



Speech-Language Pathologist Job Description

TITLE: Speech-Language Pathologist

FLSA Class: Exempt

Date: March 2022

QUALIFICATIONS:

- Licensed as per Illinois State Board of Education requirements – PEL endorsed as Speech-Language Pathologist
- Maintain a license by Illinois Department of Financial and Professional Regulation
- Excellent interpersonal, communication, organizational and time management skills
- Possess a valid driver's license and maintains automotive insurance coverage as required by IL law

ESSENTIAL JOB FUNCTIONS – May include, but are not limited to, the following:

1. Demonstrates knowledge and skill in School-Based Speech-Language Pathology and a wide range of therapeutic approaches and practice as outlined by ASHA including the ability to assess, diagnose, treat, and help to prevent disorders related to speech, language, social and cognitive communication, voice, swallowing, and fluency;
2. Demonstrates knowledge of students and uses this information to design instruction;
3. Develops and implements Individual Education Plans that are measurable after analyzing and data to make recommendations regarding the need for speech/language services;
4. Demonstrates knowledge of resources in the school, district and community that increase student performance;
5. Designs speech-language therapy interventions with reasonable time allocations that are appropriate for grade and ability levels; provides service in the least restrictive environment;
6. Plans speech-language assessments that align with instructional outcomes and influence future goals; monitors and reports on student progress as required;
7. Creates an environment of respect and rapport with students;
8. Establishes a culture of learning with high expectations for students;
9. Efficiently manages therapeutic procedures, routines, transitions, and materials;
10. Establishes standards of conduct when working with students and responds to misbehavior appropriately;
11. Organizes physical space that is safe and accessible;
12. Communicates clearly with students utilizing a variety of modalities;
13. Implements therapeutic interventions that extend student performance and promote participation;
14. Engages students in therapeutic activities aligned with instructional outcomes;
15. Uses regular assessment and gathers additional information to determine progress and provide students with high quality feedback;
16. Demonstrates flexibility and responsiveness adapting instruction based on student response and modifying therapy schedule as needed;
17. Regularly reflects on practices making necessary adjustments to improve student performance;
18. Maintains accurate, timely and complete records related to students and Medicaid services; collects data for IEP development, progress updates, and to drive instruction;
19. Effectively collaborates with stakeholders taking an active role in problem solving and team dialogue;
20. Participates in the professional community maintaining positive relationships with colleagues, students and families and contributing to the school, teams, and committees;
21. Seeks targeted professional development, develops goals, shares and is responsive to feedback;
22. Displays professionalism, honesty, integrity, ethical practice and confidentiality; implements IEP services and requirements within legally mandated timelines; complies with the provisions of the IDEA; follows designated schedule, attendance policy and is punctual;
23. May be required to perform other tasks as assigned.

Employees in this position must be able to (a) sit for extended periods of time, (b) type/enter data into computer, (c) stand, walk, bend over, reach, push/pull up to 10 lbs., and lift/carry up to 25 lbs.

EXPECTATIONS:

Maintains a high level of ethical behavior and confidentiality of information about students;

Communicates effectively with staff, parents and students;

Displays fairness, patience, self-control, and impartiality with all stakeholders;

Demonstrates the ability to work effectively with others;

Engages in professional development activities;

Performs and completes duties within legally mandated timelines;

Adheres to designated work schedule;

Attends CPI trainings to maintain a valid certification;

Follows policies and procedures of Mid-State Special Education cooperative and the district(s)/ building(s) to which assigned;

Adheres to established rules, regulations, laws, and appropriate ethical standards.

SCHEDULING

The normal work hours for this position are 8:00 a.m. to 4:00 p.m.