JOB DESCRIPTION

Position Title: Speech-Language Pathologist
Date Modified: January 2016
FLSA Classification: Exempt, Instructional Staff
Reports To: Principal(s) and Director of Language and Literacy

Position Overview:
The Howard School recognizes and celebrates learner passions and strengths, while also addressing their disabilities and weaknesses, and believes that learners are neither defined nor limited by labels. We seek an experienced educator to join an interdisciplinary team who is committed to interactive project-based learning, student self-knowledge and self-advocacy, the expressive arts, and collaboration. Ideal candidates have the attributes of flexibility, humor, collaboration, creativity, and passion for emerging research and pedagogy. They must possess the insight and skills to participate fully on a team which brings research-based expertise, depth of experience, and enthusiasm to a full and robust academic program that includes the arts, technology and athletics.

Position Purpose:
Position is responsible for providing speech/language services to meet the learning needs of students with communication and language impairments and other learning differences. Position is responsible for screening and assessment; goal development; and planning/implementing appropriate language, communication and speech treatment services to maximize student learning; consulting and actively participating in the classroom instruction; collaborating with a team about student learning; and working with teachers to optimize the language of instruction and to provide strategies to address diverse language needs.

Essential Functions
• Evaluates and assesses the student’s functional status to identify and determine needs for language/speech therapy.
• Works with classroom teachers to optimize language of instruction
• Consults on school’s language curriculum.
• Provides teachers and students with tools to develop improved communication.
• Selects, administers, interprets, and develops specialized tests.
• Gathers background information on the student’s educational, medical, social, and psychological history to assist with determining appropriate educational goals and treatment.
• Serves as a member of an interdisciplinary team and participates in child study, learning profiles, staffing, and admissions screenings.
• Develops individualized special goals for students and implements a therapy plan.
• Chooses appropriate activities for developing the student’s communication skills.
• Instructs students on how to monitor their own communication and provides ways to practice skills.
JOB DESCRIPTION

• Recommends the adaptation of the student’s learning environment as necessary.
• Provides consultation to teachers and staff members to ensure the integration of speech/language development techniques into the student’s classroom routine.
• Monitors student progress, reevaluates learning profile, and adjusts delivery of speech/language services as appropriate.
• Confers with parents/guardians and provides them with support and information regarding their child.
• Instructs parents/guardians in exercises to implement at home.
• Serves as a resource to staff members and conducts workshops regarding language development.
• Consults with physicians and other agencies as necessary and assists with referring students to appropriate specialists.
• Adheres to legal and ethical standards and guidelines regarding the provision of speech/language services.
• Maintains thorough records for each student receiving speech/language services and provides related reports.
• Requisitions needed supplies and equipment.
• Models nondiscriminatory practices in all activities.

Regular and predictable attendance is an essential function of the job.

To perform other duties as assigned by supervisor or Head of School.

Qualifications

• Master’s degree, license and certification required.
• CFY supervision available.
• Experience providing speech language therapy in a school based setting preferred.
• Ability to work with collegial teams
• Experience with differentiation, or with students with learning differences with an ability and willingness to adjust to student understanding and misunderstanding
• Flexible teaching background and interest in teaching electives, coaching and/or advising clubs is a plus

Physical Requirements and Work Environment

1. Must have the ability to sit and stand for extended periods of time; exhibit manual dexterity to enter data into a computer; to see and read a computer screen and printed material with or without vision aids; hear and understand speech at normal classroom levels, outdoors and on the telephone; speak in audible tones so that others may understand clearly in normal classrooms,
JOB DESCRIPTION

outdoors and on the telephone; physical agility to lift up to 75 pounds; and to bend, stoop, climb stairs and reach overhead.

2. Work primarily in a traditional climate controlled office environment.

3. Work intermittently in outside weather conditions, including extreme heat and cold.

School Profile
The Howard School educates students with language-based learning disabilities and learning differences through instruction designed to complement and address each student’s individual needs, and to help each student understand and advocate for his or her own learning process. The curriculum focuses on depth of understanding to make learning meaningful and therefore, maximize educational success.

*The School may revise this job description at any time. It is not a contract of employment. All employment at the School is at-will, such that employment may be terminated by either party at any time.*

________________________________________  ____________
Supervisor/Title  Date

________________________________________  ____________
Human Resources  Date

________________________________________  ____________
Head of School  Date