

## *Brenham Independent School District - Job Description*

<b>Job Title/Position:</b>	Speech-Language Pathologist	<b>Department/School:</b>	Various Campuses
<b>Pay Information:</b>	Professional Compensation Plan Days: 187	<b>Supervised By:</b>	Director of Special Education
<b>FLSA:</b>	Exempt	<b>Date Revised:</b>	February 2016

### **Primary Purpose:**

Plan and provide speech-language pathology services to students with speech, voice, or language disorders. Assess students and provide intervention to eliminate or reduce problems or impairments that interfere with their students' ability to derive full benefit from the educational program.

### **Qualifications (Experience/Education/Certification):**

Master's degree in speech-language pathology from an accredited college or university; Valid Texas license as a speech-language pathologist granted by the State Board of Examiners for Speech-Language Pathology and Audiology (SBESLPA) or Bachelor's degree and valid Texas Education Agency speech therapy certificate; One year supervised clinical speech-language pathology experience.

### **Major Responsibilities:**

- Conduct independent evaluations to assess students with speech or language disorders and conditions and provide appropriate individual and group therapy to students with speech and language goals contained in Individual Education Plans (IEP). Evaluate student progress and make a determination regarding therapy services.
- Develop clinical management strategies or procedures and diagnostic statements.
- Participate in the Admission, Review, and Dismissal (ARD) Committee. Assist in interpretation of assessment data, appropriate placement, and goal setting for students with communication disorders or conditions according to district procedures.
- Consult with colleagues, students, and parents regarding the accomplishment of therapy goals, the needs of the student, and involvement in the remedial process.
- Collaborate with classroom teachers to plan and implement classroom activities to improve the communication skills of students.
- Provide professional development in assigned schools to help school personnel identify and work more effectively with students with communication deficits.
- Create an environment conducive to learning and appropriate for the maturity level and interests of students.
- Establish control and administer discipline according to the Student Code of Conduct and student handbook.
- Develop and coordinate a continuing evaluation of speech-language pathology services and make changes based on the findings.
- Participate in the selection of equipment and instructional materials
- Compile, maintain, and file all physical and computerized reports, records, and other required documents.
- Comply with policies established by federal and state laws, State Board of Education rule, and board policy. Comply with all district and campus routines and regulations.
- May supervise licensed speech-language pathology assistant(s) or speech aide(s).
- Perform other duties as assigned.

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

- Ability to use the accepted tests and measurements to assess communication disorders and conditions
- Knowledge of evaluation, habilitation, and rehabilitation of speech-language disorders and conditions
- Ability to instruct students and manage their behavior
- Excellent organizational, communication, and interpersonal skills

### **Supervisory Responsibilities:**

May direct and monitor the work of speech-language pathology assistant(s) or speech aide(s).

### **Working Conditions (Mental Demands/Physical Demands/Environmental Demands):**

**Tools/Equipment Used:** Standard testing equipment; standard office equipment including computer and peripherals

**Posture:** Frequent standing, sitting, kneeling/squatting, bending/stooping, pushing/pulling, and twisting

**Motion:** Frequent walking, grasping/squeezing, wrist flexion/extension

**Lifting:** Regular heavy lifting (45 pounds or more) and positioning of students with physical disabilities, control behavior through physical restraint, assist non-ambulatory students

**Environment:** Exposure to biological hazards, bacteria, and communicable diseases

**Mental Demands:** Maintain emotional control under stress; work with frequent interruptions; may require district-wide travel

The foregoing statements are intended to describe the general nature and level of work being performed by employees assigned to this job title. They are not intended to be construed as an exhaustive list of all responsibilities, duties, knowledge, skills, and abilities required. The district shall not fail or refuse to hire or discharge any individual, or otherwise discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment because of the individual's race, color, religion, sex, or national origin. Nor shall the district limit, segregate, or classify its employees or applicants for employment in any way that would deprive or tend to deprive an individual of employment opportunities or otherwise adversely affect the status as an employee because of the individual's race, color, religion, sex or national origin.

Received by: \_\_\_\_\_ Date: \_\_\_\_\_