Belton Independent School District
Job Description

Job Title:	Speech Therapist/Speech Pathologist	**FLSA Status:**	Exempt, 187 days
Reports to:	Executive Director of Special Programs	**Pay Grade:**	AD-3
Dept./School:	Special Education	**Date Revised:**	July 2022

Primary Purpose:

Plan and provide speech-language pathology services to students with articulation, voice, dysfluency or language disorders. Assesses students and provides therapeutic intervention to eliminate or reduce problems or impairments that interfere with 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 Texas license as a speech-language pathologist granted by the State Board of Examiners for Speech-Language Pathology and Audiology (SBESLPA) 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

1. 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.

2. Develop clinical management strategies or procedures and diagnostic statements.

3. 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

4. Consult with colleagues, students, and parents regarding the accomplishment of therapy goals, the needs of the student, and involvement in remedial process.

5. Collaborate with classroom teachers to plan and implement classroom activities to improve communication skills of students.

6. Provide professional development in assigned schools to help school personnel identify and work more effectively with students with communication deficits.

7. Communicate effectively with colleagues, students, and parents regarding the accomplishment of therapy goals and needs of the student.

Student Management

8. Create an environment conducive to learning and appropriate for the maturity level and interests of students.

9. Establish control and administer discipline according to the Student Code of Conduct and student handbook.

Program Management

10. Develop and coordinate a continuing evaluation of speech-language pathology services and make changes based on the findings.

11. Participate in the selection of equipment and instructional materials.

12. Compile, maintain, and file all physical and computerized reports, records, and other required documents.

13. Comply with policies and timelines established by federal and state laws, State Board of Education rule, and board policy. Comply with all district and campus routines and regulations.

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15. Provide guidance and direction, as needed to licensed speech-language pathology assistant(s), communication lab teachers or clinical fellowships as allowed by license.

16. May supervise licensed speech-language pathology assistant(s) or speech aide(s).*

Other

17. Maintain confidentiality of student information, records, and personnel issues.

18. Participate in professional development activities to improve skills related to job assignment

19. Perform other duties as assigned.

Supervisory Responsibilities:

None specified.

Mental Demands/Physical Demands/Environmental Factors:

Tools/Equipment Used: Standard testing equipment; standard office equipment including computer and peripherals

Posture: Frequent sitting, kneeling/squatting, bending/stooping, pushing/pulling, and twisting

Motion: Frequent walking, grasping/squeezing, wrist flexion/extension

Lifting: Regular light lifting and carrying (under 15 pounds), occasional heaving lifting (45 pounds or more) and positioning of students with physical disabilities; controlling behavior through physical restraint; assisting non-ambulatory students

Environment: Exposure to biological hazards, bacteria, and communicable diseases; may require districtwide travel

Mental Demands: Work with frequent interruptions; maintain emotional control under pressure

**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.*

This document describes the general purpose and responsibilities assigned to this job and is not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Revised: July 2022
Prepared By: Belton ISD Human Resources Department