



Hays Consolidated Independent School District

Department of Human Resources

Job Title: Speech-Language Pathologist

Wage/Hour Status: Exempt

Reports to: Coordinator – Speech Services

Pay Grade / Days: AP03 / 187 Days

Dept./School: Special Education

Date Revised: February 14, 2023

Primary Purpose:

Plan and provide speech-language pathology services to students with speech, voice, or language disorders. Assess students and provide therapeutic intervention to eliminate or reduce problems or impairments that interfere with their student's ability to derive full benefit from the educational program.

Qualifications:

Education/Certification:

Master's degree in speech-language pathology from an accredited college or university
Valid Texas license as a speech-language pathologist granted OR speech-language pathology intern granted by the Texas Department of Licensing and Regulation (TDLR) for Speech-Language Pathologist and Audiologist or Bachelor's degree and valid Texas Education Agency speech therapy certificate

Special Knowledge/Skills:

Ability to use the accepted tests and measurements to assess communication disorders and conditions
Knowledge of evaluation, habilitation, and rehabilitation of speech-language disorders and conditions
Ability to instruct and manage student behavior
Excellent organizational and interpersonal skills
Communicate effectively both orally and in writing
Bilingual Spanish (preferred)

Experience:

One year of supervised clinical speech-language pathology experience (preferred)

Major Responsibilities and Duties:

Therapy/Intervention

1. Conduct independent evaluations to assess students with speech or language disorders and conditions and provide appropriate individual and group therapy to students consistent with speech and language goals contained in Individual Education Plans (IEP). Evaluate student progress and make determinations regarding therapy continuation or termination of services.
2. Develop clinical management strategies, procedures, and diagnostic statements by interpreting observations or data.
3. Implement programs necessary to address the assistive technology needs of students.
4. Participate in the Admission, Review, and Dismissal (ARD) Committee. Assist in the interpretation of assessment data, appropriate placement, and goal setting for students with communication disorders or conditions according to district procedures.

Consultation

5. Consult with general education teachers, special education teachers, and/or related services staff to plan and implement classroom activities to improve the communication skills of students.
6. Counsel and involve parents in the remedial process.
7. Provide professional development in assigned schools to campus personnel to assist in identifying, understanding, and implementing interventions for students with communication deficits.

- Participate in the campus problem-solving support team process and educates district staff, consult with teachers and parents, and support and offer intervention services for general education students who may be experiencing delays in speech and language.

Student Management

- Create an environment conducive to learning and appropriate for the maturity level and interests of students.
- Establish control and administer discipline according to the Student Code of Conduct and student handbook.

Program Management

- Develop and coordinate a continuing evaluation of speech-language pathology services and make changes based on the findings.
- Participate in the selection of equipment and instructional materials.
- Compile, maintain, and file all physical and computerized reports, records, and other required documents.
- Comply with policies established by federal and state laws, State Board of Education rules, and board policy. Comply with all district and campus routines and regulations.

Other

- Follow district safety protocols and emergency procedures.

Supervisory Responsibilities:

May direct and monitor the work of speech-language pathology graduate students, speech-language pathology assistant(s)* and/or speech aide(s), and Speech-Language Pathology Clinical Fellows/Interns as directed by the Coordinator of Speech Services

Mental Demands/Physical Demands/Environmental Factors:

Tools/Equipment Used: Standard testing equipment; standard office equipment including computer and peripherals

Posture: Frequent sitting, kneeling/squatting, bending/stooping, pushing/pulling, and twisting

Motion: Frequent walking, grasping/squeezing, wrist flexion/extension

Lifting: Regular light lifting and carrying (under 15 pounds), occasional heaving lifting (45 pounds or more) and positioning of students with physical disabilities; controlling behavior through physical restraint; assisting non-ambulatory students

Environment: Exposure to biological hazards, bacteria, and communicable diseases; may require districtwide travel

Mental Demands: Work with frequent interruptions; maintain emotional control under pressure

**TDLR must license supervisors of licensed speech-language assistants as speech-language pathologists. A person with a TEA certificate who is not licensed may supervise a licensed speech-language pathology assistant, but not if services are billed through School Health and Related Services (SHARS).*

EEOC Statement:

Hays Consolidated I.S.D. will not discriminate against any person in employment or exclude any person from participating in or receiving benefits of any of its activities or programs on any basis prohibited on the bases of race, religion, color, sex (including pregnancy and gender identity), sexual orientation, parental status, national origin, age, disability, family medical history or genetic information, political affiliation, military service, or any other non-merit based factor. These protections extend to all management practices and decisions, including recruitment and hiring practices, appraisal systems, promotions, and training and career development programs.

This document describes the general purpose and responsibilities assigned to this job and is not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required. Positions are extended annually based upon availability of funding.

Signature of acknowledgement indicates a receipt of aforementioned information.

Employee Name (please print)

Date

Employee Signature

Badge #