



## North Chicago Community Unit School District #187 Position Description

**POSITION TITLE:** Speech & Language Pathologist (SLP)

**LOCATION:** TBD

**REPORTS TO:** Director of Special Education

### **PRIMARY FUNCTION:**

Speech Pathologists provide diagnostic services for students referred through the IDEA referral process. They provide direct and consultative services to students identified with speech-language impairments. SLP's assure that students with speech and language disabilities have equal access to general education curriculum and that these students are able to benefit from general curriculum through the special education services they provide.

### **QUALIFICATIONS:**

**Certification:** Illinois Professional Educator License: Speech & Language Impaired and Speech-Language Pathology

**Education:** Master's degree in Speech and Language Pathology

**Experience:** Successful experience in a school setting

**Preferred:** Bilingual skills as a SLP

### **ESSENTIAL PERFORMANCE RESPONSIBILITIES:**

1. Use written and oral tests, as well as special instruments, to diagnose the nature and extent of impairment and to record and analyze speech, language, and swallowing irregularities
2. Select augmentative or alternative communication methods, including automated devices and sign language, and teach their use to student and families
3. Teach those with little or no speech capability how to make sounds, improve their voices, or increase their language skills to communicate more effectively
4. Provide diagnostic services for students referred through systematic referral process
5. Provide direct and consultative services to identified students with speech-language impairments
6. Assure that students with speech and language disabilities have equal access to curriculum, school activities and facilities
7. Develop and implement individual educational plans for identified students
8. Serve as a member of IEP teams in student assessment and placement
9. Remediate speech language deficits involving social communication/language pragmatics, phonology, morphology, semantics, syntax, and or perception; and establish these skills in daily communication
10. Send reports on student progress to parents as recorded in IEP, review each student's progress toward selected goals annually, and schedule tri-annual reevaluations and annual hearing screenings for continuing students
11. Attend IEP meetings on assigned students, organizing those meetings for students for whom speech-language is their primary service, and meet all mandated deadlines
12. Provide diagnostic testing that includes a) current audiometric screening, b) a review of student's academic and classroom functioning, c) an evaluation of functional communication skills and d) an assessment of the student's speech-language problem
13. Report results in writing

14. Provide interpretation of test results including evaluations from outside agencies
15. Incorporate academic skills, both written and verbal whenever possible
16. Provide in-service training and consultation to teachers when requested
17. Utilize state-of-the art technology in the provision of speech services
18. Provide speech and language services in integrated settings when appropriate
19. Collaborate with colleagues and parents in order to share information and expertise to plan and implement effective student programs
20. Perform other duties as assigned

## **KNOWLEDGE, SKILLS, AND ABILITIES:**

### Technical:

- Proficient computer skills including Google Apps
- Proficient in IEP software processes and procedures
- Knowledgeable about teaching and learning
- Work effectively with data and research to develop and assess district strategies that increase student learning

### Interpersonal:

- Handle confidential information professionally.
- Ability to use discretion and exercise sound judgment.
- Effective oral and written communication skills and strong interpersonal skills.
- Good organizational and time management skills.
- Evidence of dependability, integrity, and a strong work ethic
- Ability to take the initiative, work independently, meet deadlines, follow complex directions, and adapt to changing demands, activities, and workloads

## **DISTRICT CORE COMPETENCIES:**

1. Achievement focus
2. Cultural competence
3. Classroom environment leadership
4. Collaborative communicator/team player
5. Reflective learner
6. Innovative

## **PHYSICAL DEMANDS:**

### **Manual Dexterity:**

Work requires definite skilled and accurate physical operations requiring some closely coordinated performance.

### **Physical Effort:**

Work required handling average weight materials or equipment, but not for sustained periods.

### **Working Conditions:**

The usual and customary methods of performing the job's functions require the following physical demands: some lifting, carrying, pushing, and/or pulling, and significant fine finger dexterity. Generally, the job requires 80% sitting, 10% walking, and 10% standing. This job is performed in a generally clean and healthy environment.

**TERMS OF EMPLOYMENT:**183 days

**SALARY RANGE:** \$55,073 - \$88,799 Salary commensurate with experience, plus comprehensive benefits (medical, dental, life insurance)

## **EVALUATION: Annual**

*This description has been prepared to assist in properly evaluating various classes of responsibilities, skills, working conditions, etc. It is intended to indicate the kinds of tasks and characteristic levels of work difficulty that will be required of positions that will be given this title. It is not intended as a complete list of specific duties and responsibilities. Nor is it intended to limit, or in any way modify the right of any supervisor to assign, direct and control the work of employees under supervision. Scheduling flexibility is required to accommodate changing school/district needs. The use of a particular expression or illustration describing duties shall not be held to exclude other duties not mentioned that are of similar kind or level of difficulty.*

*The North Chicago Community Unit School District #187 is an Equal Opportunity Employer with established policies prohibiting discrimination on the basis of race, color, creed, religion, national origin, sex, sexual orientation, age, ancestry, marital status, arrest record, military status, the order of protection status, unfavorable military discharge, citizenship status provided the individual is authorized to work in the United States, use of lawful products while not at work, being a victim of domestic or sexual violence, genetic information, physical or mental handicap or disability, if otherwise able to perform the essential functions of the job with reasonable accommodation, credit history unless a satisfactory credit history is an established bona fide occupational requirement of a particular position or other legally protected categories. The Superintendent of Schools/designee (847-689-8150) addresses questions regarding student discrimination, and the Director of Human Resources (847-689-8150) answers questions concerning staff discrimination.*

**REVISED 3/24/26**