



Speech Language Pathologist

Job Description

Reports To:	Speech Language Pathologist Lead
FLSA Status:	Exempt
School Classification:	Classified, Salaried, hourly
Compensation:	Full-time: \$80,000 yearly Part-time: \$40.00 per hour
Work Schedule:	12 months
Location:	Onsite Office
Position Summary:	The Speech Language Pathologist (SLP) plays a critical role in supporting students' communication development by providing specialized, evidence-based interventions to address individual speech and language needs within the educational setting.

ESSENTIAL FUNCTIONS and RESPONSIBILITIES:

General Duties

- Provide comprehensive speech and language services to students as specified in their Individualized Education Plans (IEPs)
- Conduct thorough speech and language evaluations to assess student communication abilities
- Develop and implement individualized treatment plans targeting specific communication goals
- Maintain accurate and timely documentation of student progress
- Collaborate with classroom teachers to support communication strategies
- Consult with parents about student communication development
- Prepare and maintain a cumulative counseling record for each student
- Collaborate with other special education team leaders
- Maintain current knowledge of best practices in speech-language pathology

QUALIFICATIONS GUIDE:

Qualifications: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

Education & Experience:

- Master's degree in Speech-Language Pathology
- Current state licensure in Speech-Language Pathology
- Strong knowledge of special education laws and IEP process
- Excellent interpersonal and communication skills
- Minimum 3-5 years experience as an SLP in educational settings
- Experience working in diverse educational environments
- Excellence in cultural competency and inclusive practices
- Demonstrated leadership and team management skills

Other Qualifications:

- Bilingualism in Spanish and English preferred
- State and federal background clearance (Trusted Employees) to work with students (123B.03).
- No prospective employee can report to work without this clearance being received and the Human Resources Manager notifying the immediate supervisor of this clearance.

Knowledge:

- Knowledge of diversity, equity and inclusion practices
- Knowledge of applicable laws, codes, regulations, policies and procedures

Acquired Skills:

- Well-developed, clear communication and interpersonal skills that maintain a respectful, professional, and courteous manner
- Conflict resolution skills
- Ability to work with diverse student populations

Abilities:

- Team player
- Love of learning – a lifelong learner
- Flexibility and adaptability
- Able to communicate effectively and regularly with the Executive Director regarding questions and concerns

- Organized
- Openness to differing views and objectives
- Ability to perform varied and responsible educational assistant duties
- Maintain confidentiality of sensitive and privileged information
- Determine appropriate action within clearly defined guidelines
- Work independently with little direction

Physical Demands:

The physical demands described here are representative of those 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 essential functions.

- Hearing and speaking to exchange information
- Dexterity of hands and fingers to demonstrate activities
- Operates a computer and other office productivity machinery
- Seeing, to read a variety of materials
- Bending at the waist, kneeling or crouching
- Sitting or standing for extended periods
- Lifting objects that weigh up to 25 pounds with or without assistance
- Close vision and ability to adjust focus

Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

- Office environment
- Noise level is generally moderate
- Work conducted in a public or office setting
- Indoor in varying temperature
- Employees must have reliable transportation

Anti-Discrimination Policy and Commitment to Diversity:

Hiawatha Academies believes in providing equal employment opportunities for all employees and equal educational opportunities for all students. Hiawatha Academies will not violate any law prohibiting discrimination for or against any student, employee or applicant on the basis of race, color, religion, creed, age, sex, gender, gender expression, national origin, ancestry, marital status, pregnancy, disability (including those related to pregnancy or childbirth), membership or non-membership in a labor organization, sexual orientation, status with regard to

public assistance, genetic information, or any other characteristic protected under local, state or federal statute, ordinance or regulation ("protected status").