Cedar Hill Independent School District
Job Description

Job Title:	Speech Language Pathologist	**Wage/Hour Status:**	Exempt
Reports to:	Executive Director, Special Education	**Pay Grade:**	SP25
Dept./School:	Assigned Campus/Dept.	**Number of Days:**	192
Funding Source:	Local		

Primary Purpose:

Plan and provide speech-language pathology services to students with speech, voice, or language disorders. Assess students and provide therapeutic intervention to eliminate or reduce problems or impairments that interfere with their students' ability to derive full benefit from the educational program.

Qualifications:

Education/Certification:

Master's degree in speech-language pathology from an accredited college or university
Valid license as a speech-language pathologist granted by the Texas Department of Licensing and Regulation (TDLR) or Bachelor's degree and valid Texas Education Agency speech therapy certificate

Special Knowledge/Skills:

Ability to use the accepted tests and measurements to assess communication disorders and conditions
Knowledge of evaluation, habilitation, and rehabilitation of speech-language disorders and conditions
Ability to instruct and manage student behavior
Excellent organizational, communication, and interpersonal skills

Experience:

One year supervised clinical speech-language pathology experience

Major Responsibilities and Duties:

Therapy

- Conduct independent evaluations to assess students with speech or language disorders and conditions and provide appropriate individual and group therapy to students consistent with speech and language goals contained in Individual Education Plans (IEP). Evaluate student progress and make determination regarding therapy services.
- Develop clinical management strategies or procedures and diagnostic statements.
- Participate in the Admission, Review, and Dismissal (ARD) Committee. Assist in interpretation of assessment data, appropriate placement, and goal setting for students with communication disorders or conditions according to district procedures.

Consultation

- Consult with colleagues, students, and parents regarding the accomplishment of therapy goals, the needs of the student, and involvement in remedial process.
- Collaborate with classroom teachers to plan and implement classroom activities to improve communication skills of students.
- Provide professional development in assigned schools to help school personnel identify and work more effectively with students with communication deficits.

Student Management

- Create an environment conducive to learning and appropriate for the maturity level and interests of students.
- Establish control and administer discipline according to the Student Code of Conduct and student handbook.

Program Management

- Develop and coordinate a continuing evaluation of speech-language pathology services and make changes based on the findings.
- Participate in the selection of equipment and instructional materials.
- Compile, maintain, and file all physical and computerized reports, records, and other required documents.
- Comply with policies established by federal and state laws, State Board of Education rule, and board policy. Comply with all district and campus routines and regulations.
- May supervise licensed speech-language pathology assistant(s) or speech aide(s).*

Other

- Follow district safety protocols and emergency procedures.

Supervisory Responsibilities:

- May direct and monitor the work of speech-language pathology assistant(s).
- *Supervisors of licensed speech-language assistants must be licensed by SBESLPA as speech-language pathologists (a person with a TEA certificate who is not licensed may not be a supervisor of a licensed speech-language pathology assistant).

Mental Demands/Physical Demands/Environmental Factors:

- **Tools/Equipment Used:** Standard office equipment including personal computer and peripherals.
- **Posture:** Frequent sitting and standing; occasional bending/stooping, pushing,/pulling, and twisting.
- **Motion:** Repetitive hand motions; frequent keyboarding and use of mouse; occasional reaching.
- **Lifting:** Occasional light lifting and carrying (less than 15 pounds).
- **Environment:** May work prolonged or irregular hours; work inside and outside (exposure to sun, heat, cold, and inclement weather), exposure to noise; occasional district-wide and statewide travel.
- **Mental Demands:** Work with frequent interruptions; maintain emotional control under stress.

The foregoing statements describe the general purpose and responsibilities assigned to this job and are not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

Reviewed by:_____ Date: _____
Employee Name/Signature

Approved by:_____ Date: _____
Supervisor Name/Signature

*Cedar Hill ISD is an equal opportunity employer and will consider all candidates for employment without regard to race, color, religion, sex, national origin, age, marital status, disability status, protected veteran status, or any other characteristic protected by law.