

Speech and Language Pathologist Job Description

JOB TITLE:	Speech and Language Pathologist
FLSA CLASSIFICATION:	Exempt (Professional), salaried employee
WORK DAYS:	184 days (does not include holidays)
STANDARD HOURS PER DAY:	7 hours per day
SALARY SCHEDULE & BENEFITS:	A Speech and Language Pathologist is paid on the “Teachers” salary schedule, and is eligible for benefits on the “Teachers” benefits schedule.
REPORTS TO:	A Speech and Language Pathologist is supervised by the building Principal.
SUPERVISES:	A Speech and Language Pathologist does not directly supervise any other employee(s).

GENERAL SUMMARY OF DUTIES:

The Speech and Language Pathologist assists in developing speech and language skills to facilitate the personal, social, and intellectual development of students. In order to respond to the individual needs and abilities of students, the Speech and Language Pathologist must work closely with staff at various schools.

ESSENTIAL FUNCTIONS:

1. Assess, screen, and evaluate students and effectively share results with parents and educational staff, and participate in the eligibility determination process in accordance with state and school division requirements and best practice;
2. Develop and implement individual Education Plans (IEPs) for students with Speech/Language impairment and assists with IEPs for students with speech/language as a service on an annual basis or according to requirements;
3. Comply with all Medicaid requirements for school-based claiming, including obtaining written Medicaid consent from parents of all students served and timely filing of claims that meet Medicaid standards;
4. Demonstrate knowledge of child growth and development and individual student needs by providing relevant instruction according to the IEP and educational best practices;
5. Provide consultative services for school staff by sharing and demonstrating specific techniques and working with school teams to facilitate relevant and consistent interventions for targeted students;
6. Maintain records and information concerning individual students in the prescribed confidential manner and using the records and information only for the purposes for which they are maintained according to FERPA guidelines;
7. Provide direct and consultative services related to expressive, receptive, and pragmatic language;
8. Communicate and collaborate with parents and the school community for the purpose of fostering individual student success and growth while engaging the families in the therapy program;
9. Establish and maintain cooperative professional relationships with administrative and school staff;
10. Participate in various meetings for the purpose of addressing student goals and needs, and to meet laws and policies;
11. Maintain and submit information/records including student progress for all students;
12. Share with other staff members the responsibility for school activities and student supervision;
13. Maintain consistent attendance and conform to regular work hours specified under contract;
14. Implement and comply with District policies and procedures;

15. Supervise clinical practicums and clinical fellowships, if necessary;
16. Participate in and facilitate instruction through teletherapy, as required by the district, and meet the needs of all students.
17. Performs hearing screenings when needed in order to comply with Indiana Health Department standards and pre-screening for psychological assessments.

NON-ESSENTIAL FUNCTIONS:

1. Perform related duties as assigned by the administration in accordance with school district policies and procedures

SKILLS AND PROFICIENCIES:

1. Excludes positivity and proactive/solutions-oriented approach to problem-solving.
2. Working knowledge of Article 7 and Indiana law.
3. Ability to produce, analyze, interpret and summarize data.
4. Ability to interpret policy and procedures.
5. Must possess excellent interpersonal skills.
6. Must possess strong writing and verbal communication/presentation skills.
7. Ability to interact positively with parents, students, staff, and administrators.

REQUIREMENTS:

1. **EDUCATION/TRAINING:** Master's Degree in Speech and Language Pathology. Previous experience in schools is strongly preferred.
2. **EXPERIENCE:** School-based speech and language pathology experience is preferred, as is working children with a wide range of disabilities, from mild or moderate to severe and/or multiple disorders.
3. **CERTIFICATIONS &/OR LICENSES:** Current and valid Indiana Teacher's License. ASHA CCCs are preferred or one year CF is required in order to obtain CCCs.
4. **OTHER:** Ability to perform the essential functions, meet the performance aptitudes, and fulfill the physical/sensory/environmental requirements of the job (with or without reasonable accommodations) is required.

Physical Requirements: Tasks involve the ability to exert very moderate physical effort in light work, typically involving some combination of standing, walking, climbing, stooping, kneeling, crouching and crawling, and which may involve some lifting, carrying, pushing and/or pulling of objects and materials of moderate weight (10-20 pounds).

Sensory Requirements: Most tasks require visual perception and discrimination. Some tasks require oral communications ability. Some tasks require the ability to perceive and discriminate sounds.

Environmental Factors: Tasks are regularly performed without exposure to adverse environmental conditions, such as dirt, dust, pollen, odors, wetness, humidity, rain, fumes, temperature and noise extremes, machinery, vibrations, electric currents, traffic hazards, animals/wildlife, toxic/poisonous agents, violence, disease, or pathogenic substances.

EVALUATION:

Performance of this job will be evaluated in accordance with provisions of the Board's policy on Evaluations of Professional Personnel.

Approved by: _____ Date: _____

Reviewed and agreed to by: _____ Date: _____

The Metropolitan School District of Warren Township does not discriminate on the basis of the Protected Classes of race, color, national origin, sex (including transgender status, sexual orientation and gender identity), disability, age, military status, ancestry, or genetic information which are classes protected by Federal and/or State law (collectively, "Protected Classes") occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment.