

**TITLE:** Speech and Language Pathologist

**QUALIFICATIONS:**

1. Valid Alabama Certificate in area of instructional responsibility
2. Masters Certification in Speech Pathology, Communication Science and Disorder
3. Minimum nine-month internship and passed the national exam for Certificate of Clinical Competency (CCC) or equivalent.
4. Such alternatives to the above qualifications as the Board may find appropriate and acceptable

**REPORTS TO:** Special Education Coordinator

**JOB GOAL:** To help reduce or eliminate speech and hearing impediments that interfere with the individual student's ability to develop the communication skills needed to achieve his/her maximum academic and social potential

**JOB DUTIES:**

1. Conduct evaluations of students with communicative disorders and development needs
2. Evaluate and diagnose speech, language disorders and developmental delays
3. Develop and implement Individualized Educational Programs (IEPs) to meet the unique needs of each student receiving therapy service
4. Develop appropriate service delivery models to meet the needs of students
5. Refer students to other professional and community agencies as needed
6. Consult with classroom teachers and other school personnel to facilitate carry-over of therapy gains into classroom activities
7. Provide information, support and guidance to parents/guardians and families
8. Assist teachers in the identification of children with communicative disorders
9. Maintain records for students evaluated and receiving services
10. Inform administrators and other members of the education team of program developments and student progress
11. Coordinate services with other school programs
12. Demonstrate proficiency in written and oral communications
13. Adhere to school system rules, and policies
14. Serve as a resource as needed for IEP, Building-Based and other committees as needed
15. Assume the responsibility for personal professional growth as established by state and local policies
16. Exhibit punctuality in attendance at school, classes, meetings, conferences and other school functions.
17. Perform routine duties in a timely, professional and responsible manner

18. Demonstrates proficiency in technological skills.
19. Demonstrates the knowledge of Federal, State and Local laws and policies effecting education, including, but not limited to the following: IDEA, No Child Left Behind, Section 504, Title IX, etc.
20. Ability to drive from school to school in the district to attend IEP's and/or professional meetings, as needed.
21. Maintain professional growth and competence through professional development **as per Board Policy 5.5 Personnel – Professional Development.**
22. Adhere to school system rules, administrative procedures, local board policy, and state and federal rules and regulations.
23. Perform other duties as may be assigned.

### **Essential Duties**

Job descriptions are designed and intended only to summarize the essential duties, responsibilities, qualifications, and requirements for clarifying the general nature and scope of a position's role as part of the overall organization. Job descriptions do not list all tasks an employee might be expected to perform and they do not limit the right of the employer/supervisor to assign additional tasks or otherwise to modify duties to be performed – even if seemingly unrelated to the basic job. Every employee has a duty to perform all assigned tasks (an employee who is assigned a duty or task believed to be unlawful should report the assignment to their direct supervisor). It should also be noted the order of duties/responsibilities as listed in the job description is not designed or intended to rank the duties in any order of importance relative to each other.

**TERMS OF EMPLOYMENT:**             9-Month     10-Month     11-Month     12-Month

**EXPECTED WORK DAY:**            8 Hours

**SALARY:**            According to Albertville City School Board approved salary schedule and determined by rank and experience **as per policy 5.1.2 – Personnel – Special Requirements for the Position**

**EVALUATION:** Shall be evaluated in accordance with provisions of the Board's policy on Evaluation of Professional Personnel and State Requirements

Reviewed and agreed to by: \_\_\_\_\_ Date \_\_\_\_\_  
Employee

Principal/Program Coordinator \_\_\_\_\_  
Initials

Human Resource \_\_\_\_\_  
Initials

**BOARD APPROVED: 2/16/16**