



An Equal Opportunity Employer

Flint Community Schools

Human Resources

Employee Job Description

Job Title: Speech-Language Pathologist

Job Summary:

The Speech-Language Pathologist plays a crucial role in assessing, diagnosing, and treating communication disorders in students to support their academic and social success. They provide individualized and group therapy, develop intervention plans, and collaborate with teachers, parents, and specialists to integrate language development strategies into the classroom. Additionally, they participate in student evaluations, Individualized Education Program (IEP) meetings, and maintain accurate documentation to ensure compliance with special education requirements. By working closely with families and community resources, they help create a supportive learning environment that fosters student growth and communication skills.

Essential Functions (May include, but not limited to):

1. Provide direct one-on-one and group speech and language therapy services to eligible students, addressing their unique communication needs.
2. Work with teachers, parents, and support staff to develop strategies for integrating speech and language development into daily instruction and classroom activities.
3. Develop annual goals and short-term objectives for students on the caseload and actively participate in IEP and MET meetings.
4. Maintain accurate records, progress reports, and other required documentation to ensure compliance with district, state, and federal guidelines.
5. Work as a team member with instructional and ancillary staff to refer students for additional speech and language services as needed.
6. Provide in-service training and professional development for school staff on language development strategies and best practices for support SLP needs.

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7. Conduct evaluations and provide written reports for students suspected of having speech, language, voice, or oral motor impairments to determine eligibility for special education services.
8. Provide training and support for students using argumentative and alternative communication (AAC) systems, ensuring appropriate implementation in both school and home settings.
9. Ensure proper requisition, maintenance, and organization of speech and language therapy equipment, materials, and supplies.
10. Travel between assigned school buildings within the district to provide speech-language services to students as needed.
11. Performs other duties as assigned.

The information contained in this job description is not an exhaustive list of the duties performed for this position. Other duties within the classification and the physical demands of the job may be assigned.

Qualifications:

Education:

Master's degree required in speech-language pathology or a valid Michigan teacher's certificate with full approval in the speech and language impaired required. A valid Speech-Language Pathologist license from the State of Michigan. Certificate of Clinical Competence in Speech-Language Pathology (CCC-SLP) from the American Speech-Language-Hearing Association (ASHA) is required.

Clinical fellows with Educational Limited Speech-Language Pathologist license from the State of Michigan will be considered, on-site clinical fellowship supervision is available.

Experience:

Previous experience with coaching others on strategies to improve language and communications skills in students preferred.

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Skills:

Ability to work with individuals and groups. Ability to communicate both orally and in written communications. Demonstrated initiative and understanding in working with students, staff, and parents/guardians. Works successfully as a member of the team. Ability to utilize district technology and work to maintain proficiency, as required skill sets change with technology and/or the needs of the district. Demonstrated mental/physical ability and stamina for meeting the requirements of the position. Ability to work a flexible workday, work week, and work year. Punctuality and good attendance are requirements for this position. Works successfully as a member of the team. Demonstrate honesty, integrity, and professionalism at all times. Ability to make decisions in accordance with board policies and established administrative guidelines.

Other Requirements:

Must comply with the Student Safety Initiative Legislation, as amended. Newly hired staff are required to successfully complete the following pre-employment screenings: 1) Physical examination by a licensed healthcare provider, 2) Criminal background check, including national and local clearance 3) 5-panel drug screening to ensure drug-free workplace.

To perform this job successfully, an individual must be able to perform each essential function satisfactorily. The essential functions are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

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Special Job Considerations:

Certification: Required

Type of Certification: Certification of Clinical Competence in Speech-Language Pathology (CCC-SLP)

Bargaining Unit: United Teachers of Flint

Salary Schedule: Teacher Salary Schedule, 183 days per year

Immediate Supervisor: Building Principal & Director of Learning Support Services

Date: 2/28/2025

TM: tvs

Statement of Assurance of Compliance with Federal Laws

It is the policy of the Flint Community Schools not to discriminate on the basis of race, color, national origin, age, gender, height, weight, disability, religion, or marital status in any of its programs, activities, or employment. Inquiries should be addressed to the:

Executive Director of Human Resources/Legal Affairs

923 E. Kearsley Street • Flint, Michigan 48503-1974 • (810) 760-1218

Translation services are available upon request, please call 760-1259

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Ponemos a sus órdenes el servicio de traducción. Las personas

interesadas, favor de llamarnos al 760-1259

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