

JOB TITLE: Speech Language Pathologist

REPORTS TO: The Principal and Director of Special Services

SUPERVISES: Students

NATURE AND SCOPE OF JOB:

Identifies and remediates communication handicaps that interfere with the individual student's ability to derive the fullest possible educational experiences from schools.

QUALIFICATIONS:

The Speech Language Pathologist shall:

1. Hold a New Jersey instructional certificate in accordance with the requirements of N.J.S.A. 18A:26-2 *et. seq.* and 27-2, and N.J.A.C. Title 6 Chapter 11, with appropriate endorsement for the position held (N.J.A.C. 6:11-6.1, 6.2, or 8.1 *et. seq.*).
2. Have excellent experience in teaching and working with children.
3. Have integrity and demonstrate good moral character.
4. Demonstrate knowledge and understanding of child growth and development, effective instructional strategies, classroom management, learning assessment and diagnosis, and research related to learning.
5. Exhibit a personality that demonstrates enthusiasm and interpersonal skills to relate well with students, staff, administration, parents and the community.
6. Demonstrate the ability to communicate effectively in English, both orally and in writing, using proper grammar and vocabulary.
7. Demonstrate the ability to use computers for word processing, data management, and telecommunications.
8. Provide proof of U.S. citizenship or legal resident alien status by completing Federal Form I-9 in compliance with the Immigration Reform and Control Act of 1986.
9. Provide evidence that a criminal record history check has been conducted and clearance has been given by the Department of Education, or during the initial six month period provide a sworn statement that there have not been any convictions of a crime or a disorderly persons offense in accordance with 18A:6-7.1.
10. Provide evidence that health is adequate to fulfill the job functions and responsibilities with reasonable accommodation pursuant to 42 U.S.C. 12101 and in accordance with N.J.A.C. 6:29-7.4.

JOB FUNCTIONS AND RESPONSIBILITIES:

The Speech Language Pathologist shall:

1. Assist and guide teachers in observing, describing, and referring students with communications handicaps.
2. Provide communications screening services.
3. Assess communications handicaps of students through appropriate evaluation and diagnostic practices.
4. Interpret, diagnose, and confer with teaching staff members, parents, and students.
5. Provide appropriate individualized communications therapy.
6. Maintain case history records on all referred students.
7. Serve as an auxiliary member of the Child Study Team.
8. Act as a liaison between the school and community health agencies and specialists.
9. Provide information and counseling to parents.
10. Serve as a resource person to teaching staff members on communications handicaps.
11. Assist and participate in in-service training programs.

12. Assist in upholding and enforcing school rules, administrative regulations, and board policies.
13. Maintain professional competence and continuous improvement through in-service education activities, annual performance evaluation, and selected professional growth activities as indicated in the individual improvement plan.
14. Serve as a role model for students, dressing professionally, demonstrating the importance and relevance of learning, accepting responsibility in school, and demonstrating pride in the honorable profession of teaching.
15. Maintain positive, cooperative, and mutually supportive relationships with the administration, instructional staff, students, parents, and representatives of resource agencies within the community.
16. Attend required staff meetings and serve, as appropriate, on staff committees. Participate in curriculum and program development and in the selection of materials and equipment to support instruction.
17. Advise immediately appropriate school personnel of evidence of substance abuse, child abuse, child neglect, severe medical or social conditions, potential suicide or individuals appearing to be under the influence of alcohol, controlled substances, or anabolic steroids.
18. Protect confidentiality of records and information gained as part of exercising professional duties and use discretion in sharing such information within legal confines.
19. Perform any duties that are within the scope of employment and certifications, as assigned by the Principal or Director of Special Services and not otherwise prohibited by law or regulation.
20. Adhere to New Jersey school law, State Board of Education rules and regulations, Board of Education policies and regulations, school regulations and procedures, and contractual obligations.

EVALUATION CRITERIA:

The holder of the position of Speech Language Pathologist shall be evaluated by the Principal, Assistant Principal and/or Director of Special Services in accordance with Policy No. 3221, Regulation No. 3221, this Job Description and such other criteria as shall be established by the Board of Education.

Adopted: June 24, 1997

Revised: 14 April 2004

Revised: July 25, 2023