



## Speech Language Pathologist

**FLSA Status:**

Exempt

**Qualifications:**

Demonstrated success in mediation & relationship building  
See certification requirements

**Certification and Licenses:**

Valid Missouri Certification and/or Certificate of Clinical Competence from the American Speech and Hearing Association (or approval from the State of Missouri). **Your certification will determine your placement in PSRS or PEERS retirement system.**

**Clearances:**

Criminal Justice  
Fingerprint/Background  
Clearance

**Salary Schedule:**

Certified

**Experience:**

Experience Preferred

**Reports to**

Executive Director of Pupil Services

**Terms of Employment**

Teacher contract days as determined by the Board of Education with benefits according to Board policy.

**Purpose Statement**

Improves the speech and/or language of students that have been identified as having speech and/or language disabilities that interfere with the child's ability to derive full benefit from the educational program.

**Essential Job Functions**

- Serves as a resource to school staff and families in the development of a balanced program for communication and speech-language development.
- Provides a therapeutic program to meet individual speech/language needs.
- Assists and guides teachers/parents in observing, describing, and referring suspected and/or identified speech-language problems.
- Provides a thorough assessment and diagnosis of articulation, voice, fluency, and language.
- Provides screening to specified grade levels at regular intervals to identify speech and/or language impaired children.
- Provides appropriate services for speech/language impaired children.
- Collaborates with school staff and parents to implement therapy strategies for the child's daily activities.
- Collaborates with IEP team members, evaluation team members, parents and general educators to provide intervention, services and support across school environments.
- Provides in-service education and serves as a consultant to teachers and school staff on topics concerning speech-language disabilities.
- Keep thorough ongoing records for the students receiving speech/language therapy.

- Maintains lists of students referred, screened, and eligible for service as well as a directory of outside agencies, consultants, specialist and related services.
- Compiles case history data on those students in speech-language therapy and shares the pertinent information with school staff.
- Assumes primary responsibility for requisitioning and maintaining needed materials, equipment and supplies.
- Assimilates all speech-language evaluation information, interprets the evaluation results and writes a cohesive report which discusses all speech-language needs of the student.
- Maintains required documentation regarding Medicaid billing.
- Consistent and regular attendance is an essential function of this position.
- Displays the ability to work to implement the vision and mission of the district.

### **Other Job Functions**

- Conferences with parents and school staff on a regular basis.
- Demonstrates professionalism and appropriate judgment in behavior, speech, dress, and appropriate professional manner for the work setting.
- Demonstrates effective human relations and communication skills.
- Adheres to good safety practices.
- Adheres to all district rules, regulations and policies.
- All other duties as required or assigned.

### **Skills, Knowledge and Abilities**

SKILLS are required to perform multiple, highly complex, technical tasks with a need to periodically 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 specialized equipment used in the treatment of communication disorders; operating standard office equipment including pertinent computer software; organization of records, data and time; and preparing and maintaining accurate records.

KNOWLEDGE is required to perform basic math, including calculations using fractions, percents, and/or ratios; 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: anatomy and physiology of speech and hearing mechanisms and disorders; principles and practices of speech and language therapy; and pertinent codes, policies, regulations and/or laws.

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 a variety of standardized methods. Ability is also required to work with a significant diversity of individuals and/or groups; work with data of varied types and/or purposes; and utilize 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: adapting to changing work priorities; communicating with diverse groups; utilizing specialized equipment in communication disorders; maintaining confidentiality; meeting deadlines and schedules; working as part of a team; working with detailed information/data; maintaining effective working relationships; and translating therapy data into meaningful educational activities.

### **Physical Demands**

The usual and customary methods of performing the job's functions require the following physical demands: some lifting, carrying, pushing, and/or pulling, some stooping, kneeling, crouching, and/or crawling and significant fine finger dexterity. Generally the job requires 50% sitting, 30% walking, and 20% standing. The job is performed under conditions with some exposure to risk of injury and/or illness.

### **Conditions and Environment**

Employee will be required to regularly work inside and outside, which may involve inclement weather including rain, snow and temperatures below freezing or in excess of 100 degrees. The noise level could be occasionally loud.