Job Title: Speech-Language Pathologist

Exemption Status: Exempt

Reports To: Director of Speech Therapy and Related Services

Date Revised: June 2026

Department/School: Special Education

Primary Purpose

Provide speech-language assessments, consultation, program support, and compliance oversight for students with communication disorders that impact educational performance. Participate in evaluations, ARD meetings, and IEP development while collaborating with families, educators, SLPAs, and related service providers to support student success. This position primarily focuses on assessment, consultation, supervision, and compliance. While direct therapy services are generally provided by SLPAs under the supervision of a licensed Speech-Language Pathologist, the SLP may provide direct therapy services as needed to ensure continuity of services and compliance with student IEPs. Services may be delivered in person or virtually, including speech-language assessments, consultations, and therapy, as appropriate. Collaborate with educators, families, administrators, and related service providers to support student access to the educational environment and achievement of Individualized Education Program (IEP) goals. Ensure compliance with federal, state, and local special education requirements while promoting student independence, communication, and academic success through servant leadership and the ILTexas motto, "Others Before Self."

Qualifications

Education/Certification

- Master's degree in Speech-Language Pathology from an accredited college or university
- Valid license issued by the Texas Department of Licensing and Regulation (speech language pathologist)
- Certificate of Clinical Competence in Speech-Language Pathology (CCC-SLP) from the American Speech-Language-Hearing Association (ASHA) or eligibility to obtain and maintain certification
- Valid Texas driver's license and ability to travel between assigned campuses and locations

- Completion of all district-required special education compliance training and crisis prevention training

Special Knowledge/Skills

- Knowledge of speech-language disorders, communication development, language acquisition, articulation, fluency, voice, pragmatics, augmentative and alternative communication (AAC), and swallowing disorders as related to educational performance
- Knowledge of IDEA, Section 504, Texas Education Code, and state and federal special education regulations
- Knowledge of ARD committee procedures, IEP development, and special education eligibility requirements
- Knowledge of evidence-based speech-language intervention strategies and educational service delivery models
- Knowledge of assistive technology and AAC systems
- Ability to conduct comprehensive speech-language evaluations and interpret assessment results
- Ability to develop measurable IEP goals and service recommendations
- Ability to collect, analyze, and utilize student performance data to guide interventions
- Ability to implement behavior intervention and de-escalation strategies when supporting students
- Strong verbal and written communication skills
- Strong consultation, collaboration, organizational, and time-management skills
- Ability to maintain confidentiality and compliance with student records requirements

Experience

- Minimum two years of experience providing speech-language pathology services in educational or pediatric settings
- Experience conducting speech-language evaluations and developing treatment recommendations

- Experience collaborating with multidisciplinary educational teams
- Experience supporting students across a variety of disability categories and instructional settings

Major Responsibilities and Duties

Evaluation and Assessment

- Conduct comprehensive speech-language evaluations in accordance with IDEA, state regulations, and district procedures
- Administer, score, and interpret formal and informal assessments
- Evaluate speech, language, voice, fluency, pragmatics, AAC needs, and other communication areas impacting educational performance
- Prepare written evaluation reports and eligibility recommendations
- Participate in reevaluations and review existing evaluation data as required
- Maintain assessment records and documentation in accordance with legal requirements

IEP and ARD Participation

- Participate as speech language pathologist in ARD committee meetings
- Assist with the development of IEP goals, objectives, accommodations, modifications, and service recommendations
- Provide professional recommendations regarding speech-language eligibility and service delivery
- Collaborate with ARD committee members to ensure services support student access to the general curriculum
- Ensure compliance with procedural safeguards and special education timelines

Service Delivery

- Provide direct and indirect speech-language therapy services as documented in student IEPs in person or virtually
- Implement evidence-based interventions designed to improve communication skills and educational participation

- Provide services in individual, small-group, classroom-based, and inclusive settings as appropriate
- Recommend and support implementation of accommodations, modifications, AAC systems, and assistive technology
- Support student communication across educational environments
- Facilitate development of communication skills that promote academic achievement, social interaction, and independence

Progress Monitoring and Documentation

- Collect and analyze student performance data to monitor progress toward IEP goals
- Complete progress reporting according to district and regulatory timelines
- Maintain records required for audits, monitoring activities, and compliance reviews
- Ensure all documentation meets federal, state, and district standards

Consultation and Collaboration

- Collaborate with teachers, administrators, related service providers, and families to support student success
- Provide consultation regarding communication supports, classroom strategies, AAC implementation, and accommodations
- Train and support staff in the implementation of speech-language recommendations
- Foster meaningful partnerships with families by providing information, resources, and support related to student communication needs
- Coordinate with outside providers and agencies when appropriate and authorized

Compliance and Program Responsibilities

- Maintain compliance with IDEA, Section 504, state regulations, district procedures, and professional standards
- Maintain confidentiality of student information and educational records
- Participate in required professional development and special education training

- Support district initiatives related to special education improvement and compliance
- Assist with Extended School Year (ESY) services, summer ARD meetings, compensatory services, and other special education program requirements as assigned

Mission and Servant Leadership Responsibilities

- Support the ILTexas mission and vision through high-quality services for students with disabilities
- Demonstrate servant leadership in all interactions with students, families, colleagues, and community stakeholders
- Promote student independence, self-advocacy, leadership development, communication growth, and academic achievement
- Foster a culture of inclusion, collaboration, respect, and continuous improvement
- Model the ILTexas motto, "Others Before Self," by advocating for students and supporting colleagues to ensure student success

Supervisory Responsibilities

- May supervise Speech-Language Pathology Assistants (SLPAs), Clinical Fellows (interns), and practicum students as assigned
- Provide guidance and support to campus staff regarding implementation of speech-language recommendations and communication supports

Work Calendar

- 192-Day Work Calendar
- Additional days may be required to support summer ARD meetings, Extended School Year (ESY) services, professional development, compliance activities, evaluations, and district initiatives

Mental Demands/Physical Demands/Environmental Factors

Tools/Equipment Used

Standard office equipment including personal computer and peripherals; speech-language assessment materials; AAC devices; assistive technology equipment; instructional materials and communication supports.

Posture

Prolonged sitting; frequent standing and walking; occasional bending, stooping, kneeling, crouching, pushing, pulling, and twisting.

Motion

Frequent repetitive hand motions; keyboarding; reaching; manipulating therapy materials and AAC devices; occasional lifting and carrying of therapy supplies and equipment.

Lifting

Occasional lifting and carrying of instructional materials, therapy equipment, AAC devices, and supplies weighing less than 25 pounds.

Environment

Work in classrooms, therapy rooms, offices, and other educational settings. Frequent travel between assigned campuses. May work prolonged or irregular hours to meet compliance and service delivery requirements.

Mental Demands

Maintain emotional control under stress; work with frequent interruptions; manage multiple deadlines and compliance requirements; maintain effective working relationships with diverse stakeholders.

Special Education Culture Statement

All Special Education positions are expected to support the ILTexas mission by ensuring equitable access to educational opportunities for students with disabilities while demonstrating servant leadership, collaboration, and a commitment to the motto, "Others Before Self." Employees are expected to advocate for student success, partner with families, and contribute to a culture of inclusion, compliance, and continuous improvement.

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.

Reviewed by and Date: _____

Approved by and Date: _____