

CLARKSVILLE-MONTGOMERY COUNTY SCHOOL SYSTEM
CLARKSVILLE, TENNESSEE
JOB DESCRIPTION

Job Title: Speech Language Pathologist
TN Health Board Licensed

Department: Instruction

Date Reviewed: July 2023

Reports To: Building Principal

Grade: 502 or 503 (Based on SLP Experience)

Calendar: 220 Days

Purpose of Job

To evaluate and provide each child with a speech and/or language impairment an individualized education program that will enable such child to reach the maximum potential in speech and/or language development.

Essential Duties and Responsibilities

The following duties are normal for this job. These are not to be construed as exclusive or all inclusive. Other duties may be required and assigned.

- Works cooperatively with members of the multi-disciplinary team to meet individual student needs in their least restrictive environment.
- Supervises assigned Speech-Language Teachers according to Tennessee and ASHA guidelines for SLP supervision of SLP-As. An SLP must document weekly at least 10% of direct supervision to the Speech-Language Teacher for total time of speech language services as assigned to the SLT. Indirect supervision will be determined by the SLP based on the skill level of the SLT/SLP-A.
- Completes observations of each child for particular strengths and weaknesses using a battery of checklists and narratives adopted for the purpose.
- Conducts speech and/or language and/or hearing screenings as required.
- Conducts formal and informal articulation and/or language assessments and data collection in order to determine eligibility for services, present levels of performance, and/or progress on IEP goals.
- Supervises formal assessments conducted by Speech-Language Teachers who are currently enrolled in a Graduate Speech Pathology program that requires diagnostics in their academic preparation.
- Implements the individual education program for each child using a variety of teaching techniques.
- Works cooperatively with classroom teachers who have exceptional children in regular classes, and interpreting the abilities and disabilities of these students to the entire staff.
- Assesses the child periodically to check progress and to make required changes in program.
- Conferences with parents regarding the speech/language problems of students.
- Undertakes continuing professional study in the education and assessment of exceptional children.
- Keeps accurate, up-to-date records pertinent to the program for exceptional children.
- Meets and instructs assigned classes in the locations and at the times designated

- Plans a program of study in collaboration with the certified SLT that meets the individual needs, interests, and abilities of the students.
- Creates a classroom environment that is conducive to learning and appropriate to the maturity and interests of the students.
- Prepares for classes assigned and shows written evidence of preparation.
- Establishes clear outcomes for all lessons, class work, and projects. The outcomes are communicated to students.
- Supports the program of study, using a variety of instructional techniques, instructional media and technology.
- Serves as a model for the district's mission, vision and goals.
- Assesses the progress of students on a regular basis and provides progress reports as required.
- Recognizes suspected disabilities of students and seeks the assistance of qualified personnel.
- Takes all necessary and reasonable precautions to protect students, equipment, materials, facilities, and confidentiality of records.
- Maintains accurate, complete, and correct records as required by law, district policy, and administrative regulation.
- Assists the administration in implementing all policies and rules governing student life and conduct. Develops reasonable rules of classroom behavior and procedure, and maintains order in the classroom in a fair and just manner.
- Makes provision for being available to students and parents for education-related purposes outside the instructional day when required or requested to do so.
- Attends and participates in staff meetings and serves on staff committees.
- Maintains a standard of performance and conduct as required by state, law, local board of education and community expectations.
- Supervises pupils at school related functions to include on and off campus activities.
- Maintains professional competence through in-service education activities.

Additional Job Functions

Performs other duties as required.

Evaluation:

Performance of this job will be evaluated in accordance with provisions of the Board's policy on Evaluation of Professional Personnel.

Minimum Training and Experience Required to Perform Essential Job Functions:

- A Master's degree in Speech Language Pathology from an accredited college or university.
- A valid Tennessee Health Board License with the appropriate endorsement.

KNOWLEDGE OF JOB

Considerable knowledge of the policies, procedures, and activities of the school system, and supervisory practices as they pertain to the performance of duties relating to the position. Capability to develop and implement long-term goals. Knows how to keep abreast of any changes in statutes, policy, procedures and methods as they pertain to public education. Is able to effectively communicate and interact with subordinates, supervisors, members of the general public, and other groups involved in the operation of the school system. Is able to assemble information and make written reports and documents in a concise, clear, and effective manner. Has good organizational, management, interpersonal, and technical skills. Is able to use independent judgment and discretion in supervising subordinates, including the handling of emergency situations, determining and deciding upon procedures to be implemented, setting priorities, maintaining standards, and resolving problems.

MINIMUM QUALIFICATIONS OR STANDARDS REQUIRED TO PERFORM ESSENTIAL JOB FUNCTIONS

REQUIRED SKILLS, ABILITIES AND PHYSICAL REQUIREMENTS:

- Must be able to do occasional lifting, carrying, pushing and/or pulling of up to 40 pounds, standing, sitting, walking, bending, stooping or kneeling;
- Must be able to traverse school facility;
- Must have significant fine finger dexterity;
- Must be able to operate standard office equipment including pertinent and required software applications;
- Must possess excellent language skills (verbal and written) requiring the ability to read informational documentation, directions, instructions, policies and procedures related to this job, requiring the ability to give assignments and/or directions to co-workers, assistants, supervisors, students and parents/guardians, requiring the ability to deliver verbal and written communications in English language;
- Must possess excellent interpersonal skills with ability to interact with people (staff, supervisors, parents/guardians, students) and maintain professionalism and tact in all situations, including emergent ones, must be able to maintain constructive relationships;
- Must possess excellent organizational skills and attention to detail;
- Must be able to perform multiple, highly complex, technical tasks with periodic need to enhance skills in order to meet changing job conditions.
- Must be able to apply assessment instruments and analyze data and possess problem-solving skills.
- Must be able to make independent judgments in absence of supervision.

NUMERICAL APTITUDE: Requires the ability to utilize mathematical formulas; add and subtract totals; multiply and divide; determine percentages; determine time and weight.

FORM/SPATIAL APTITUDE: Requires the ability to inspect items for proper length, width, and shape, visually.

PHYSICAL COMMUNICATION: Requires the ability to talk and/or hear: (talking - expressing or exchanging ideas by means of spoken words). (Hearing - perceiving nature of sounds by ear).

ATTENDANCE: A regular and dependable level of attendance is an essential function for this position.

The Clarksville-Montgomery County School System is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the school system may provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer. Signatures below indicate the receipt and review of this job description by the employee assigned to the job and the immediate supervisor.

Employee's Signature

Employee's Munis Number

Date