TITLE: **Speech-Language Pathologist**

QUALIFICATIONS: A Master's degree in Speech-Language Pathology or in a related area from an accredited college or institution, Ohio Department of Education Certification/Licensure/Registration in speech-language pathology and an Ohio Speech and Hearing Professionals Board License. Must be able to travel to various locations on a daily basis.

REPORTS TO: Intervention and Support Services Supervisor

JOB SUMMARY: To identify and provide services for students with communication disorders.

ESSENTIAL FUNCTIONS:

1. Provide screening, diagnostic assessments, and interventions to identify students with speech and language disabilities.
2. Appropriately implement rules and regulations in accordance with district, state and federal guidelines.
3. Develop, implement, manage and progress monitor Individualized Educational Programs for students with communication disorders.
4. Communicate and collaborate with educational team members and stakeholders.
5. Adhere to policies and procedures of Hamilton County ESC.
6. Participate in professional development to stay current in evidence-based practices, maintain licensure, and improve job performance.
7. Provide information and/or consultation to parent and school staff about communication development and provide effective intervention strategies for prevention and remediation of speech and language disorders related to the curriculum.
8. Manage the workload as needed for each unique assignment.
9. Perform other duties as assigned.

TERMS OF EMPLOYMENT:

Shall be appointed to a contract with the number of work days established by the employment contract plus extended service based on need. Salary to be established by the Board.

EVALUATION:

Speech-Language Pathologists will be evaluated in accordance with the provisions of the Board policy and the master agreement.

Speech Language Pathologist

To comply with the American Disabilities Act of 1990 (ADA), which prohibits discrimination against qualified individuals on the basis of disability, it is necessary to specify the physical and mental conditions of the essential job functions. Use these codes to complete this questionnaire:
F - Frequently
O - Occasionally
N - Not at all

PHYSICAL REQUIREMENTS:
Check the physical requirements necessary to perform the essential duties of the position (refer to the most recent job description)

F,O,N	PHYSICAL REQUIREMENT DESCRIPTION
F	**Balancing:** Maintaining body equilibrium to prevent falling when walking, standing, or crouching on narrow, slippery, or erratically moving surfaces
F	**Bending and Stooping:** Bending body downward and forward by bending spine at the waist. (____ hours per day)
F	**Climbing:** Ascending or descending ladders, scaffolding, ramps, poles, and other devises using feet and legs and/or hands and arms. Body agility is emphasized
F	**Climbing Stairs:** Ascending or descending stairs to gain access to a building or to move from one floor to another
F	**Crawling:** Moving about on hands and knees or hands and feet (____ hours per day)
F	**Light Carrying:** Physically transporting items weighing less than 15 pounds from one location to another
F	**Moderate Carrying:** Items weighing 15 to 44 pounds
F	**Heavy Carrying:** Items weighing 45 pounds and over
F	**Fingering:** Picking, pinching, typing, or otherwise working primarily with fingers rather than with the whole hand or arm
F	**Grasping:** Applying pressure to an object with fingers (including thumb) and palm
F	**Kneeling:** Bending legs at knees to come to rest on one or both knees (____ hours per day)
F	**Light Lifting:** Raising objects under 15 pounds from a lower to a higher position or moving objects horizontally from one position to another
F	**Moderate Lifting:** Objects 15 – 44 pounds

F	**Heavy Lifting:** Objects 45 pounds and over
F	**Mobility Requirement:** Enough to _____run after children, maneuver the buildings, etc.…_____ (Provide examples)
F	**Pulling Hand over Hand:** Using upper extremities to exert force in order to draw, drag, haul, or tug objects in a sustained motion (_____ hours per day)
F	**Pushing:** Using upper extremities to press against something with steady force in order to thrust forward, downward, or upward (_____ hours per day)
F	**Reaching Above Shoulder:** Extending hand(s) and arm(s) in any direction
F	**Repetitive Motion:** Substantial movements of the wrists, hands, and/or fingers for sustained periods of time
F	**Sitting:** Particularly for sustained periods of time
F	**Standing:** (___7__ hours per day)
F	**Walking:** Moving about on foot, particularly for long distances (___7__ hours per day)
F	**Visual Requirement:** Enough to ____read fine print and read computer screen_____ (Examples: Able to see and read PC screens; detect color coding, read fine print, and/or normal type size print)
F	**Hearing Requirement:** Enough to: _____understand what clients are saying in conversation, hear fine changes of speech_____ (Examples: able to detect specific noises, proper equipment operation; understand what clients are saying in normal conversation)
	Other Physical Requirements: Describe:

