

Job Title: Speech Language Pathologist

FLSA Exemption Status: Exempt

Term: 210 days

Minimum Qualifications:

1. Minimum of a Master's Degree;
2. Valid Tennessee teaching license with an appropriate endorsement of
3. Speech Language Pathologist;
4. Certification of Clinical Competencies (CCCs -Preferred)
5. Strong written, verbal, presentation and interpersonal skills; and
6. Meets health and physical requirements.

Job Objectives/Goals:

To identify students with communication disabilities; to plan and implement appropriate treatment to minimize adverse impact on student success; to recommend treatment plans; and to provide direction to the Speech Language Pathologist Assistant.

Responsibilities and Essential Functions:

1. Assess students' communication skills (e.g., articulation, fluency, voice, expressive and receptive language, etc.) to identify communication disorders, to determine program eligibility, and to develop recommendations for treatment.
2. Collaborate with a variety of groups and/or individuals (e.g., parents, teachers, physicians, administration, maintenance personnel, team members, other professionals, etc.) to communicate information, to resolve issues and to provide services in compliance with established guidelines.
3. Coordinate meetings and processes for eligible students (e.g., testing/screening, IEPs, parent conferences, pre-referral staffing, etc.) to present evaluation results, develop treatment plans, and/or provide training to parents/students/staff.
4. Develop treatment plans, interventions and/or educational materials to minimize the adverse impact of communication disorders in compliance with regulatory requirements.
5. Instruct assigned support staff to provide information on communicative disorders, the use of assistive devices and feeding techniques and/or implementing prescribed treatment plans.
6. Instruct eligible students in the use of appropriate communication technologies (e.g., hearing aids, FM systems, augmentative communication devices, etc.) to minimize the adverse educational impact of communication disorders in accordance with established guidelines and legal requirements.
7. Interpret medical reports within the scope of Speech/Language Pathologist's experience and goals to provide information and/or to ensure that treatment/intervention plans are appropriate.
8. Maintain files and/or records (e.g., progress reports, activity logs, billing information, treatment plans, required documentation, quarterly reports, screening results, etc.) to ensure the use of available information as required for reference and/or compliance.
9. Participate in meetings, workshops, and seminars (e.g., training, IEPs, team meetings, etc.) for to convey and/or gather information.
10. Perform site visits at multiple work sites including home visits to provide therapy and assistance as required.
11. Prepare a wide variety of written materials (e.g., activity logs, correspondence, memos, treatment plans, Medicaid billings, reports, required documentation, etc.) to documenting activities, to provide written reference, and/or to convey information.

12. Provide speech and language therapy to students to minimize the adverse impact of speech and language disorders on student success.
13. Research resources and methods (e.g., intervention and treatment techniques, assessment tools and methods, community resources, etc.) to determine the appropriate approach for addressing students' needs.
14. Respond to inquiries (e.g. parents, teachers, staff, students, etc.) - providing information and/or referral as appropriate.
15. Transport supplies and equipment to a variety of sites to ensure the availability of items as needed.
16. Perform other related duties as assigned to ensure the efficient and effective functioning of the work unit.

Skills and Abilities Required:

Specific capacities and abilities may be required of an individual to learn or adequately perform a task or job duty.

1. **Intelligence:** The ability to understand instructions and underlying principles. Ability to reason and make judgments.
2. **Verbal:** Ability to understand meanings of words and the ideas associated with them.
3. **Numerical:** Ability to perform arithmetic operations quickly and accurately.
4. **Manual Dexterity:** The ability to move the hands easily and manipulate small objects with the fingers.
5. **Color Discrimination:** The ability to perceive or recognize similarities or differences in colors or shades or other values of the same color.
6. **Data Perception:** Ability to understand and interpret information presented in the form of graphs, charts or tables.

Physical Demands:

This job may require lifting of objects that exceed fifty (50) pounds, or the average weight of a child, if assigned to an elementary school, with frequent lifting and/or carrying of objects weighing up to twenty-five (25) pounds. Other physical demands that may be required are as follows:

1. Pushing and/or pulling
2. Climbing and/or balancing
3. Stooping, kneeling, crouching and/or crawling
4. Reaching, handling
5. Talking
6. Hearing
7. Seeing

Reports To: Building Principal, Special Education Supervisor

Disclaimer: The preceding job description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees in this job.