

**JOB DESCRIPTION**  
**Cumberland County School District**

**PHYSICAL THERAPIST**

**Purpose Statement**

The job of Physical Therapist was established for the purpose/s of assessing students' physical development level; providing appropriate treatment to meet individualized student objectives; identifying architectural barriers; providing recommendations for accessibility; providing direction to Physical Therapy Assistant(s) and providing recommendations for program development and student placement.

This job reports to Director of Special Education

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**Essential Functions**

- Assesses students' functional capabilities and/or classroom environment for the purpose of determining student's functional level and developing recommendations and/or curriculum access.
- Assesses students' gross motor and development skills (e.g. perceptual-motor, motor coordination, sensory development, muscle strength, etc.) for the purpose of determining their deficits and developing recommendations.
- Communicates with students, parents, teachers and/or other personnel for the purpose of evaluating situations, solving problems and/or resolving conflicts.
- Consults with students, parents and guardians for the purpose of enhancing student access and mobility in school and in school related activities / functions.
- Consults with teachers, parents, other personnel and/or outside professionals for the purpose of providing requested information, developing plans for services and/or making recommendations.
- Coordinates with the IEP team for the purpose of determining appropriate treatments, etc. to meet the needs of specific students and attends IEP Team Meetings when requested to be present.
- Develops treatment plans and interventions from the IEP for the purpose of remediating students' motor skill deficits and ensuring compliance with regulatory requirements.
- Identifies structural issues for the purpose of removing barriers for students with physical limitations and/or identifying appropriate adaptive equipment and/or devices.
- Instructs students and staff for the purpose of providing information on medical attributes, use of adaptive equipment and/or implementing plans for remediation of functional limitations.
- Participates in meetings, workshops and seminars when requested for the purpose of conveying and/or gathering information required to perform functions.
- Prepares a wide variety of written materials in compliance with State, Federal, and administrative regulations (e.g. IEP goals etc.) for the purpose of documenting activities, providing written reference, and/or conveying information.
- Provides services at multiple work sites for the purpose of providing direct therapy interventions and assistance as required.

- 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' functional goals.
- Screens students for the purpose of determining the need for further individualized assessment.
- Supervises physical therapist assistants for the purpose of monitoring performance, providing for professional growth and achieving overall objectives of school's curriculum as well as meeting the needs of students.
- Complies with all school, district, state, and federal guidelines and Cumberland County Board of Education policies.
- Transports supplies and equipment to a variety of sites for the purpose of ensuring the availability of items desired.
- Maintains a variety of records (confidential and non-confidential) and files for the purpose of enduring documentation for future reference in accordance with administrative and legal requirements.

## **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 equipment used in physical therapy strategies; preparing and maintaining accurate records; and adhering to safety practices.

KNOWLEDGE is required to review and interpret highly technical information, write technical materials, and/or speak persuasively to implement desired actions; and analyze situations to define issues and draw conclusions. Specific knowledge-based competencies required to satisfactorily perform the functions of the job include: stages of child development; current physical therapy treatment interventions; pertinent codes, policies, regulations and/or laws; principles of physical therapy; health standards and hazards; safety practices and procedures; and age appropriate activities.

ABILITY is required to schedule activities, meetings, and/or events; gather, collate, and/or classify data; and use job-related equipment. Flexibility is required to independently work with others in a wide variety of circumstances; work with data utilizing defined but different processes; and operate equipment using standardized methods. Ability is also required to work with a significant diversity of individuals and/or groups; work with data of widely varied types and/or purposes; and utilize a variety of job-related equipment. Independent problem solving is required to analyze issues and create action plans. Problem solving with data frequently requires independent interpretation of guidelines; and problem solving with equipment is significant. Specific ability-based competencies required to satisfactorily perform the functions of the job include: meeting deadlines; working as part of a team; working with detailed information; maintaining effective working relationships; translating therapy data into meaningful educational activities; communicating with diverse groups; and maintaining confidentiality.

### **Responsibility**

Responsibilities include: working under limited supervision using standardized practices and/or methods; directing other persons within a small work unit; and operating within a defined budget. Utilization of some 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: significant lifting, carrying, pushing, and/or pulling; some climbing and balancing; significant stooping, kneeling, crouching, and/or crawling; and significant fine finger dexterity. Generally the job requires 20% sitting, 30% walking, and 50% standing. The job is performed under conditions with exposure to risk of injury and/or illness.

**Experience** Job related experience with increasing levels of responsibility is desired.

**Education**

**Requirement**

**Certificates & Licenses**

Current State of Tennessee Physical Therapist License  
Valid Driver's License and Evidence of Insurability

**Clearances**

Criminal Justice Fingerprint/Background Clearance

**Continuing Educ./Training**

Maintain Licensure

**FLSA Status**

**Approval Date**

**Salary Grade**

\$100 per hour/contracted  
as needed.