



Genesee Intermediate
School District

Genesee Intermediate School District
Human Resources and Operations

Employee Job Description

Job Title:

Speech and Language Pathologist-Early On

Job Summary:

The Speech and Language Pathologist for Early On serves as part of a team that works to meet the developmental needs of children, through a multi-tiered system of support. The Speech/ and Language Pathologist uses a coaching model to share, with parents/caregivers/educational team members, strategies to help the child develop new skills; services are provided in the child's natural environment.

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

1. Assists in developing a multi-tiered system of support to provide developmental and educational experiences for children that impact their development.
2. Develops, implements, and evaluates individualized educational plans for children birth to age three.
3. Provides direct services indicated in the child's individual family service plan.
4. Provides consultation to families and team members to assist in addressing developmental concerns.
5. Identifies the need for and provide cross training for team members.
6. Follows state and federal rules when developing a child's individual family service plan.
7. Participates in child's assessments.
8. Interprets evaluation results for families.
9. Utilizes technology to collect and maintain detailed data on child's progress.
10. Provides appropriate activities and strategies for children based on how they learn and interact with their natural environment.
11. Demonstrates knowledge of evidenced-based and developmentally-appropriate practices.
12. Demonstrates an understanding of development of language/communication skills in young children and coaching caregivers in strategies and activities to improve language/communication skills.
13. Consistently models Win-Win leadership.

(Continued on the next page)

Speech and Language Pathologist-Early On

Page 2

Other Duties:

1. Drives to and from service sites, including homes and/or childcare settings to deliver services and coaching strategies within a Primary Service Provider Model.
2. Represents GISD on various committee groups in the community including presentations to community agencies about Early Intervention Services in Genesee County.
3. Performs other related duties as assigned.

Qualifications:

Education:

Master's degree in speech and language pathology. Certificate of Clinical Competence (CCC) from the American Speech-Language-Hearing Association (ASHA).

Experience:

Evidence of successful work with children with disabilities, birth-to-three years of age preferred.

Skills/Other:

Ability to work effectively with children and adults individually and in a group setting. Ability to communicate verbally and in written communications. Ability to utilize district technology and work to maintain proficiency, as required skill sets change with technology and/or the needs of the district. Ability to drive to and from homes and community centers. Ability to participate in professional development related to essential duties. Demonstrated physical and mental ability and stamina for the job. Punctuality and good attendance are requirements for the position. Ability to work a flexible workday, work week, and work year. Represents the district in a professional manner at all times. Demonstrate honesty, integrity, and professionalism at all times. Ability to exercise good judgment and make decisions in accordance with board policies and established administrative guidelines with minimum supervision.

Special Job Considerations:

Certification: Required

Type of Certification: Certificate of Clinical Competence (CCC) from the American Speech-Language-Hearing Association (ASHA) or a Valid Michigan Teaching Certificate with full approval in the speech and language impaired.

Bargaining Unit: GIEA

Salary Schedule: Certificated Salary Schedule

Immediate Supervisor: Department Director/Program Administrator in assigned area

Supervision:

Date: November 24, 2025

Approved: TLH: sc 

Job Description 1019