

Job Title: Speech Language Pathologist



Position Description

To perform this job successfully, an individual must be able to perform the essential job functions consistently and to the satisfaction of the employer. Reasonable accommodations may be made for qualified disabled individuals. This job description is not an exhaustive list, as employees may be required to perform duties not specifically designated within this document, at the employer's discretion. The Escambia County School District reserves the right to modify or interpret this job description as needed.

FLSA Status: Exempt
Reports to: Appropriate Supervisor or Designee
Supervises: Appropriate Staff as required
Pay Grade: Professional – 5

APPROVED
ESCAMBIA COUNTY SCHOOL BOARD

JUNE 20, 2017

MALCOLM THOMAS, SUPERINTENDENT
VERIFIED BY RECORDING SECRETARY

JOB SUMMARY

The purpose of this job is to provide evaluation and intervention (consult or direct) to enhance a student's level of communicative functioning in order for him/her to participate in the school environment and ensure a free and appropriate public education to those students who are eligible.

ESSENTIAL JOB FUNCTIONS

- Participates in developing Individual Education Plans (IEPs), including measurable goals and objectives for each student's needs as applicable to the educational setting.
- Develops a Plan of Care for Medicaid eligible Speech Language Impaired students, which may include specific instructions to students, parents, teachers, and other professionals on the interdisciplinary team.
- Identifies/selects appropriate materials and equipment for therapy.
- Establishes schedules for therapy sessions.
- Requests diagnostic and/or therapeutic assistance from Speech Language Impaired Resource Specialist and/or Diagnostician.
- Establishes and maintains effective and efficient record keeping procedures.
- Maintains accurate daily records and data collection to document students' attendance, progress, including requirements for Medicaid.
- Verifies students' Medicaid eligibility and writes a Plan of Care for those who are eligible.
- Manages time, materials, and equipment effectively
- Creates materials for students who have very specialized needs.
- Establishes and maintains a positive, organized, and safe environment for students.
- Uses technology resources effectively.
- Participates in all pre-referral and referral procedures as required by the District.
- Conducts comprehensive evaluations and completes progress reports.
- Re-evaluates short-term objectives and writes new ones as needed.
- Uses standardized instruments, clinical judgment, and teacher-parent input to screen, evaluate, and reassess students' needs (consult with SLI Resource Specialist).

- Implements Plan of Care with specific instructions to students, parents, teachers, and other professionals on the interdisciplinary team.
- Provides therapeutic intervention for Speech and Language Communication Disorders.
- Attends and participates in RTI meetings.
- Provides direct speech therapy using materials specific to the communication disorder(s).
- Provides functional suggestions to teachers and parents regarding the student's therapy program.
- Provides for student services as recommended in the IEP.
- Recognizes overt indicators of student distress or abuse and takes appropriate intervention, referral, or reporting action concerning services.
- Communicates effectively, both orally and in writing, with other professionals, students, parents, and community agencies.
- Consults with SLI Resource Specialist prior to all evaluations/eligibilities/dismissals of students with communication disorders.
- Attends IEP meetings and other student-related conferences as determined necessary.
- Provides families, employees, and other professionals with consultation and instruction in therapy techniques to establish carry-over into daily activities, which ultimately would affect students' performance in the academic and community settings.
- Consults with teachers, parents, and other IEP committee members to ensure that students' needs are being met.
- Participates in training sessions, conferences, and workshops to keep abreast of current practices, programs, and legal issues while maintaining professional certification and/or licensure.
- Promotes and supports the professional growth of self and others.
- Keeps well informed about current trends and best practices in the area of Speech Language Pathology.
- Maintains a network of peer contacts through professional organization.
- Models professional and ethical conduct at all times.
- Performs all professional responsibilities.
- Prepares required reports and maintains all appropriate records.
- Maintains confidentiality of student and other professional information.
- Complies with policies, procedures, and programs.
- Supports school and District goals and priorities.
- Ensures that student growth/achievement is continuous and appropriate for age groups and student program classification.
- Establishes and maintains a positive collaborative relationship with students' families to increase student achievement.
- Performs other duties as assigned.

MINIMUM REQUIREMENTS

- Master's Degree in Speech Language Pathology from an accredited educational institution.
- Certificate of Clinical Competence preferred.
- Possess a Florida License or Florida Teaching Certificate to practice Speech Language Pathology.

- One (1) year of experience in an educational setting is preferred.
- Qualifications may vary from the above requirements to such a degree as the Superintendent and Board determine is necessary and appropriate to ensure properly qualified personnel in each specialized assignment.

KNOWLEDGE, SKILLS, AND ABILITIES

- Requires professional knowledge of the theories, terminology, principles, and techniques of Speech Language Pathology practices in pediatric, adolescent, and young adult growth and development, neurological disabilities, behavioral management, and psycho-social aspects of children with mental and physical disabilities.
- Requires the ability to consult and communicate effectively, both orally and in writing, with parents, students, teachers, and colleagues.
- Requires the ability to organize and prioritize therapy activities and program related paperwork.
- Requires the ability to determine the approach to work using guidelines provided.
- Requires the ability to perform professional-level work dealing with data, people, and technology that relates to technical, scientific, or legal skills.
- Requires the ability to make decisions that impact how the unit provides services and support to internal and external customers.
- Requires the ability to use small office equipment and computers.

PHYSICAL DEMANDS

Light work: Exerting up to 20 pounds of force occasionally and/or up to 10 pounds of force as frequently as needed to move objects. The work also requires the following physical abilities in order to perform the essential job functions: fingering, handling, hearing, kneeling, mental acuity, reaching, speaking, standing, talking, visual acuity, and walking.

WORKING CONDITIONS

Employees in this position work in a dynamic environment that requires sensitivity to change and responsive to changing goals, priorities, and needs.

Date of Board Approval: June 20, 2017, effective July 1, 2017

Date of Revision: