

Duquesne City School District

300 Kennedy Avenue ◦ Duquesne, Pennsylvania 15110 ◦ Administrative Office Phone: 412-466-5300 ◦ Fax: 412-466-7599

Duquesne K – 8 School Office Phone: 412-466-9600 ◦ Fax: 412-469-3625

Speech Language Pathologist, K – 8 [Part-Time]

Job Description Summary

Speech Language Pathologists (SLPs) are key members of the student support team. At the direction of the Director of Special Education, the Speech Language Pathologist will evaluate, diagnose and provide interventions for students with speech, language, voice, and fluency disorders. In collaboration with other regular and special education teachers, the SLP will provide comprehensive support for students with diagnosed disorders.

Job Requirements

- Bachelor's degree required, higher degree preferred.
- Valid Pennsylvania Speech and Language Impairment PK – 12 or comparable certification required.
- Current child abuse (Act 33/34), state (Act 34) and federal clearances (Act 114) required.
- First Aid / AED / CPR certification required.
- Professional knowledge of the theories, terminology, principles, and techniques of Speech Language Pathology practices in pediatric, adolescent, and young adult growth and development, neurological disabilities, behavioral management, and psycho-social aspects of youth with mental and physical disabilities required.
- Experience with and able to determine the approach to organize and prioritize therapy activities and program related documentation and reporting.
- Able to listen to others and remain receptive to new ideas.
- Able to respond to criticism in an appropriate manner and develop constructive outcomes.
- Effectively manage time, be organized and able to prioritize work.
- Strong interpersonal, organizational and excellent written and verbal communication skills. Demonstrated experience in collaborating and communicating with internal and external groups (school administration and staff, community organizations, and parents) and developing effective working relationships.
- Demonstrated knowledge and application of communication techniques and technologies for job-related responsibilities.
- Able to work independently, take initiative, be flexible, and able to work in a fast-paced environment and manage competing tasks, deadlines, requirements, and decisions.

Essential Responsibilities

- Under the direction of the Director of Special Education Services and Building Principals, provide speech language interventions and supports to students that have been identified as needing SLP support services.
- Provide services for students with speech and language disabilities in the areas of: language, articulation, fluency, voice, oral motor, phonological, alphabetic principle-phonics, social language disorders, and other appropriate areas.
- Participate in all pre-referral and referral procedures as required. Perform screenings to identify students with speech disabilities; assess and diagnose speech and language impairment(s).
- Conduct comprehensive speech and language evaluations and reevaluations in accordance with IDEIA and Pennsylvania Chapter 14 regulations.
- Serve as a resource to staff members in the development of a program for speech improvement.
- Develop, implement and monitor Individualized Education Programs (IEPs) for students with a primary eligibility of Speech or Language Impairment.
- Develop a plan of care for eligible students, which may include specific instructions to students, parents, teachers, and other classroom support staff. Re-evaluate short-term objectives and create new ones as needed.
- Utilize standardized instruments, clinical judgment, and teach-parent input to screen, evaluate, and reassess students' needs.

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- Implement plan of care with specific instructions to students, parents, teachers and other classroom support professionals.
- Communicate effectively, both orally and in writing, with other professionals, students, parents, and community agencies.
- Provide families, employees, and other professionals with consultation and instruction in therapy techniques to establish carry-over into daily activities, which ultimately would affect students' performance in the academic and community settings.
- Collaborate with teachers, parents, and other IEP committee members to ensure that students' needs are being met.
- Provide therapeutic intervention for Speech and Language Communication Disorders.
- Attend and participate in IEP meetings and other student-related conferences as determined necessary.
- Provide direct speech therapy using materials specific to the communication disorder(s).
- Provide functional suggestions to teachers and parents regarding the student's therapy program.
- Provide for student services as recommended in the IEP.
- Identify appropriate materials and equipment to provide services.
- Establish schedules for Speech support sessions.
- Request diagnostic and/or therapeutic assistance from the Director of Special Education Services as needed.
- Establish and maintain effective and efficient record keeping procedures.
- Maintain accurate daily records and data collection to document students' attendance, progress, including state and/or federal requirements.
- Maintain accurate and timely documentation of speech-language services rendered to eligible students and submit claims through the Pennsylvania ACCESS program for reimbursement via Medical Assistance.
- Ensure that student growth / achievement is continuous and appropriate for age groups and student program classification. Establish and maintain a positive collaborative relationship with students' families to enhance this approach.
- Assist in making referrals to outside agencies and specialists as needed.
- Serve as a resource for staff, administrators, parents and community members for concerns relating to Speech Language therapeutic supports.

