



Marquardt School District 15

Job Description

Job Title: Speech-Language Pathologist (SLP)

School District: Marquardt School District 15

Location: Various School Buildings within District 15 (Glendale Heights, Illinois)

Grade Levels: Pre-Kindergarten through 8th Grade

Reports To: Director of Student Services or Designee

Job Summary:

Marquardt School District 15 is seeking a dedicated and passionate Speech-Language Pathologist to provide comprehensive speech and language services to students in our Pre-Kindergarten through 8th-grade programs. Guided by our core values of stakeholder voice, diversity, equity, and inclusion, accountability, continuous improvement, and learning environment, the SLP will be responsible for the identification, evaluation, and treatment of students with communication disorders. This role involves actively engaging with students, families, and colleagues to ensure equitable access to communication support and fostering a positive and inclusive learning environment for all. The ideal candidate will possess strong clinical skills, cultural sensitivity, excellent communication abilities, and a commitment to ongoing professional growth and collaborative practice.

Responsibilities:

- **Assessment and Evaluation :**
 - Conduct comprehensive and culturally responsive speech, language, voice, fluency, and swallowing evaluations for students suspected of having communication disorders, considering diverse linguistic and cultural backgrounds.
 - Actively involve students and families in the assessment process, valuing their perspectives and insights.
 - Interpret assessment results and prepare detailed, comprehensive reports in accordance with district and state guidelines, ensuring clarity and accessibility for all stakeholders.
 - Participate in Individualized Education Program (IEP) meetings to present evaluation findings and collaboratively develop equitable and individualized goals and objectives that address diverse student needs.



- Maintain accurate and ethical documentation, demonstrating **Accountability** for assessment practices.
- **Treatment and Intervention:**
 - Develop and implement individualized, culturally responsive treatment plans (IEPs) based on assessment results and student needs, ensuring equitable access to effective interventions.
 - Provide direct and indirect therapy services to students individually and in small groups, utilizing evidence-based practices and adapting strategies to meet diverse learning styles and communication preferences.
 - Regularly seek feedback from students, families, and educators to inform and adjust treatment plans, fostering Stakeholder Voice and promoting Continuous Improvement.
 - Monitor student progress, collect data, and critically evaluate the effectiveness of interventions, making data-driven decisions to enhance student outcomes.
 - Develop and implement strategies and accommodations to support students' communication needs within the classroom setting, promoting inclusive practices.
- **Collaboration and Communication:**
 - Collaborate effectively and respectfully with general and special education teachers, administrators, school psychologists, social workers, occupational therapists, and other related service providers, valuing diverse perspectives and expertise.
 - Communicate proactively and in an accessible manner with parents/guardians regarding student progress, therapy goals, and home-based activities, actively listening to their concerns and insights.
 - Provide culturally sensitive consultation and training to school staff on communication disorders and effective strategies to support all students, fostering an inclusive learning environment.
 - Participate actively and constructively in school-based teams and meetings, contributing to a collaborative and supportive learning environment.
- **Compliance and Documentation:**
 - Maintain accurate and up-to-date student records, including evaluation reports, IEPs, progress notes, and other required documentation in compliance with district, state, and federal regulations, demonstrating accountability.
 - Adhere to ethical and professional standards of practice, upholding accountability in all professional conduct.
 - Ensure compliance with all relevant laws, policies, and procedures, demonstrating accountability to legal and ethical obligations.
- **Professional Development:**



- Engage in ongoing professional development to stay current with best practices and research in the field of speech-language pathology, demonstrating a commitment to continuous improvement.
- Actively seek out and participate in professional learning opportunities that enhance understanding of diverse student populations and culturally responsive practices.
- Share knowledge and best practices with colleagues, contributing to a culture of continuous learning within the learning environment.
- **Other Duties:**
 - Perform other duties as assigned by the Director of Student Services or designee, demonstrating flexibility and accountability in supporting the overall learning environment.

Qualifications:

- Master's degree in Speech-Language Pathology or Communication Sciences and Disorders from an ASHA-accredited program.
- Valid Illinois Professional Educator License (PEL) with an endorsement in Speech-Language Pathology (SLP).
- Certificate of Clinical Competence (CCC-SLP) from the American Speech-Language-Hearing Association (ASHA) preferred.
- Experience working with school-aged children (PK-8 preferred) in diverse educational settings.
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- Deep understanding of current assessment tools and therapeutic techniques for a wide range of communication disorders, with a focus on culturally responsive practices.
- Familiarity with IEP development and implementation processes, with a commitment to equitable and inclusive goal setting.
- Excellent oral and written communication skills, including the ability to communicate effectively with diverse audiences.
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- Strong organizational and time management skills, with a commitment to accountability in managing workload.
- Ability to work independently and as part of a collaborative team, fostering a positive learning environment.
- Proficiency in using technology for documentation, communication, and therapy, ensuring efficient and accountable practices.
- Demonstrated commitment to the core values of stakeholder voice, diversity, equity, and inclusion, accountability, continuous improvement, and learning environment.



Benefits:

Marquardt School District 15 offers a competitive salary and benefits package, including:

- Comprehensive health, dental, and vision insurance options.
- Paid time off, including sick leave and personal days.
- Retirement plan options.
- Opportunities for professional development aligned with Continuous Improvement.
- A supportive and collaborative work environment that values stakeholder voice, diversity, equity, and inclusion.

Equal Opportunity Employer:

Marquardt School District 15 is an equal opportunity employer and is committed to creating a diverse and inclusive environment for all employees and students. We believe that every individual's unique experiences and perspectives contribute to a richer and more effective learning community. We do not discriminate on the basis of race, color, national origin, sex, religion, age, disability, or any other characteristic protected by law. We actively encourage individuals from diverse backgrounds to apply.

****The above description covers the most significant duties performed, but does not exclude other occasional work assignments not mentioned, the inclusion of which would be in conformity with the skills and responsibility levels appropriate for this position.****