MENTAL REQUIREMENTS:

Check each of the mental abilities that are required to perform the essential functions of this position. Please comment in the space provided to elaborate or further explain this position's mental capability needs.

F,O,N	MENTAL CAPABILITY REQUIREMENTS
	COMPREHENSION
F	Ability to understand, remember, and apply oral and/or written instructions or other information

F	Ability to understand, remember, and communicate routine, factual information
F	Ability to understand complex problems and to collaborate and explore alternative solutions
F	Ability to understand opposing points of view on highly complex issues and to negotiate and integrate different viewpoints
	ORGANIZATION
F	Ability to organize thoughts and ideas into understandable terminology
F	Ability to organize and prioritize own work schedule on short-term basis (longer than one month)
F	Ability to organize and prioritize work schedules of others on short-term basis
F	Ability to organize and prioritize work schedules of others on long-term basis
	REASONING AND DECISION MAKING
F	Ability to apply common sense in performing job
F	Ability to make decisions which have moderate impact on immediate work unit
F	Ability to make decisions which have significant impact on the immediate work unit and monitor impact outside immediate work unit
F	Ability to make decisions which have significant impact on the department's credibility, operations, and services
	COMMUNICATION
F	Ability to understand and follow basic instructions and guidelines
F	Ability to complete routine forms, use existing form letters and/or conduct routine oral communication
F	Ability to compose letters, outlines, memoranda, and basic reports and/or to orally communicate technical information
F	Ability to communicate with individuals utilizing a telephone; requires ability to hear and speak effectively on phone
F	Ability to express or exchange ideas by means of the spoke word, communicating orally with others accurately, loudly, and quickly
F	Ability to make informal presentations, inside and/or outside the organization. Speaking before groups
F	Ability to compose materials such as detailed reports, work-related manuals, publications of limited scope or impact, etc., and/or to make presentations outside the immediate work area

F	Ability to formulate complex and comprehensive materials such as legal documents, authoritative reports, official publications of major scope and impact, etc., and/or to make formal presentations
	MATHEMATICS
	No mathematical ability is required
F	Ability to count accurately
F	Ability to add, subtract, multiply, divide and to record, balance, and check results for accuracy
F	Ability to compute, analyze, and interpret numerical data for reporting purposes
F	Ability to compute, analyze, and interpret complex statistical data and/or to develop forecasts and computer models
F	Additional comments regarding mental capability requirements:

WORK ENVIRONMENT:
Check each of the mental abilities that are required to perform the essential functions of this position. Please comment in the space provided to elaborate or further explain this position's mental capability needs.

F,O,N	**WORK ENVIRONMENT:** On the job the employee:
F	Is exposed to excessive noise
O	Is around moving machinery
F	Is exposed to marked changes in temperature and/or humidity
O	Is exposed to dust, fumes, gases, radiation, microwave (circle)
F	Drives motorized equipment
F	Works in confined quarters
	DEVICE OPERATION:
F	List all computers, peripherals, and other hardware required to perform this job: Computer, printer, copier, etc.…

F	List all computer software required to perform this job: MS office
F	List all office machines required to perform this job: Computer – IEP/report writing, copier, printer
F	List all vehicles that must be operated to perform this job: Must provide transportation between job sites.
	List any other machines (including heavy equipment) required to perform this job: None
F	List all tools involving manipulation that are required to perform this job: Computer, mouse/keyboard, copier

Indicate any additional pertinent information about the requirements for this job that have not been previously addressed on this questionnaire: