

**Elementary School District 159
Job Description**

TITLE: Speech and Language Pathologist (SLP)

DEPARTMENT: Student Services

EFFECTIVE DATE: Immediately

POSITION SUMMARY

Communication specialist who works with general education and special education population with language handicaps, articulation deficits, dysfluencies and voice disorders

ORGANIZATIONAL RELATIONSHIPS

Reports to: Director of Student Services

Supervises: Students

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Serves as a resource to school staff members in the development of a balanced program for oral communication and speech improvement
- Assists and guides teachers in observing, describing and referring suspected and identified speech and language issues
- Provides a thorough assessment and diagnosis of speech, voice and language impairments
- Provides screening to identify speech handicapped children at regular intervals and at specified levels
- Assists improper referrals of individuals to agencies and specialists in the community
- Provides appropriate individualized programs of therapy to meet individual students' needs and correction
- Collaborates with classroom teachers and other school staff members to implement therapy by suggestions for the student's daily activities
- Provides information, support and counseling to parents and families when appropriate

QUALIFICATIONS

The qualifications listed below are representative of the knowledge, skill and/or ability 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.

- Ability to assess, diagnose, and treat speech and language disorders in a school-based setting
- Knowledge of child development, language acquisition, and evidence-based intervention strategies
- Ability to collect, analyze, and interpret student performance data to inform instruction and therapy
- Ability to write clear, concise evaluation reports, IEP goals, and progress documentation
- Ability to effectively communicate and collaborate with students, staff, parents, and community stakeholders
- Ability to present information and respond to questions from multidisciplinary teams and families

- Ability to solve practical problems and make sound clinical and educational decisions
- Ability to manage multiple caseload demands and prioritize tasks effectively
- Ability to interpret and apply federal, state, and district regulations related to special education (e.g., IDEA)
- Ability to establish and maintain positive and professional relationships
- Skill in oral and written communication
- Ability to perform duties in alignment with district policies and Board of Education expectations

EDUCATION AND EXPERIENCE

- Master's Degree in Speech and Language Pathology
- Minimum of 60 semester hours of academic credit in normal aspects of human communication, development and clinical techniques for evaluation and management of speech and language disorders
- Minimum of 300 clock hours of supervised practicum experience with persons who present a variety of communication disorders to be acquired in conjunction with academic training—150 hours of which shall be on the graduate level
- Speech Pathologist Certification

WORK ENVIRONMENT AND CONDITIONS

Elementary School District 159 is an equal opportunity employer that is committed to diversity and inclusion in the workplace. We prohibit discrimination and harassment of any kind based on race, color, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by federal, state, or local laws.

This job description should not be interpreted as all-inclusive or as an employment agreement between the employer and employee. It is intended to identify the essential functions and requirements of this job and is subject to change as the needs of the employer and requirements of the job change. Incumbents may be required to perform job-related responsibilities and tasks other than those stated in this specification. Any essential functions of this position will be evaluated as necessary should an incumbent/applicant be unable to perform the function or requirement due to a disability as defined by the Americans with Disabilities Act (ADA). Reasonable accommodation for the specific disability will be made for the incumbent/applicant when possible.

TERM OF EMPLOYMENT:

10 month position
Union based (Collective Bargaining Agreement)

EVALUATION:

Performance will be evaluated in accordance with Board policies and procedures on the evaluation of professional staff.