



TEACHER

SPECIAL EDUCATION SUPPORT (SPEECH PATHOLOGIST)

JOB DESCRIPTION

JOB TITLE:	Special Education Support Speech Pathologist	FLSA STATUS:	Exempt
REPORTS TO:	Director of Special Education	PAY GRADE:	TCH
LOCATION:	Assigned Building Director of Special Education	DAYS:	188 CALENDAR B 228 CALENDAR D
		JOB ID & DATE:	TCH-35 May, 2025

JOB PURPOSE SUMMARY

The School Speech-Language Pathologist provides vital support to students who require speech and language services in an educational setting. The School Speech-Language Pathologist's role is multifaceted, encompassing various responsibilities that contribute to the communication skills, academic success, and overall well-being of students. This position plays a pivotal role in fostering a positive and inclusive school environment that enables all students to reach their full potential.

Assessment Team

Conducts formal speech evaluations, develops reports, contributes to Individual Education Plan for students currently receiving or referred for special education services. Evaluations are to determine eligibility, planning, placement, or continuation of special education services specifically related to speech services.

REQUIREMENTS

Education Level Details

A master's degree in Speech-Language Pathology or a related field.

License / Certification Required

Colorado Special Services Provider license with a Speech-Language Pathologist endorsement

Work Experience Required

Experience in providing speech and language therapy services to students in an educational setting.

Other Skills and Abilities Required

Strong communication and interpersonal skills for collaboration with students, parents, teachers, and school staff.

Empathy, patience, and a strong commitment to promoting the well-being and academic success of students.

Knowledge of state and federal laws and regulations related to student services and support.

EVALUATION

Performance will be evaluated annually in accordance with provision of the Board's policy on evaluation of professional personnel.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Primary

- Conduct comprehensive speech and language assessments to identify students' communication disorders and needs.
- Utilize a variety of assessment tools and methods to gather data, ensuring compliance with state and federal regulations.
- Collaborate with teachers, parents, and school staff to understand and address students' specific speech and language challenges.
- Collaborate with special education teams and parents to contribute to the development of students' IEPs.
- Provide valuable input on speech and language goals, services, and strategies that align with students' individual needs.
- Support the IEP process through the provision of comprehensive assessment data.
- Develop and implement individualized therapeutic interventions to address speech and language disorders and challenges.
- Provide speech and language therapy sessions to support students in improving their communication skills.
- Collaborate with teachers and parents to ensure effective integration of therapy services into the educational environment.
- Work closely with teachers, special education teams, and school administrators to provide expertise and recommendations for effective support.
- Offer guidance and training to teachers and parents regarding strategies for managing and supporting students' speech and language development.
- Maintain meticulous and accurate records of assessment results, therapy sessions, interventions, and progress, ensuring compliance with state and federal regulations.
- Prepare comprehensive reports and documentation required for IEPs, school records, and effective communication with parents and guardians.

Student Growth and Development

- Showcase the academic performance of students.
- Conduct ongoing assessment of student achievement through formal and informal testing.
- Be a positive role model for students; support the mission of the school district.

Classroom Management and Organization

- Create classroom environments conducive to learning and appropriate for the physical, social, and emotional development of students.
- Manage student behavior in accordance with the Student Code of Conduct / student handbook.

- Take all necessary and reasonable precautions to protect students, equipment, materials, and facilities.

Communications

- Establish and maintain a professional relationship and open communication with parents, students, colleagues, and community members.

Professional Growth and Development

- Participate in staff development activities to improve job-related skills.
- Comply with the Colorado Department of Education, district, and school regulations and policies for classroom teachers.
- Attend and participate in faculty meetings and serve on staff committees as required.
- Assist in selecting books, equipment, and other instructional materials.
- Compile, maintain, and file all reports, records, and other documents required.

Policy, Reports and Law

- Comply with all applicable federal laws, including the Individuals with Disabilities Education Act (IDEA), Section 504 of the Rehabilitation Act, the Family Educational Rights and Privacy Act (FERPA), and other regulations governing K–12 public education and related services.
- Follow all Colorado state laws and regulations related to speech-language pathology, including licensure requirements through the Colorado Department of Education (CDE) and, if applicable, the Colorado Department of Regulatory Agencies (DORA).
- Adhere to the standards and expectations outlined in the Exceptional Children’s Educational Act (ECEA) and all relevant CDE guidelines for the provision of speech and language services.
- Comply with Adams 14 Board of Education policies and operational procedures related to assessment, student services, documentation, and professional conduct.
- Uphold all district and school-based procedures for service delivery, parent communication, data reporting, and participation in IEP meetings and school-based teams.
- Perform other duties as assigned by the building principal, Director of Special Services, or Superintendent of Schools.

ASSESSMENT TEAM SPECIFIC

- Conduct comprehensive speech and language assessments to identify students’ communication disorders and determine their needs.
- Utilize a variety of assessment tools and methods to gather valid, reliable data in alignment with federal and state regulations.
- Collaborate with teachers, parents, and other school staff to understand each student’s specific communication challenges and gather relevant background information.
- Participate as a member of the special education team to support the development and implementation of Individualized Education Plans (IEPs).

- Provide thorough and timely assessment data to inform eligibility decisions and goal development for IEPs.
- Develop individualized therapeutic goals and interventions to address identified speech and language needs.
- Prepare accurate and detailed reports and documentation as required for IEPs, eligibility determinations, and special education records.
- Assist in the selection and use of appropriate assessment tools, therapy materials, and equipment to support service delivery.

PHYSICAL REQUIREMENTS/WORKING CONDITIONS

The physical demands, work environment factors and mental functions described herein are representative of those that must be met by an employee to successfully perform the essential functions of this job.

Physical Demands: While performing the duties of this job, the employee is required to stand, climb or balance, stoop, kneel, crouch, and crawl. The employee must regularly lift and/or move up to 40 pounds.

Work Environment: While performing the duties of this job, the employee will work primarily in a usual office or school environment including classrooms, cafeterias, hallways, playgrounds, gyms, and other spaces accessible to students. The Employee may be required to work from a remote location in the event of a district shut-down or other event.

Mental Functions: While performing the duties of this job, the employee is regularly required to communicate, compare, analyze, coordinate, instruct, evaluate, and use interpersonal skills. Occasionally required to compile, copy, compute and negotiate.

TRANSPARENCY IN PAY AND BENEFITS

Adams 14 is committed to transparency in compensation and benefits and complies with Colorado's Equal Pay for Equal Work Act. We offer a competitive and comprehensive benefits package designed to support the health, financial security, and well-being of our employees.

Compensation for this position is **\$64,501 to \$121,414** per year (2025-2026), based on verified experience and qualifications, and aligned with the Adams 14 salary schedule. This position is scheduled for **188** work days annually. Additional compensation opportunities may be available through stipends or supplemental assignments, depending on job responsibilities.

Benefits include: Paid Time Off (PTO), Medical, dental, and vision insurance plans, District contributions to Health Savings Accounts (HSA), Flexible Spending Accounts (FSA), Employee Assistance Program (EAP) with free and confidential support services, Wellness and preventive care programs. Voluntary coverage options for life insurance, accidental death and dismemberment (AD&D), critical illness, cancer care, legal assistance, and accident insurance are available for all full-time staff.

Retirement and voluntary benefits include: Membership in the Colorado Public Employees' Retirement Association (PERA) and optional retirement savings plans including 403(b) and 457(b).

For more detailed information, please review the Adams 14 Employee Benefits Guide, available on the District website

Employee Printed Name: _____ Employee ID Number: _____
Signature: _____ Date: _____