse impact of communication disorders in educational settings in compliance with established federal, state, and local regulations and guidelines.
- E. Instructs eligible students in the use of designated communication technologies (e.g., augmentative communication devices, etc.) for the purpose of minimizing the adverse impact of communication disorders in educational settings in compliance with established federal, state, and local regulations and guidelines.
- F. Instructs students' assigned school/educational team support personnel in the use of a communication plan, feeding plan, assistive device implementation plan, and techniques needed to implement the designed treatment plan (e.g., IEP, Learning Plans).
- G. Develops, implements, maintains, and documents a program of educational speech/language therapy (e.g., treatment plans, screening results, progress monitoring data, progress reports, attendance logs, etc.) to ensure the availability of required compliance information in accordance with established federal, state, and local regulations and guidelines.

- H. Provides speech/language therapy to students in a consistent and productive manner, and in compliance with established federal, state, and local regulations and guidelines.
- I. Participates in meetings, workshops, and training opportunities (e.g., IEP meetings, team meetings, staff meetings, etc.) to learn and convey current information, to include provision of instructional trainings to parents, teachers, other educational or community groups.
- J. Continues professional development through independent research into resources and materials (e.g., evidence-based assessment tools, intervention techniques, methods, and devices, etc.) for the purpose of determining evidence-based approaches for addressing students' communicative needs. Maintains ACT 48 hours and required licensure continuing education hours if Pennsylvania licensed in Speech-Language Pathology.
- K. Performs other functions as assigned by their supervisor.

QUALIFICATIONS:

- A. Pennsylvania Instructional Certificate in Speech and Language Impaired PK-12; OR Educational Specialist Certificate for School Speech and Language Pathologist PK-12, required
- B. Master's Degree in Speech-Language Pathology
- C. American Speech-Language-Hearing Association Certificate of Clinical Competence (ASHA-CCC) and Pennsylvania license, preferred

POSITION SPECIFICATIONS:

Physical Demands	Frequent travel to school district buildings Consistently alternating between sitting and standing Constant bending, twisting, lifting, pushing and pulling Normally does not lift any object weighing more than fifty pounds Manual dexterity to use office equipment Must be able to operate an automobile independently Repetitive movement of fingers and hands
Sensory Abilities	Visual acuity to read correspondences and computer screens Auditory acuity to be able to use telephones, walkie-talkies Ability to speak clearly and distinctly and use excellent verbal communication skills
Work Environment	Classroom/office setting
Temperament	Ability to work as a member of a team Must be courteous and able to effectively communicate with students, parents/guardians, and staff

TERMS OF EMPLOYMENT: A Speech and Language Pathologist shall be appointed by the Board of School Directors and be employed the number of days as it corresponds to the teachers' contract and shall be compensated as determined by the Collective Bargaining Agreement.

EVALUATION. Performance of the Speech Language Pathologist will be evaluated annually, by the Superintendent/Designee, in accordance with adopted procedures.

COMPLIANCE. It is the policy of the South Eastern School District not to discriminate on the basis of race, color, age, creed, religion, sex, sexual orientation, ancestry, national origin, genetic information, pregnancy, handicap/disability in its employment practices as required by Title VI, Title VII, Title IX, Section 504, and/or any other applicable federal or state statute.

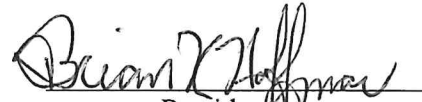
DATES.

Original Adoption: **September 21, 2023**

Revised:

SIGNATURES:


Secretary


President

Must be courteous and able to collaborate with classroom teachers to maintain an effective implementation of the student's speech and language needs.

Must be cooperative, congenial and service-oriented, and promote these qualities in the department

Ability to work in an environment with frequent interruptions

Cognitive Ability

Ability to follow written and verbal directions

Ability to create and delegate tasks

Ability to complete assigned tasks with minimal supervision

Ability to read, write and do simple computations (addition, subtraction, multiplication, division)

Ability to use correct grammar, sentence structure and spelling

Ability to compose clear, concise sentences and paragraphs

Ability to organize workspace to efficiently accomplish tasks

Ability to work independently, exercise appropriate initiative, and make work-related decisions

Ability to exercise good judgment in prioritizing tasks and work efficiently on those tasks.

Ability to communicate effectively at all organizational levels

Note: All abilities above must be at a professional level, as expected from the required educational level of the job and the previous experience required.

Specific Skills

Ability to use technology efficiently and learn new technology implemented by the District

Must recognize and appropriately handle confidential information

Ability to perform tasks as assigned

License

Valid Driver's License

Comments

Position holder must have a friendly, helpful, caring personality

Position holder has relatively unrestricted access to information for the district and knowledge of management/operational activities

Discretion is required.

Must be able to make judgements and work under high levels of stress

The position specifications described here are the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

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