

Speech and Language Pathologist

Reports to: Supervisor of Special Education

FLSA Status: Exempt

GENERAL DEFINITION OF WORK:

Responsible for diagnosing speech and language disorders and for providing professional services to students through assessment, planning, goal development and provision of appropriate intervention services designed to enable students to access the general education curriculum.

ESSENTIAL FUNCTIONS:

- Maintains a working knowledge of Response to Intervention and participating as assigned with the school team to plan and implement interventions at all tier levels according to student need;
- Assesses, screens, and evaluates students and effectively shares results with parents and educational staff, and participates in the eligibility determination process in accordance with state and school division requirements and best practice;
- Develops and implements Individual Education Plans (IEPs) for students with Speech/Language Impairment and assists with IEPs for students with speech/language as a related service, on an annual basis or according to requirements;
- Addresses all components of the IEP;
- Addresses appropriate Present Level of Performance;
- Develops goals and objectives for the IEP;
- Sends home quarterly progress reports;
- Responsible for hearing screenings according to state regulations and school division policy;
- Complies with all Medicaid requirements for school-based claiming, including obtaining written Medicaid consent from parents of all students served and timely filing of claims that meet Medicaid standards;
- Demonstrates knowledge of child growth and development and individual student needs by providing relevant instruction according to the IEP, Personalized Learning Plan, and educational best practices;
- Meets and instructs students in the locations and at the time designated using materials, instructional techniques, and resources in accordance with school division curriculum, special education policies and procedures, and recommended best practices;
- Provides consultative services for school staff by sharing and demonstrating specific techniques and working with school teams to facilitate relevant and consistent interventions for targeted students;
- Establishes a system of documentation that is measurable, accountable, and that conforms to state and school division policy;

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- Maintains records and information concerning individual students in the prescribed confidential manner and using the records and information only for the purposes for which they are maintained, according to FERPA guidelines;
- Attends meetings and staff development as requested by the principal and Department of Special Education;
- Arranges for purchase of necessary instructional supplies for speech and language services and maintains an inventory of supplies;
- Establishes and maintains cooperative professional relationships with administrative and school staff;
- Models non-discriminatory practices in all activities;
- Complies with and supports school and division regulations and policies;
- Performs related duties as assigned by the administration in accordance with school division policies and procedures.

KNOWLEDGE, SKILLS AND ABILITIES

Candidate must possess the ability to work cooperatively with others in a positive manner; possess the ability to communicate and develop effective working relationships with students, parents, administrators, teachers, and staff.

EDUCATION AND EXPERIENCE:

Candidate must be a graduate of an accredited college or university and possess or be eligible to acquire appropriate license(s) and/or endorsement(s) for position as required by the Commonwealth of Virginia and School Board. Must be eligible to participate in school-based Medicaid claiming.

PHYSICAL CONDITIONS AND NATURE OF WORK CONTACTS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Duties performed typically in school settings to include: classrooms and other school facilities. Frequent walking, standing, sitting, stooping, lifting, up to approximately 10 pounds and occasional lifting of equipment and/or materials weighing up to approximately 25 pounds may be required. Other limited physical activities may be required. Vocal communication is required for expressing or exchanging ideas by means of the spoken word; hearing is required to perceive information at normal spoken word levels; visual acuity is required for preparing and analyzing written or computer data, determining the accuracy and thoroughness of work, and observing general surroundings and activities; the worker is subject to

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noise and hazards. Occasional attendance to building-level meetings and division wide meetings and training activities may be necessary. Regular contact with other staff members and administrators is required. Contact with parents and medical professional may be required.

EVALUATION:

Performance on this job will be evaluated in accordance with school board policy and administrative regulations on evaluation of personnel.