

Job Description – Speech Language Pathologist

Primary Function: Under the direction of the Principal and Director of Special Education, plans and provides speech-language pathology services to students with speech, voice or language disorders. Assesses students and provides therapeutic intervention to eliminate or reduce problems or impairments that interfere with their student's ability to derive full benefit from the educational program.

Responsibilities/Duties:

Therapy

- Plans and provides appropriate individual and group therapy to students consistent with speech and language goals contained in Individual Education Plans (IEP)
- Evaluates student progress and determines readiness for termination of therapy services

Assessment

- Conducts independent evaluations to assess students with speech or language disorders and conditions to determine eligibility for services
- Develops clinical management strategies or procedures and diagnostic statements by interpreting observations or data; assesses student's needs for appropriate technology to facilitate better communication
- Participates in the Admission, Review and Dismissal (ARD) Committee to assist in interpretation of assessment data, appropriate placement and goal setting for students with communication disorders or conditions according to district procedures

Consultation

- Counsels and involves parents in remedial process
- Collaborates with classroom teachers to plan and implement classroom activities to improve communication skills of students
- Provides professional development in assigned schools to help school personnel identify and understand communication deficits in students
- Communicates effectively with colleagues, students and parents regarding the accomplishment of therapy goals and needs of the student

Student Management

- Creates an environment conducive to learning and appropriate for the maturity level and interests of students
- Establishes control and administers discipline according to the Student Code of Conduct and student handbook

Program Management

- Supervises speech therapy assistant or speech aide upon request

- Develops and coordinates a continuing evaluation of speech-language pathology services and makes changes based on the findings
- Assists in the selection of equipment and instructional materials
- Stays abreast in knowledge and application of technology

Administration

- Compiles, maintains and files all reports, records and other required documents
- Complies with policies established by federal and state laws, State Board of Education rules and local board policy
- Complies with all district and campus routines and regulations
- Participates in professional development activities to improve skills related to job assignment

Other

- Demonstrates behavior that is professional, ethical and responsible
- Serves as a role model for all district staff
- Participates in approved professional development opportunities
- Performs other duties as assigned

Knowledge and Abilities:

Knowledge of:

- Evaluation, habilitation and rehabilitation of speech-language disorders and conditions
- Oral and written communication skills
- Interpersonal skills using tact, patience and courtesy
- Operation of a computer and assigned software

Ability to:

- Use the accepted tests and measurements to assess communication disorders and conditions
- Instruct and manage student behavior
- Work independently with little direction
- Communicate effectively both orally and in writing
- Establish and maintain cooperative and effective working relationships with others
- Maintain regular and consistent attendance
- Analyze situations accurately and adopt an effective course of action
- Meet schedules and time lines
- Plan and organize work

Education/Licenses/Experience: Master's degree in speech-language pathology from an accredited college or university. Valid Texas license as a speech-language pathologist granted by the State Board of Examiners for Speech-Language Pathology and Audiology (SBESLPA). One year of supervised clinical speech-language pathology experience preferred.

Working Conditions:

Mental Demands: Work with frequent interruptions; maintain emotional control under stress.

Physical Demands/Environmental Factors: Frequent walking, standing, bending/stooping, reaching, pushing/pulling, and twisting; repetitive hand motions including frequent keyboarding and use of mouse and technology hardware; frequent reaching; regular district-wide travel to multiple work locations as assigned.

Lifting/carrying - Lifting 15-44 pounds; frequent sitting, standing, walking, climbing, stooping/crouching/kneeling, pulling/pushing, reaching; repetitive hand motions; prolonged use of computer; may require lifting and transferring of students to and from wheelchair to assist with positioning students with physical disabilities.

Calendar and Salary Range: 187 work days. See current salary for Professional Compensation Plan.

Revised: 9/25/2023

The foregoing statements describe the general function and responsibilities assigned to this job and are not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

Employee Signature

Date