

SPEECH AND LANGUAGE PATHOLOGIST

DEFINITION

Under direction, provides educationally related speech and language services for children and young adults with communicative disorders; conducts assessments and provides recommendations; provides and recommends support services and resources; adheres to special education law and scope of practice and advocates on behalf of students; and performs related duties as assigned.

SUPERVISION RECEIVED AND EXERCISED

Receives direction from assigned supervisory or management personnel. Exercises no direct supervision over staff.

CLASS CHARACTERISTICS

This journey-level classification is responsible for independently performing professional duties providing speech and language services for children and young adults with communicative disorders. Positions at this level exercise judgment and initiative in their assigned tasks, receive only occasional instruction or assistance as new or unusual situations arise and are fully aware of the operating procedures and policies of the work unit.

EXAMPLES OF TYPICAL JOB FUNCTIONS (Illustrative Only)

Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.

- Processes student referrals and completes the assessment process to identify students with communicative and speech disorders through screening and testing.
- Makes recommendations and implements a specialized speech and language program to students with severe communication needs.
- Prepares, monitors and documents progress on the goals and objectives for students receiving services.
- Provides instruction and services to students in an individualized and/or group setting to express their needs through communication system appropriate to their functional level.
- Maintains a collaborative working relationship and provide technical expertise to school staff, families, administration and outside agencies.
- Provides training and support to classroom staff to incorporate language and communication goals throughout the school day.
- Works collaboratively with classroom staff to implement Individual Education Plan (IEP) goals and objectives throughout the school day.
- Participates as a member of the IEP team serving the needs of students and their families; assists, implements, and participates in the development of IEPs and Individualized Family Service Plans (IFSP) for eligible students; prepares Present Levels of Performance, Annual Goals and Short-Term Objectives for review at IEP Team meetings; adheres to IEP/IFSP timelines and legal requirements.
- Maintains strict student and parent confidentiality.
- Attends and participates in a variety of meetings, committees, conferences, in-services and/or special events.

- Stays current with methodology, technology, laws and regulations, and best practices regarding deaf and hard of hearing services in the learning environment.
- Performs related duties as required.

QUALIFICATIONS

Education and Experience:

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Education:

- Equivalent to a master's degree from an accredited college or university with major coursework in speech and language pathology.

Licenses and Certifications:

- Possession of a valid California Speech-Language Pathology Services Credential.
- Possession of, or acquisition of, a Speech-Language Pathology license from the California Speech-Language Pathology & Audiology & Hearing Aid Dispensers Board.
- This position may require employees to travel; employees must be able get themselves to different locations during their workday and will be responsible for ensuring that they can timely move between locations during their workday either via driving themselves with a valid driver's license or using other modes of transportation.

Knowledge of:

- Speech and communicative disorders in order to identify student eligibility and required services.
- Screening tools and informal assessment procedures used to identify communication disorders.
- Current medical terminology, equipment and techniques.
- Child growth, development and behavioral characteristics, including speech and language.
- Principles, practices, procedures, and techniques involved in providing speech and language therapy.
- Remediation strategies to enhance student speech, language, and articulation skills.
- IEP procedures and requirements.
- Applicable federal, state, and local laws, codes, and regulations as well as industry standards and best practices pertinent to the assigned area of responsibility.
- Techniques for providing a high level of customer service by effectively dealing with the public, vendors, contractors, and Office staff.
- The structure and content of the English language, including the meaning and spelling of words, rules of composition, and grammar.
- Modern equipment and communication tools used for business functions and program, project, and task coordination, including computers and software programs relevant to work performed.

Ability to:

- Deliver speech and language therapy services.
- Assist students in developing speech, language and social skills.
- Observe and accurately record client behavior, performance, and progress during therapy sessions.
- Assist in the development of instructional materials and therapy tools.
- Adapt therapy activities to meet the individual needs of students with diverse backgrounds and abilities.
- Organize and maintain accurate files and records.
- Understand, interpret, and apply all pertinent regulations, policies and procedures, and standards relevant to work performed.

- Prepare clear and concise reports, correspondence, documentation, and other written materials.
- Use tact, initiative, prudence, and independent judgment within general policy and procedural guidelines.
- Independently organize work, set priorities, meet critical deadlines, and follow-up on assignments.
- Communicate clearly and concisely, both orally and in writing, using appropriate English grammar and syntax.
- Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.
- Effectively use computer systems, software applications relevant to work performed, and modern business equipment to perform a variety of work tasks.

PHYSICAL DEMANDS

Must possess mobility to work in a standard office or classroom setting and use standard office equipment, including a computer; vision to read printed materials and a computer screen; and hearing and speech to communicate in person and over the telephone. This is primarily a classroom classification including standing in work areas and walking between work areas required. Finger dexterity is needed to access, enter, and retrieve data using a computer keyboard or calculator and to operate standard office and classroom equipment. Positions in this classification frequently bend, stoop, kneel, reach, push, and pull. Employees must possess the ability to lift, carry, push, and pull materials and objects up to 50 pounds with the use of proper equipment.

ENVIRONMENTAL CONDITIONS

Employees work in an office, classroom, and outdoor environment with moderate to loud noise levels, cold and/or hot temperatures, and exposure to blood and body fluids while providing personal assistance to student(s) with daily activities and rendering First Aid and CPR. Employees interact with clients with behavioral disorders/erratic and assaultive behavior, including those which require emergency crisis intervention. Employees may interact with upset staff and/or public and private representatives in interpreting and enforcing departmental policies and procedures.