



Job Title: Speech-Language Pathologist Level I & II
Department: Special Education
Reports To: Director of Special Education
FLSA Status: Exempt
Salary Schedule: ES (see Salary Schedule Assignment section)

SUMMARY

The Speech-Language Pathologists sets up a diagnostic procedure for a speech and hearing evaluation to determine the type of problem and the extent of the involvement. A method of remediation is planned after the problem has been determined. These methods are planned to meet the separate needs of each child.

ESSENTIAL DUTIES AND RESPONSIBILITIES *may include the following. Regular, reliable worksite attendance and timeliness is an essential job function to perform the essential duties and responsibilities of the position. While this job description attempts to outline all essential duties of the position, the description is not a contract and the job functions are subject to change at the organization's discretion. Other duties may be assigned.*

Directs educational management for individuals with disorders of language, speech and hearing at their assigned locations. This includes collecting, interpreting, and sharing regular progress data with parents/students and other district stakeholders for the purpose of district reports and follow-through on IEP goals.

Provides speech, language, and hearing services for the child whose speech or hearing falls below the established levels of normalcy for the age of the child (See WCSD SLP Guidelines).

Conducts child find activities and, based on eligibility team determinations, recommends appropriate diagnostic/instructional services for individuals having communicative disorders.

Accountable for student outcomes, data-based decision making, including gathering and interpreting data for overall program evaluation.

Responsible for meeting Federal, State, and local mandates on policies in the performance of their duties (IEP Development, Verification for Medicaid Reimbursement, etc.).

Engages families in planning, decision-making, and program implementation. Plans with teachers and other staff members for implementation of instructional strategies to meet the needs of an individual with a communicative disorder.

Develops and implements a minimal hearing testing program for testing all pupils every other year; Grades K, 1, 3, 5, 7, 9, and all students who have an IEP will be tested each year.

Participates in monthly SLP meetings (and other professional growth activities as assigned) for maintenance of standards and evaluation of the Speech-Language services.

SUPERVISORY RESPONSIBILITIES

This position has direct supervision over the Speech-Language Assistants/Paraprofessionals.

KNOWLEDGE, SKILLS, ABILITIES, AND QUALIFICATIONS *To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Must demonstrate an acceptable level of maturity, good judgment, and emotional stability.*

Must have a sound understanding of the field and stay current with standards of practice, evaluation methods, tools and research associated with the speech-language specialty.

Ability to read, write, and communicate effectively in English at a level required for successful job performance. Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, or governmental regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information and respond to questions from management, public groups, and/or the WCSD School Board.

Ability to work with applicable mathematical concepts. Ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations. Ability to perform mathematical operations using units of American money.

Ability to apply common sense understanding to carry out essential duties of this position. Ability to carry out instructions furnished in written, oral, or diagram form. Ability to troubleshoot and solve problems involving concrete variables situations. Ability to define problems, collect data, establish facts, and draw valid conclusions.

EDUCATION and/or EXPERIENCE

Must have a Master's Degree (M.A., M.Ed., M.S) in Speech Language Pathology from an accredited university or college. Consideration will be given to highly qualified Clinical Fellow Year (CFY) candidates.

CERTIFICATES, LICENSES, REGISTRATIONS

Active Utah Speech-Language Pathologist License or a Communication Disorders License with a Speech-Language Pathology Endorsement. CFY candidates must qualify for a temporary Utah SLP License during clinical fellowship.

PHYSICAL DEMANDS *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.*

While performing the duties of this job, the employee is regularly required to use hands to handle, or feel, and talk or hear. The employee frequently is required to stand, walk, and reach with hands and arms. The employee is occasionally required to sit; climb or balance; stoop, kneel, crouch, or crawl; and taste or smell. The employee must regularly lift and/or move up to 10 pounds and occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and ability to adjust focus.

WORK ENVIRONMENT *The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

While performing the duties of this job, the employee occasionally works in outside weather conditions. The noise level in the work environment is usually moderate.

Speech-Language Pathologist (SLP) Salary Schedule Assignment

Reclassified effective July 1, 2017

SLP Level I (ES lane 04)

Speech-Language Pathologist’s (SLP Level I) who must complete their clinical fellowship year and have not completed one year of work experience as a SLP after completion of a graduate level university SLP program and issuance of the Utah SLP License, will be assigned to the lane 4 of the ES salary schedule. The SLP Level I require supervision by an approved Mentor SLP for a minimum of 25% of their first year of employment after graduation. The SLP Level I may be eligible for advancement to lane 5 after completion of one year of work experience.

SLP Level II (ES lane 05)

Speech-Language Pathologist’s (SLP Level II) with a minimum of one year of work experience as a SLP after completion of a graduate level university SLP program and issuance of the Utah SLP License, will be assigned to the lane 5 of the ES salary schedule.

Prepared By: Director of Special Education		Date: 8/19/2005
Approved By: Executive Director, Human Resources		Date: 8/19/2005
<input type="checkbox"/> Review <input checked="" type="checkbox"/> Revised	By: HR Position Management Specialist	Date: 11/25/2013
<input type="checkbox"/> Review <input checked="" type="checkbox"/> Revised	By: HR Position Management Specialist	Date: 4/9/2015
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EMPLOYEE ACKNOWLEDGEMENT OF RECEIPT:

By signing below, I acknowledge that I have received a district approved position description for my current position. I understand it is my responsibility to review the position description and direct any questions regarding the position description to my department supervisor or the Human Resources Department.

Print Name:	Date:
Employee Signature:	