



# Mobile County PUBLIC SCHOOLS

## **Job Description Title – SPEECH LANGUAGE PATHOLOGIST**

**SUPERVISED BY/REPORTS TO:** Principal or his/her designee and/or the District Lead Speech Therapist Resource Teacher.

**FLSA Designation:** Exempt

### **JOB GOAL:**

- To provide appropriate services to communicatively disabled students (those with language, speech, or hearing disorders) in the school system.
- To provide consultative and collaborative services to teachers, parents, administrators, and staff to support academic achievement and school success for all students.

### **QUALIFICATIONS:**

1. Bachelor's degree in speech-language pathology or communication sciences and disorders (speech-language emphasis) with a minimum overall grade point average (GPA) of at least 2.75 on a 4.0 scale.
2. Master's degree preferred (master's degree level speech-language pathology program that was accredited by the Council on Academic Accreditation in Audiology and Speech-Language Pathology (CAA) of the American Speech-Language-Hearing Association (ASHA) at the time of program completion) (GPA) of at least 3.00 on a 4.0 scale, from an accredited college or university.
3. Possess and maintain certification as determined by the Alabama State Department of Education and the American Speech and Hearing Association (ASHA).
4. Ability to be punctual and maintain regular attendance.
5. Ability to meet the suitability criteria for employment and/or certification licensure under the Alabama Child Protection Act of 1999 and Act No. 2002-457.
6. Demonstrates proficiency in oral and written communication skills.
7. Knowledge to interpret assessment data, group students and develop methodologies and strategies conducive to individualized instructional needs.
8. Ability to identify and solve problems as a productive team member.
9. Ability to collaborate and communicate with administrators, teachers, parents, and other school system staff to ensure the effective implementation of IEPs for designated students.

## **PHYSICAL REQUIREMENTS:**

*The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.*

While performing the duties of this job:

The employee is regularly required to speak and listen. The employee is frequently required to walk, stand, sit, use hands for fine manipulation, handle or feel, and reach with hands and arms using a keyboard and video display terminal. The employee is occasionally required to stoop, kneel, or squat. The employee may regularly lift up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, ability to focus, and peripheral vision.

## **PERFORMANCE RESPONSIBILITIES AND ESSENTIAL DUTIES:**

1. Evaluates and diagnoses children with speech and language disorders and delays through the use of standardized tests.
2. Consults with principals and teachers regarding the arrangement of appropriate time schedules for children to be enrolled in therapy. Follows prepared work schedules for therapy and non-therapy activities. Adheres to established SLP building and location schedule (itinerant SLPs)
3. Implements therapy as directed for those children with communicative disorders and delays. Implements individualized education plans or designated curriculum.
4. Provides direct, researched based application of speech-language therapy strategies and intervention methods to identified students. Provides individual and/or group therapy as directed for children with language, speech, or hearing disorders and delays.
5. Refers students to other school personnel for special services. Refers students when necessary, to various community agencies and physicians.
6. Interacts in a professional manner with students and parents. Is available to students and parents for conferences. Communicates with parents. Participates as needed in IEP development, implementation, PST meetings and other meetings.
7. Maintains appropriate records regarding children's progress in therapy.
8. Provides consultative services to regular or special classroom teachers, curriculum specialists, and parents in order to give them information on communicative skills development, special materials, and procedures to be used in helping children develop appropriate communicative behaviors.
9. Maintains and submits reports, records, and correspondence in a timely and accurate manner. Maintains appropriate confidentiality regarding school/workplace matters. Maintains an accurate record of student attendance.
10. Demonstrates initiative in identifying potential problems and/or opportunities for improvement in areas of responsibility.
11. Works cooperatively and productively with supervisor(s) and other system staff to ensure the system's vision, goals and strategies are supported and implemented. Provides all pertinent data to all appropriate personnel within the designated time frame.

12. Engages in professional growth and demonstrates professional ethics. Keep abreast of new information, innovative ideas, current research, and techniques.
13. Assumes responsibility for supervising students in their care. Reports potential problems, unusual events, or work irregularities to appropriate administrative or supervisory personnel.
14. Responds to inquiries, requests, constructive feedback, concerns and/or complaints in a timely and positive manner.
15. Properly uses and cares for equipment and material resources of the school system and effectively supervises and monitors others in the care, maintenance, and use of tools, equipment, and inventory.
16. Demonstrates effective interpersonal relationships with others by effective collaboration skills to work as a productive team member.
17. Follows federal, state, and local policies, guidelines, and regulations in identifying and delivering services to speech and language disordered students. Adheres to school system rules, administrative procedures, local Board policies, and state, federal, and local regulations.
18. Reports absences and takes leave in accordance with Board policies and procedures.
19. Ability to use technology to communicate, to manage data, and to produce/submit required reports, correspondence, and/or other school-related information.
20. Performs any other job-related duties as assigned by the Principal and/or the Lead Speech Therapist.

## **EVALUATION**

Performance of this job will be evaluated annually in accordance with provisions of the Board's policy on Evaluation of Certified Employees.

## **TERMS OF EMPLOYMENT**

9-months (187 days) 7 hours per day usually Monday through Friday. Daily work and location schedule will be determined by the Lead Speech Therapist in the Division of Special Education or his/her designee. Work assignments and schedules are subject to change. At Will Employee subject to the Students First Act of 2011 and other applicable state and federal laws.

## **SALARY**

See current Salary Schedule on Human Resources Webpage.

This job description describes the general nature and level of work performed by employees assigned to this position. It is not intended to be an exhaustive list of all job goals, qualifications, and responsibilities and the employee may be required to perform other related duties as assigned. The Mobile County Board of Education Division of Human Resources reserves the right to amend the job description as needed, without notice.

THE MOBILE COUNTY PUBLIC SCHOOL SYSTEM IS AN EQUAL OPPORTUNITY EMPLOYER and does not discriminate based on age, race, color, sex, sexual orientation, religious preference, marital status, disability, national origin, or any other reason prohibited by state or federal law. Employees of the District are required to comply with the provisions of Title VII of the Civil Rights Act and Title IX of the 1972 Educational Amendments.