



Speech Language Pathologist

Reports to:	Principal	FLSA Status:	Exempt
Department:	School-Based	Structure/Grade:	Z- Schedule
Division:	School-Based	Workdays:	190
Retirement:	Teachers Retirement System		

Position Summary

Assesses, treats, and manages a caseload of students with speech and language disorders, developing Individualized Education Programs (IEPs) and providing therapy to enhance educational outcomes. This role requires expertise in the field and the ability to operate with limited oversight.

Essential Job Duties

- Evaluates students' speech and language abilities and develops Individualized Education Programs (IEPs) to effectively monitor and support their progress.
- Provides speech and language therapy to students with communication disorders, tailoring interventions to meet individual needs.
- Participates in Multi-Tiered System of Support (MTSS) and Response to Intervention (RTI) initiatives, completing complex analyses to recommend solutions for student success.
- Attends meetings and conferences, collaborating with educators, parents, and other professionals to ensure a cohesive approach to student development.
- Collects data on student performance, analyzes multiple variables involved in their learning process, and adjusts intervention strategies as necessary for optimal outcomes.
- Maintains accurate documentation and records of therapy sessions along with detailed reports on student progress throughout the school year.
- Communicates effectively with students, parents, and school staff regarding therapy goals, student achievements, and areas needing attention.
- Performs other related duties as required while continuously seeking process improvements that enhance the effectiveness of speech-language services provided within the educational setting.
- Serves as an internal subject matter expert, providing guidance to colleagues as required.
- Completes complex analysis related to job function, recommending solutions that involve consideration of multiple variables to enhance the effectiveness of speech-language services provided within the educational setting.
- Performs additional duties as assigned.



Qualifications

- Master's degree from an American Speech, Language and Hearing Association (ASHA) approved accredited college or university in speech-language pathology required.
- Valid Georgia Professional Standards Commission approved certificate in speech and language pathology at level S-5 or above or a valid license for speech-language pathologist required.

Knowledge, Skills, and Abilities

- Knowledge of therapy session procedures
- Knowledge of testing and assessment methodologies
- Ability to create a safe and supportive environment for students
- Ability to work independently with limited oversight
- Ability to manage standard projects, programs, or processes
- Ability to manage own time and complete tasks in alignment with end goals
- Effective oral, written, and interpersonal communication skills, and the ability to adapt communication style to differing audiences
- Ability to enhance relationships with senior internal and external partners not familiar with the subject matter
- Ability to ensure compliance with educational standards and regulations while managing tasks effectively under pressure with competing deadlines.
- Excellent decision-making skills and the ability to exercise independent judgment
- Ability to think critically and strategically and solve problems
- Ability to work collaboratively with educational staff, including teachers, psychologists, and administrators

Physical Demands and Work Environment

- Frequently remains in a stationary position.
- Occasionally moves about inside a classroom or similar setting.
- Occasionally moves equipment weighing up to 25 pounds.
- Occasionally moves or otherwise maneuvers children weighing from 25 pounds to over 100 pounds.
- Occasionally operates a motor vehicle safely and legally, in accordance with applicable state and federal transportation laws.
- Must have a valid driver's license and clean driving record.
- Constantly works in an indoor environment.
- Occasionally exposed to loud noise levels.
- Occasionally exposed to bodily fluids and communicable diseases.

Disclaimer: Information contained within this position specification only summarizes information for interested individuals. The statements herein are intended to describe the general nature and level of work being performed by the employee in this position. They are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required of a person in this position. If there is a discrepancy between the information in this position specification and the current documents obtained in the Division of Human Resources, the latter will always govern. The DeKalb County School District reserves the right to modify, alter, or discontinue these reference materials for any reason.

Reviewed/Revised: 1/22/2026



By signing below, I agree that I have read and understand the requirements and the essential functions of this position.

Employee: _____ Date: _____

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Reviewed/Revised: 1/22/2026