

SOUTH SIOUX CITY COMMUNITY SCHOOLS

SPEECH LANGUAGE PATHOLOGIST

Reports to:	Student Services Director and Building Principals
Classification:	Certified
FLSA Status:	Exempt
Terms of Employment:	Days according to school calendar as approved by board policy
Evaluation:	Performance in this position will be evaluated regularly by the supervisor and in accordance with Board Policy
Compensation:	Reviewed and established annually by the Board of Education

JOB REQUIREMENTS

- Being pleasant with others on the job and displaying a good-natured, cooperative attitude.
- Reliable, responsible, and dependable and fulfilling obligations.
- Honest and ethical.
- Maintaining composure, keeping emotions in check, controlling anger, and avoiding aggressive behavior, even in very difficult situations.
- Accepting criticism and dealing calmly and effectively with high stress situations.
- Developing one's own ways of doing things, guiding oneself with little or no supervision, and depending on oneself to get things done.

WORKING CONDITIONS

- Inside; some classrooms and areas are not air conditioned.
- Outside for activities and student supervision.
- In private homes, preschools, daycares, and other facilities, as needed or required to provide therapy services.

PERFORMANCE RESPONSIBILITIES

- Assess and treat students with speech, language, voice, and fluency disorders. May select alternative communication systems and teach their use. May perform research related to speech and language problems.
- Provide for the reasonable care and safety of students under the Speech Language Pathologist's supervision.
- Participate in team meetings for the identification of students with disabilities (MDTs) and the development of IEPs and 504 Plans and implement provisions of IEPs and 504 Plan accommodations for students.
- Develop and maintain a positive rapport with students and parents.
- Develop and maintain a positive and professional working relationship with other staff and administration.
- Maintain confidentiality of information concerning colleagues, students, and parents in accordance with law and District rules.
- Maintain confidentiality of information concerning staff, students, and parents in accordance with law and District rules.
- Adhere to the code of ethics of the District and Nebraska Department of Education (NDE Rule 27). The Speech Language Pathologist must serve as a positive role model for staff and students.
- Evaluate hearing and speech/language test results and medical or background information to diagnose and plan services for speech, language, fluency, voice, and other speech language disorders.
- Administer hearing or speech and language evaluations, tests, or examinations to students to collect information on type and degree of impairments, using written and oral tests and special instruments.
- Record information on the initial evaluation, treatment, progress, and discharge of students.

- Develop and implement treatment plans for problems such as stuttering, delayed language, inappropriate pitch or harsh voice problems, and other speech language disorders, based on own assessments and recommendations of physicians, psychologists, counselors and other professionals as outlined in Rule 51.
- Develop individual and group programs in schools to deal with speech or language problems.
- Consult with and advise educators and other professionals on speech or hearing topics, such as communication strategies or speech and language stimulation.
- Conduct lessons and direct educational or therapeutic games to assist teachers dealing with students with speech problems.
- Refer the parents and the student as appropriate to additional educational or professional services if needed.
- Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.
- Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Managing one's own time and the time of others.
- Monitoring/Assessing performance of self, other individuals, or organizations to make improvements or take corrective action.
- Adjusting actions in relation to others' actions.
- Determining the kind of tools and equipment needed to do a job.
- The ability to detect or tell the differences between sounds that vary in pitch and loudness.
- The ability to focus on a single source of sound in the presence of other distracting sounds.
- Observing, receiving, and otherwise obtaining information from all relevant sources. This includes: collecting clinical data and obtaining information from students, parents, staff and other persons.
- Entering, transcribing, recording, storing, or maintaining information in written or electronic form.
- Translating or explaining what information means and how it can be used.
- Performing day-to-day administrative tasks such as maintaining information files and processing paperwork. Prepare student speech language reports.
- Assessing the value, importance, or quality of things or people. This includes: conducting speech language assessments and identifying needs of communication-impaired students
- Providing guidance and expert advice to management or other groups on technical, systems, or process-related topics. Advise other staff on speech or hearing topics. Recommend treatments for speech or hearing problems. This includes: advising other staff on speech or hearing topics and recommending treatments for speech and language problems.
- Communicating with people outside the organization and representing the organization to customers, the public, government, and other external sources. This information can be exchanged in person, in writing, or by telephone or e-mail. This includes: communicating technical information and making presentations on health or medical issues.
- Perform other tasks or duties as assigned by the Board, the Superintendent or the supervisor.

EDUCATION AND/OR EXPERIENCE

- Masters degree in Speech Language Pathology required.
- Must possess at all times during employment a Nebraska Teaching Certificate with a speech endorsement and such other endorsements as may be required by NDE Rules 10 and 24 or state licensure by the Nebraska Licensure Board.

REQUIRED KNOWLEDGE AND SKILLS

- Regular, dependable attendance on the job, the ability to perform the identified tasks and to possess and utilize the identified knowledge, skills, and abilities and to perform the identified work activities; and the ability to perform the following identified physical requirements:

**Physical Requirements
Speech Language Pathologist**

E = Essential
NE = Non-Essential

	Item is not a requirement of the job N E	Occasional – up to 33% of time N E	Occasional/Essential – up to 33% of time, absolutely essential to the job E	Frequent -- between 34% - 66% E	Continuous -- over 66% of time E
Stamina					
1. Sitting				X	
2. Walking				X	
3. Standing		X			
4. Sprinting/Running	X				
Flexibility					
5. Bending or twisting at the neck more than the average person		X			
6. Bending or twisting at the trunk more than the average person		X			
7. Squatting/Stooping/Kneeling		X			
8. Reaching above the head		X			
9. Reaching forward		X			
10. Repeating the same hand, arm or finger motion many times (For example: typing, data entry, etc.)		X			
Activities					
11. Climbing (on ladders, into large trucks/vehicles, etc.)		X			
12. Hand/grip strength		X			
13. Driving on the job			X		
14. Typing non-stop		X			
Use of Arms and Hands					
15. Manual dexterity (using a wrench or screwing a lid on a jar)		X			
16. Finger dexterity (typing or putting a nut on a bolt)		X			
Lifting Requirements					
17. Lifting up to 10 pounds (Mark all that apply)					
Floor to waist		X			
Waist to shoulder		X			
Shoulder to overhead		X			
18. Lifting 11 to 25 pounds (Mark all that apply)					
Floor to waist		X			
Waist to shoulder		X			
Shoulder to overhead	X				
19. Lifting 26 to 50 pounds (Mark all that apply)					
Floor to waist		X			
Waist to shoulder		X			
Shoulder to overhead	X				
20. Lifting 51 to 75 pounds (Mark all that apply)					
Floor to waist	X				
Waist to shoulder	X				
Shoulder to overhead	X				
21. Lifting 76 plus pounds (Mark all that apply)					
Floor to waist	X				
Waist to shoulder	X				
Shoulder to overhead	X				
22. Can load/items weighing over 50 pounds that are lifted or carried be shared, or reduced into smaller loads?	X				

Pushing/Pulling					
23.	25 to 50 pounds		X		
24.	51 to 75 pounds		X		
25.	76 to 90 pounds	X			
26.	Over 90 pounds	X			
Carrying					
27.	10 to 25 pounds		X		
28.	26 to 50 pounds		X		
29.	51 to 75 pounds	X			
30.	76 to 90 pounds	X			
31.	Over 90 pounds	X			