



Job Description

Job Title: Speech/Language Pathologist

Location: Various

Reports to: Special Education Supervisor/Director

Type of Position: Full Time/Certified

Hours: Varies

Primary Function:

Speech/Language Pathologists evaluate and diagnose speech, language, communication, and swallowing disorders among students. This involves conducting screenings, administering standardized tests, and collaborating with teachers and parents to identify students' needs.

General Description:

- **Key Responsibilities:**
 - Conduct comprehensive evaluations to identify students in need of diagnostic evaluations.
 - Coordinates educational assessments in a timely fashion and follows procedures as outline by the Special Education Supervisor/Director. Meets all timelines and requirements.
 - Develop and implement individualized therapy plans to address identified speech and language disorders. Therapy may focus on articulation, language comprehension, fluency, and social communication skills.
 - Observes student confidentiality as outlined by FERPA.
 - Provides consultation to parents, teachers, and other school personnel.
- **IEP Development and Support**
 - Administers a variety of tests, selects tests appropriate to the student and interprets test data appropriately.

- Develops Individual Education Programs for children with communication disorders in coordination with parents and school personnel.
- Works in conjunction with the building principal or designee to schedule conferences, to implement conferences, and if appropriate, to develop individual educational programs.
- Develops complete individual educational programs at the case conference.
- Maintain accurate records of therapy sessions, monitor student progress, and adjust therapy plans as necessary to ensure effective outcomes.
- **Collaboration and Communication**
 - Works in cooperation with multidisciplinary team members as well as with case conference team members.
 - Works closely with teachers, parents, and administrators to offer insights on learning styles, behavior modification techniques, and strategies to support student success.
 - Communicates and consults with parents, teachers, related service personnel, and administrators.

Special Education Responsibilities:

- **Compliance and Knowledge:** Ensure all services and instruction align with state and federal regulations related to special education.
- **Special Education Management:** Attends case conferences as needed.
- **Individualized Education Plans (IEPs):** Collaborate with the special education team to develop, review, and implement IEP's for students with disabilities.
- **Professional Development:** Assists in planning and implementing in-service training for special education staff to improve instructional practices as requested.

Additional Responsibilities:

- **Attendance:** Maintains regular attendance and performs other duties as assigned by the Special Education Supervisor or the Director of Special Education to support special education initiatives.

Qualification Requirements:

To be successful in this role, an individual must be able to perform each essential function effectively. The following qualifications outline the necessary knowledge, skills, and abilities:

- **Educational Requirements:**

- Master's Degree in Speech Language Pathology or Communication Sciences and Disorders.
- Indiana Standards Board License as Speech-Language Pathologist
- Previous experience working with students with disabilities in an educational setting is preferred by not required.

- **Knowledge and Skills:**

- Strong understanding of current educational trends, curriculum, school improvement, and instructional practices.
- Comprehensive knowledge of the methods, materials, procedures, and practices in special education and other assigned areas.
- Ability to read, analyze, and interpret materials such as test documents, professional journals, and instructional guides.
- Effective communication skills, including the ability to write reports, present to various stakeholders, and engage with parents and faculty.
- Mathematical skills to perform and explain basic calculations and apply concepts such as ratios, percentages, and probabilities in practical contexts.
- A clear understanding of all Board Policy is required.

- **Analytical and Problem-Solving Abilities:**

- Ability to apply logical sequencing, establish priorities, and solve problems independently or in a team setting.
- Competency in evaluating tasks, using common sense understanding, and troubleshooting complex situations, especially in high-stress environments.

- **Technology and Physical Requirements:**

- Proficiency with computers and educational technology.
- Valid driver's license and ability to travel between buildings as necessary.
- Physical demands include sitting, standing, walking, stair navigation, using hand and foot controls, and lifting/moving up to 50 pounds as needed.
- Capable of handling educational materials, maintaining accurate vision, depth perception, and hearing for effective communication.
- The physical demands described are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

Terms of Employment:

- **Work Schedule:** 185 workdays per year.
- **Salary:** Salary and benefits are based on the Fringe Benefit document.