

MACON COUNTY SCHOOLS
SPEECH/LANGUAGE THERAPIST
JOB DESCRIPTION

QUALIFICATIONS:

- (1) Bachelor's degree from an accredited educational institution.
- (2) Licensed by the State of Alabama in Speech Language Pathology.
- (3) Must meet background clearance requirements as specified by Alabama Statutes and State Board of Education regulations.

KNOWLEDGE, SKILLS AND ABILITIES:

Ability to develop and implement treatment plans. Comprehensive knowledge of assessment and remediation of speech/language impairments. Knowledge of federal and state laws, system rules, and guidelines relating to program implementation. Ability to function as a team member and to interact effectively with students, teachers, and parents. Ability to maintain accurate records and manage time efficiently. Ability to maintain confidentiality.

REPORTS TO:

Principal

JOB GOAL

To provide a comprehensive program of speech/language services to appropriately identified students and assist them in becoming effective communicators.

SUPERVISES:

N/A

PERFORMANCE RESPONSIBILITIES:

- * (1) Develop and write an Individual Education Plan (IEP) for every student enrolled in the speech and language program.
- * (2) Select or prepare materials and supplies for program implementation, including therapy, classroom, and home activities.
- * (3) Sequence activities appropriately.
- * (4) Plan educationally relevant therapy.
- * (5) Establish schedules for delivery of services.
- * (6) Prepare reports and interpret state standards for program eligibility.
- * (7) Prepare and maintain audit files on students in the speech/language program.
- * (8) Establish and maintain a positive, organized and safe learning environment.
- * (9) Establish and use behavior management techniques which are appropriate and effective.
- * (10) Manage materials and equipment effectively.
- * (11) Assist in the enforcement of school rules, administrative regulations, and School Board policies.
- * (12) Use technology resources effectively.
- * (13) Identify students who have speech and/or language impairments through screening and/or diagnostic assessments.
- * (14) Determine eligibility for the speech/language program.

SPEECH/LANGUAGE THERAPIST (Continued)

- *(15) Reevaluate students enrolled in the speech and language program every three (3) years.
- *(16) Assess student progress and communicate that information knowledgeable and responsibly to students, parents, and professional staff.
- *(17) Conduct educationally relevant therapy for eligible students.
- *(18) Implement the Individual Education Plan (IEP).
- *(19) Provide teachers with strategies for classroom modifications.
- *(20) Monitor and share results of progress toward goals with parents and teachers.
- *(21) Provide appropriate instruction and modification to students with special needs.
- *(22) Foster student responsibility, appropriate social behavior, valuing of cultural diversity, and respect for self and others.
- *(23) Use appropriate materials, technology and resources to help meet learning needs of all students.
- *(24) Recognize overt indicators of student distress or abuse and take appropriate intervention, referral, or reporting action.
- *(25) Participate in the Building Based Student Support Team (BBSST), when applicable, to assist in suggesting interventions and selecting students for evaluation.
- *(26) Consult with and serve as a resource to teachers about speech and language disorders.
- *(27) Attend staffing and other meetings as required.
- *(28) Provide consultation and follow-up services as needed.
- *(29) Participate in appropriate activities for the continuing improvement of professional knowledge and skills.
- *(30) Keep abreast of relevant laws, rules and policies.
- *(31) Provide training and/or information for parents, teachers, and administrators.
- *(32) Model professional and ethical conduct at all times.
- *(33) Perform all professional responsibilities.
- *(34) Prepare required reports and maintain all appropriate records.
- *(35) Maintain confidentiality of student and other professional information.
- *(36) Comply with policies, procedures, and programs.
- *(37) Support school and system goals and priorities.
- *(38) Ensure that student growth/achievement is continuous and appropriate for age group and student program classification.
- *(39) Establish and maintain a positive, collaborative relationship with students' families to increase student achievement.
- (40) Perform other incidental tasks consistent with the goals and objectives of this position.

PHYSICAL REQUIREMENTS:

Light Work: Exerting up to 20 pounds of force occasionally and/or up to 10 pounds of force as frequently as needed to move objects.

TERMS OF EMPLOYMENT:

Salary and benefits shall be paid consistent with the system's approved compensation plan.
Length of the work year and hours of employment shall be those established by the system.

SPEECH/LANGUAGE THERAPIST (Continued)

EVALUATION:

Performance of this job will be evaluated in accordance with provisions of the Board's policy on evaluation of personnel.

Job Description Supplement No. 03

*Essential Performance Responsibilities