BISMARCK PUBLIC SCHOOLS
Job Description

"Together, our strong relationships build inclusive, collaborative, and innovative environments that create agency and inspire a passion for learning, excellence, and discovery."

"Empower every learner to *thrive*."

Speech Language Pathologist

Purpose Statement
The Speech Language Pathologist (SLP) is responsible for evaluating and providing direct services to students with speech and language disorders. This role requires strong written and verbal communication skills and the ability to work collaboratively in a team setting. The SLP assesses the speech and language skills of school-age children and designs and implements services that support the general education curriculum.

Supervisory Relationship
Reports to: Special Education Director

Essential Functions:
- **Conduct Assessments:** Perform formal and informal assessments of students' speech and language development to identify disorders and determine appropriate interventions.
- **IEP Process Participation:** Provide speech and language services as directed through the Individualized Education Program (IEP) process, including the development and implementation of IEP goals.
- **Service Delivery:** Design and implement direct speech and language services to address identified impairments, ensuring alignment with the general education curriculum.
- **Collaborate with Teams:** Work collaboratively with school teams, including teachers, special education staff, and parents, to support student progress and address speech and language needs.
- **Develop Treatment Plans:** Create and implement individualized treatment plans that address specific speech and language goals for each student.
- **Monitor Progress:** Regularly assess and document student progress toward speech and language goals and adjust treatment plans as necessary.
- **Use Technology:** Utilize assistive technology and augmentative communication devices as appropriate to support student communication needs.
- **Provide Training:** Offer training and support to teachers, paraprofessionals, and parents on strategies to support speech and language development.
- **Classroom Support:** Assist classroom teachers in integrating speech and language development strategies into daily instruction.
- **Consultation:** Provide expert consultation to school staff on speech and language issues and recommend interventions and modifications.
- **Professional Development:** Participate in ongoing professional development to stay current with best practices in speech and language pathology.
- **Communication:** Communicate effectively with parents, guardians, and other stakeholders regarding student progress, assessment results, and recommended interventions.
- **Adhere to School Policies:** Follow school policies and procedures.
- **Attendance:** This position requires prompt and consistent attendance.
- **Perform Other Duties:** Perform additional duties as assigned to support the effective operation of the work unit.

Job Requirements: Minimum Qualifications

Skills
- Strong written and verbal communication skills.
- Proficiency in conducting speech and language assessments.
- Ability to design and implement effective speech and language interventions.
- Strong collaboration and teamwork abilities.

Knowledge

- Understanding of speech and language development in children.
- Familiarity with the IEP process and special education regulations.
- Knowledge of evidence-based practices in speech and language therapy.

Abilities

- Work effectively with a diverse group of students, staff, and parents.
- Adapt to changing work priorities and maintain confidentiality.
- Manage multiple tasks and maintain detailed records.

Responsibility

Work under the direction of the Special Education Director. Provide speech and language services that conform to established guidelines. Collaborate with school teams to support student success.

Work Environment

Primarily indoor work in a school setting. Ability to perform job functions that require standing, walking, and sitting for extended periods. Some lifting, carrying, pushing, and pulling may be required.

Experience

Job-related experience with increasing levels of responsibility is preferred

Education

Master's degree in Speech Language Pathology

Certificates and Licenses

Valid North Dakota teaching license or the ability to obtain one
Licensed by the North Dakota State Board of Examiners

Continuing Education/Training

Maintain Certificates and/or Licenses

Clearances

Criminal Justice Fingerprint/Background Clearance

FLSA Status

Exempt

Salary Grade

Teacher Salary Schedule

The Bismarck Public School District does not discriminate on the basis of race, color, religion, national origin, ancestry, sex, disability, age, or other status protected by law in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. BPS administrative policy AAC (Nondiscrimination and Anti-Harassment) and regulations AAC-AR1 (Discrimination and Harassment Grievance Procedure) and AAC-AR2 (Title IX Sexual Harassment Grievance Procedure) may be reviewed online at https://www.bismarckschools.org/school-board/district-administrative-policies. The following person has been designated to handle inquiries regarding the non-discrimination policies and grievance procedures: Stacey Geiger, Human Resource Director/Title IX Coordinator/Section 504 Coordinator 128 Soo Line Drive, Bismarck, ND 58501 Telephone number: (701) 323-4070.