



Speech Language Pathologist

Job Overview

The job of Speech Language Pathologist was established for the purpose/s of identifying students with communication disabilities; planning and implementing appropriate treatment to minimize adverse impact on student success; recommending treatment plans; and providing direction to Communication Therapy Aides.

This job reports to The Student Support Services Specialist/Supervisor.

Job Functions

- Assesses students' communication skills (e.g., articulation, fluency, voice, expressive and receptive language, etc.) for the purpose of identifying communication disorders, determining program eligibility, and developing recommendations for treatment.
- Collaborates with a variety of groups and/or individuals (e.g., parents, teachers, physicians, administration, maintenance personnel, team members, other professionals, etc.) for the purpose of communicating information, resolving issues and providing services in compliance with established guidelines.
- Coordinates meetings and processes for eligible students (e.g., testing/screening, IEPs, parent conferences, pre-referral staffing, etc.) for the purpose of presenting evaluation results, developing treatment plans, and/or providing training to parents/students/staff.
- Develops treatment plans, interventions and/or educational materials for the purpose of minimizing the adverse impact of communication disorders in compliance with regulatory requirements.
- Instructs assigned support staff for the purpose of providing information on communicative disorders, use of assistive devices and feeding techniques and/or implementing prescribed treatment plans.
- Instructs eligible students in the use of appropriate communication technologies (e.g., hearing aids, FM systems, augmentative communication devices, etc.) for the purpose of minimizing the adverse educational impact of communication disorders in accordance with established guidelines and legal requirements.
- Interprets medical reports within the scope of Speech/Language Pathologist's experience and goals for the purpose of providing information and/or ensuring that treatment/intervention plans are appropriate.
- Maintains files and/or records (e.g., progress reports, activity logs, billing information, treatment plans, required documentation, quarterly reports, screening results, etc.) for the purpose of ensuring the availability of information as required for reference and/or compliance.
- Participates in meetings, workshops, and seminars (e.g., training, IEPs, team meetings, etc.) for the purpose of conveying and/or gathering information.
- Performs site visits at multiple work sites including home visits for the purpose of providing therapy and assistance as required.
- Prepares a wide variety of written materials (e.g., activity logs, correspondence, memos, treatment plans, Medicaid billings, reports, required documentation, etc.) for the purpose of documenting activities, providing written reference, and/or conveying information.
- Provides speech and language therapy to students for the purpose of minimizing the adverse impact of speech and language disorders on student success.
- Researches resources and methods (e.g., intervention and treatment techniques, assessment tools and methods, community resources, etc.) for the purpose of determining the appropriate approach for addressing students' needs.
- Responds to inquiries (e.g. parents, teachers, staff, students, etc.) for the purpose of providing information and/or referral as appropriate.
- Transports supplies and equipment to a variety of sites for the purpose of ensuring the availability of items as needed.

Performs other related duties as assigned for the purpose of ensuring the efficient and effective functioning of the work unit.



Job Requirements: Minimum Qualifications

Skills, Knowledge, and Abilities

SKILLS are required to perform multiple, highly complex, technical tasks with a need to occasionally upgrade skills in order to meet changing job conditions. Specific skill-based competencies required to satisfactorily perform the functions of the job include: applying assessment instruments; operating specialized equipment used in the treatment of communication disorders; operating standard office equipment including pertinent computer software; and preparing and maintaining accurate records.

KNOWLEDGE specific competencies that are required to satisfactorily perform the functions of the job include: anatomy and physiology of speech and hearing mechanisms and disorders; principles and practices of speech and language therapy; and pertinent codes, policies, regulations and/or laws.

ABILITY is required to Flexibility is required to Specific ability-based competencies required to satisfactorily perform the functions of the job include: adapting to changing work priorities; communicating with diverse groups; utilizing specialized equipment in communication disorders; maintaining confidentiality; meeting deadlines and schedules; working as part of a team; working with detailed information/data; maintaining effective working relationships; and translating therapy data into meaningful educational activities

Responsibility

Responsibilities include: working under limited supervision using standardized practices and/or methods and supervising the use of funds. Utilization of resources from other work units is often required to perform the job's functions. There is a continual opportunity to impact the organization's services.

Working Environment

The usual and customary methods of performing the job's functions require the following physical demands: some lifting, carrying, pushing, and/or pulling; and some fine finger dexterity. Generally, the job requires 40% sitting, 40% walking, and 20% standing. This job is performed in a generally clean and healthy environment.

- EXPERIENCE:** Job related experience with increasing levels of responsibility.
- EDUCATION:** Master's degree in job related area.
- EQUIVALENCY:** None Specified.

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| <u>REQUIRED TESTING:</u>
None Specified | <u>CERTIFICATES & LICENSES:</u>
Tennessee Certification as a Speech Language Pathologist through the Department of Education
Certification of Clinical Competencies (CCCs) (Preferred) | <u>FLSA STATUS:</u>
Exempt |
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| <u>CONTINUING EDUCATION / TRAINING:</u>
Maintain Licensure | <u>CLEARANCES:</u>
Criminal Justice Fingerprint/Background Clearance | <u>SALARY GRADE:</u>
Certified |
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