

## Natomas Unified School District

## Position Description

Position: Speech and Language Pathologist	FLSA: Exempt
Department: Student Services and Support	Salary Grade: Speech and Language Therapist Salary Schedule
Reports to: Director or Designee	

Job Descriptions are intended to present a descriptive list of the range of duties performed by employees in the class. Job Descriptions are not intended to reflect all duties performed within the job.

### **OVERALL OBJECTIVE AND SUMMARY**

Under the supervision of a Principal/Administrator or designee, plans and implements remedial programs, strategies and techniques for students with language, speech and hearing disabilities, monitor and evaluate student progress; consult with parents, faculty, administrators and specialists concerning the language, speech and hearing needs of students. Services may include consultation and direct therapy in all areas directly related to the certification and credential of a Speech and Language Pathologist in the schools. Duties may vary according to assignment.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES**

- Meet all legal, state, federal and District timelines for the IEP process and for service delivery to students
- Process teacher referrals, conduct screening programs, and/or in-depth language, speech, and hearing assessments to identify pupils
- Conduct screenings/assessments/evaluations/reevaluations of student abilities and needs
- Attend and serve as a member of the IEP team to determine eligibility of student for program
- Provide small group and one on one therapy in all areas related to the credential of a speech and language pathologist in schools, including but not limited to, articulation, fluency, voice, language, pragmatics, Assistive Technology (AT)/Augmentative Alternative Communication (AAC) services, etc.
- Establish appropriate instructional/learning environment for the student
- Develop a variety of instructional activities to meet the student's individual language, speech, and hearing goals/objectives which are based upon the IEP -- these goals may be implemented in the classroom, home, or community
- Maintain accurate and timely service records, including date and length of service and tracking progress toward goals
- Provide consultation services to staff and parents for intervention strategies to meet relevant IEP goals
- Prepare progress reports for individual students including prognosis and recommendation for continued language, speech, and hearing services
- Maintain written/oral communication with parents, staff, and other district personnel
- Serve as a resource/liaison with other community agencies and services

- Attend various school-related meetings
- Establish rapport with students receiving therapy/instruction
- Implement social pragmatic goals, consultation and intervention in the therapy setting, classroom and school site
- Assess and analyze student's overall communication performance to determine the cause of deficiencies
- Provides parent education related to student needs as needed
- Provide training and consultation with teachers and paraprofessionals regarding language, speech, and hearing needs of individual students
- Provide inservice training/consultation to staff and school district personnel
- Participate in professional development activities
- Perform other duties as assigned that support the overall objective of the position

## **QUALIFICATIONS**

### **Knowledge of:**

- Principles and techniques of language, speech, and hearing services with particular emphasis on the educational and psychological processes of teaching students with mild to severe language disabilities
- Behavioral management systems and current trends in educational methods for teaching language, speech, and hearing disabled students
- Principles and methods of recognizing, testing, and evaluating language, speech, and hearing disabled students
- Non-verbal communication techniques and AT/AAC systems, e.g., sign language, communication boards, computers, tactile boards
- Neuromuscular disabilities as related to communication and feeding
- Oral and written communication skills
- Correct English usage, grammar, spelling, punctuation and vocabulary
- Policies and objectives of assigned program and activities
- Interpersonal skills using tact, patience and courtesy

### **Ability to:**

- Plan and implement remedial programs, strategies and techniques for students with language, speech and hearing disabilities
- Monitor and evaluate student progress
- Consult with parents, faculty, administrators and specialists concerning the language, speech and hearing needs of students
- Communicate effectively both orally and in writing
- Establish and maintain cooperative and effective working relationships with others
- Prioritize and schedule work
- Plan and organize work
- Analyze situations accurately and adopt an effective course of action
- Operate standard office and classroom equipment, including a computer and assigned software
- Maintain records and prepare reports
- Maintain consistent, punctual and regular attendance

- Move hands and fingers to operate a computer keyboard
- Hear and speak to exchange information
- See to read a variety of materials

### **EDUCATION/EXPERIENCE**

Any combination equivalent to: Master's degree in speech pathology or audiology and two years experience working with children with language, speech and hearing disabilities

### **LICENSE AND CERTIFICATE**

- Valid California Clinical Rehabilitation Services Credential in language, speech and hearing or Specialist, Communicative Handicapped Credential required
- Valid California driver's license required
- Valid AT/AAC certification preferred