Additional Responsibilities

- Maintain strict confidentiality concerning student records in compliance with FERPA.
- Recognize overt indicators of student distress or abuse and take appropriate intervention, referral, or reporting action concerning services.
- Participate in the business and professional activities of the faculty.
- Provide support to students during unstructured times such as arrival, lunch, recess, and dismissal.
- Participate in ongoing professional development related to job responsibilities and maintaining expertise in the field. Maintain knowledge of current trends and best practices in the area of Speech Language Pathology.
- Maintain personal professional growth by taking part in staff development, actively seek and develop effective approaches through the application of best practices.
- Attend all faculty meetings called by the Building Principal, Superintendent or designee before, during, or after school, unless excused by the person calling the meeting prior to the time of the meeting.
- Execute the Board and Administrative policies within the school and community.
- Perform duties as assigned periodically by the Building Principal, Assistant Principal, Director of Special Education Services, and / or Superintendent / Designee in conjunction with all Speech Language Pathologist duties and/or for the protection of the health and welfare of all students.
- All other duties as assigned by the Director of Special Education Services or Designee.

Reporting

Reports directly to the Director of Special Education Services

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Terms of Employment

- Salary, work schedule, evaluation and other conditions of employment are in accordance with the current Duquesne Education Association (DEA) Collective Bargaining Agreement.
- This is a part-time position, dependent upon student needs and adequate District funding.

Physical Demands

This position requires frequent standing and / or sitting, and the ability to maneuver around a multi-level facility. The employee will be required to operate various computer / technical systems for data entry and to demonstrate technological aspects of this position as described above. This position requires moderate physical effort and is subject to Occupational Health and Safety risks. Other physical demands of this position include:

- Able to sit and / or stand for extended periods of time.
- Lifting, carrying, pushing, pulling up to 30 pounds.
- Kneeling, crouching, bending, and reaching to retrieve and handle materials and supplies.
- Manual hand / finger dexterity.
- Speak clearly and distinctly when communicating.
- Hear clearly.
- Adequate vision to perform duties.

Work Environment

Employees of the Duquesne City School District engage in the important and fulfilling enterprise of educating students in the City of Duquesne. Employees must believe in, value and be committed to the educability of all; must promote the school district vision of high standards of learning and academic rigor, continuous school improvement, and the inclusion of all members of the school community; must be willing to work in high stress environment while maintaining the energy necessary to meet the responsibilities and expectations of the position. A sample of specific elements associated with the work environment of this position includes:

- Moderate to frequent traversing through a multi-level facility.
- Exposure to a variety of childhood and adult diseases and illnesses.
- Occasional exposure to a variety of weather conditions.
- Frequently required to work at a fast pace.
- Comfort with ambiguity.
- Requires considerable concentration and creativity.
- Able to adjust daily work plans and work hours to be highly responsive to school needs.
- Subject to stress caused by a changing environment, diversity in the organization, tight deadlines and work load, but must be able to maintain work / life balance amidst intense work demands.

ADA

The Duquesne City School District will make reasonable accommodation in compliance with the American with Disabilities Act of 1990. This job description will be reviewed periodically as duties and responsibilities change with business necessity. Essential and marginal job functions are subject to modification.

Additional Information

The Duquesne City School District (DCSD) does not discriminate on the basis of race, color, national origin, sex, sexual orientation, physical / mental disability or age in its programs, activities, career and technical education programs or employment and provides equal access to all designated youth groups. It is the policy of the Duquesne City School District to make all services, programs and activities available and to provide reasonable accommodations to persons with disabilities. Please make requests for accommodations at least 72 hours before the scheduled event. For more information

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regarding accommodations, civil rights grievance procedures, please contact: DCSD Administration and Business Office, 300 Kennedy Avenue, Duquesne, PA 15110 or 412-466-5300, extension 7006.

Note: The above description is illustrative of tasks and responsibilities. It is not meant to be all inclusive of every task or responsibility. This job description is subject to change as determined by the Superintendent of Schools.

Speech Language Pathologist, K – 8 (part-time)

Signature

Date