

## **Title: Speech Language Pathologist**

**Reports to: Director of Student Services, Coordinator of Student Services & Early Learning, and Principal**

### **Summary of Position**

Speech and Language Pathologists shall perform the duties and responsibilities associated with the Speech and Language Pathologist profession, those outlined in District 68 policies, and as are required by the Illinois School Code.

### **Essential Duties and Responsibilities may include but are not limited to:**

#### **Planning and Preparation**

- Demonstrates knowledge and skill in providing speech therapy
- Establishes goals for therapy program appropriate to the setting and students served
- Demonstrates knowledge of the district, state, and federal regulations and guidelines
- Demonstrates knowledge of resources, both within and beyond the school and district
- Plans the therapy program, integrated with the regular school program, to meet the needs of individual students
- Prepares for and directly participating in the development and on-going review of each of their student's individualized education plans (IEPs)

#### **Classroom/Therapeutic Environment**

- Establishes rapport with the students
- Organizes time effectively
- Establishes standards of conduct in the treatment center
- Organizes physical space for testing of students and providing therapy

#### **Curriculum and Instruction**

- Establishes and maintains clear procedures for referrals in both MTSS and Special Education
- Responds to referrals, evaluating student needs
- Utilizes culturally sensitive evaluation procedures
- Screens and evaluates District 68 children ages 3 through eighth grade
- Participates in pre-school screenings, play-based assessments, and home visits as needed.
- Assesses student growth and present levels of performance utilizing a variety of evidence-based measures
- Understands the differences in language development for students who are emerging bilinguals
- Develops
- Develops and implements treatment plans to maximize students' success
- Performs all tasks and reports for IEP meetings within legal guidelines
- When applicable, supports the integration of assistive technology or other augmentative communication systems to support communication.
- Communicates with families
- Collects information; writing reports
- Maintains thorough on-going records for each student.
- Demonstrates flexibility and responsiveness
- Provides direct receptive and expressive language instruction in both general education and special education settings to students in whole-class, small-group, and individual settings
- Assist in the development of school-wide speech and communication initiatives.

## **Professional Responsibilities and Personal Qualities**

- Reflects on practice
- Maintains effective data and management system
- Participates in on-going professional development
- Shows professionalism, including integrity, advocacy, and maintaining confidentiality
- Demonstrates culturally respectful and responsible practices, makes referrals for specialized assessments and services as needed
- Develops data-collection methods to assist in measuring student progress in the areas of receptive and expressive language
- Determines both initial and continuing eligibility for speech and languages services for students using research-based assessments
- Utilizes the District's electronic IEP database when preparing for and updating each of their student's individualized education plans (IEPs)
- Collaborates with parents, private therapists, and other agencies to gain and share information
- Accurately completes all paperwork associated with the position of Speech and Language Therapist
- Updates principal, coordinator, and Director of Special Services regularly about caseload and student concerns.
- Provides leadership with respect to assistive technology for students and staff
- Resolves conflict through effective problem-solving to constructively address student, staff, and parent concerns

## **Evaluation**

Performance will be evaluated in accordance with the Teacher Evaluation Plan (for Speech Pathologists).

## **Job Qualifications**

- Illinois Professional Educator License in Speech-Language Pathologist (teaching or non-teaching) (PK-Age 21)
- Hold an ESL endorsement, or agree to earn one within the first two years of employment.
- Direct experience delivering speech and language therapy to students in public schools is desirable
- Experience at early childhood and with play-based assessments is preferred

## **Key Success Factors**

- Ability to communicate and collaborate effectively orally and in writing professionally with all stakeholders.
- Ability to exercise sound judgment in making decisions regarding the safety and welfare of students.
- Appreciation of cultural diversity.
- Ability to effectively incorporate instructional technology and augmentative alternative communication devices.
- Ability to report to work on a regular and punctual basis.
- Perform all other related work, delegated or required, to accomplish the objectives of the total school program.
- Meet, and maintain, professional education requirements of school, district, and state.

## **Job Requirements**

### **Physical Demands**

- The physical demands and work environment described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.
- Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- While performing the duties of this job, the employee is frequently required to sit, talk, move about, hear and speak, and be visually observant of classroom behavior and learning activities.
- The employee must regularly lift and carry items weighing up to 25 pounds or more, and occasionally lift, restrain, or move up to 100 pounds - most typically when required to intervene in student safety issues.
- Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus. The noise level in the work environment is usually moderate, or consistent with the subject being taught, but can be abnormally loud on occasions.
- The employee may be exposed to infectious diseases as carried by students. It may be expected that the individual could be exposed to blood, saliva or other potentially infectious materials during the course of their duties.
- While performing the duties of this job, the employee may occasionally work outside weather conditions and be exposed to wet and/or humid conditions, temperature fluctuations, fumes or airborne particles, toxic or caustic chemicals commonly used in instruction and/or cleaning.
- The employee may be required to travel on school-owned or leased vehicles between work sites and/or while supervising and assisting students.

## **Terms of Employment**

- **Work Year:** 182 Days
- **Leave:** 12 Sick Days / 2 Personal Days
- **FLSA Status:** Exempt
- **Retirement:** TRS
- **Benefits:** Yes
- **Salary:** Commensurate with experience (\$60,467 - \$65,209)