

**Manchester Public Schools  
Job Description**

**TITLE:** Speech and Language Pathologist

**CERTIFICATION**

**REQUIREMENTS:** Provisional/Professional Educator in Speech Pathology/Audiology  
State License in Speech Pathology/Audiology

**REPORTS TO:** Principal(s) of individual schools/programs  
Department Head for Speech and Language  
Director of Student Support Services

**RESPONSIBILITIES:**

The Speech and Language Pathologist's responsibility is to evaluate the various speech, language or hearing difficulties that may be interfering with a student's ability to make educational progress and to participate in the PPT process to determine eligibility and plan an appropriate program. To fulfill these responsibilities the Speech and Language Pathologist (SLP) accomplishes the following:

I. SPEECH AND LANGUAGE PATHOLOGISTS HAVE KNOWLEDGE OF:

Students

- The SLP understands the impact of stress, disability, disease and deprivation (including neglect and abuse) in human behavior.
- The SLP has knowledge of human growth and development (physical, social, emotional, intellectual) as it relates to learning.
- The SLP has knowledge of family relationships and varying lifestyles and their impact on child development.
- The SLP recognizes and understands the worth of all students.

Content

- The SLP is proficient in written, oral, and nonverbal communication skills.
- The SLP has knowledge of theory and practice of speech pathology and understands its relationship to education.
- The SLP demonstrates up to date knowledge of the theory and practice of speech pathology.
- The SLP demonstrates the ability to critically examine new information in the area of speech pathology.
- The SLP demonstrates knowledge of the role and function of speech pathology in the school setting.

- The SLP understands how speech pathology meets the needs of exceptional students including the role and function at PPT meetings.
- The SLP demonstrates the theory and practice of individual and group process.
- The SLP has a broad knowledge of strategies for remediation and skill development.

#### Pedagogy

- The SLP selects a variety of service delivery methods.
- The SLP selects a variety of materials and evaluation instruments.
- The SLP selects appropriate assessment materials and techniques.
- The SLP appropriately selects and uses informal and formal assessment and instructional techniques.
- The SLP collects, disseminates, and uses information that is relevant to the developmental level and needs of the students.

## II. SPEECH AND LANGUAGE PATHOLOGISTS APPLY THIS KNOWLEDGE BY:

#### Planning

- The SLP plans and prepares for sessions in advance.
- The SLP identifies and sequences goals and objectives for intervention.
- The SLP plans programs and interventions to achieve selected goals and objectives.
- The SLP makes referrals when appropriate.
- The SLP meets professional responsibilities by organizing time, space, materials and equipment.
- The SLP makes an appropriate effort to maintain schedules, routines and procedures that reflect established priorities.

#### Instructing

- The SLP establishes rapport with students and their families.
- The SLP demonstrates skill in managing behaviors of students both individually and in groups.
- The SLP promotes a positive learning environment.
- The SLP uses an appropriate range of interventions, matching approaches and methods with the needs of the student.

- The SLP helps students develop a positive self-concept and sensitivity to and respect for the needs, feelings and diversity of others.
- The SLP facilitates student independence by developing thinking skills, problem solving skills, self-evaluation skills and self-discipline.
- The SLP develops and promotes the students' ability to communicate effectively with others.
- The SLP communicates directions, explanations and expectations in a clear manner.
- The SLP effectively implements programs and interventions to achieve selected goals and objectives.
- The SLP assists parents to understand factors interfering with their child's learning and engages the parents in the educational process.

#### Assessment and Adjustment

- The SLP administers, scores, and interprets measurements, inventories and evaluations that are both formal and informal in nature.
- The SLP demonstrates the ability to observe and interpret the behavior of students.
- The SLP systematically observes students in a variety of settings.
- When appropriate the SLP includes the parents, school staff and community in the evaluation process.
- The SLP obtains and uses information about students from available records.
- The SLP monitors the effectiveness and outcomes of both interventions and progress toward goals.
- The SLP effectively assesses the student's need in the areas of speech, language and hearing as it relates to the learning process.
- The SLP demonstrates the ability to communicate clearly the results of assessment to students, school staff and parents.

#### Technology

- The SLP uses technology effectively as a management tool.
- The SLP incorporates technology as appropriate and available into intervention.

### III. THE SPEECH AND LANGUAGE PATHOLOGIST DEMONSTRATES PROFESSIONAL RESPONSIBILITY THROUGH:

#### Professional and ethical practice

- The SLP follows the policies, procedures and curricula of the school district.
- The SLP understands and protects due process rights of students, parents and staff.

- The SLP provides services in accord with principles of professional ethics and legal requirements.
- The SLP understands and supports responsibilities of students, parents and staff.
- The SLP demonstrates ethical behavior.

#### Reflecting and continuous learning

- The SLP demonstrates responsibility for self-evaluation, self-growth, and professional involvement.

#### Leadership and collaboration

- The SLP works cooperatively with colleagues, administrators and members of the community.
- The SLP encourages cooperative involvement and support of parents and the community.
- The SLP facilitates communication between home and school.
- The SLP works effectively as a member of interdisciplinary teams.

#### IV. ORGANIZATIONAL TASKS

The SLP keeps necessary records and makes needed reports for the benefit of students as required by the State and Federal governments.