



Speech-Language Pathologist

Position Profile: The Speech-Language Pathologist is a specialist who works to provide diagnostic and programming services for children and youth with communication disorders.

Speech-Language Pathologists are employed for the purpose of providing specialized support for students with exceptional needs. These personnel consult and collaborate with teachers, administrators, parents and other personnel or agencies to support student success in learning. The responsibilities of Speech-Language Pathologists include assessment, program development, program implementation, liaison and monitoring of student progress.

Directly Reports To: Superintendent of Student Services & Student Services Co-ordinator

In-Directly Reports: Principal & Student Support Teacher

Duties & Responsibilities

- Participate as an active member of the Student Services team in carrying out the GSSD Student Services Vision.
- Participate in the Student Services Speech-Language Pathologist Professional Learning Community meetings as called by the Superintendent of Student Services &/or Student Services Co-ordinator. As an active member of a PLC, the Speech-Language Pathologist must strive to develop consistent, research based practices that strive to support student learning and system improvement within a collaborative culture.
- Determine the assessment procedure which will provide the appropriate diagnosis of a communication disorder and, subsequently, participate in the development of a suitable program plan.
- Conduct screening and assessment procedures.
- Communicate with parents, principals, student support teachers and classroom teachers in post-assessment conferences as required regarding assessment results and recommendations for communication programming.
- Provide a written report to parents and school division personnel for each student assessed. The written report may include assessment instruments used, the findings, and specific recommendations and materials for programming.
- Consult with Student Service Co-ordinator and/or school-based personnel to provide appropriate follow-up on students.
- When necessary and appropriate, provide information and/or consultation services to parents regarding their child's communication needs.

- Work collaboratively with other disciplines on the Student Services Team to provide comprehensive services to students. This will involve meeting with other service providers to share information.
 - Provide workshops and in-service in areas of expertise to teachers, educational assistants and others when requested.
 - Train, supervise and manage speech-language pathology assistants and other support personnel as per CASLPA/SASLPA guidelines.
 - Provide documentation and reports to the Student Services Co-ordinators as required.
 - Submit an Annual Report to the Superintendent of Student Services.
 - Apply ethical standards of professional practice in the delivery of school speech-language pathology services, observing relevant laws and policies that govern practice.
 - Maintain membership in the Saskatchewan Association of Speech-Language Pathologists and Audiologists.
 - Maintain professional competency through on-going professional development activities.
 - Perform additional duties as assigned by the Superintendent of Student Services or Student Services Co-ordinators.
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Education & Qualifications

- Minimum Master's Degree in Speech Language Pathology.
 - The *Speech-Language Pathologists and Audiologist Act* requires that Speech-Language Pathologists be licensed by the Saskatchewan Association of Speech-Language Pathologists and Audiologists.
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Competencies, Skills and Abilities

- **Quality & Organization of Work**
The Speech-Language Pathologist must demonstrate his or her ability to pay attention to detail and ensure work is consistently completed and accurate within expected timeframes.
- **Adaptability & Flexibility**
The Speech-Language Pathologist must adapt to and work effectively within a variety of situations, and with various individuals or groups. Flexibility entails understanding and appreciating different and opposing perspectives on an issue and adapting one's approach as the requirements of a situation change. Strong problem solving skills and demonstrated ability to apply judgement in complex, highly sensitive and sometimes ambiguous situations is essential.
- **Communication**
The Speech-Language Pathologist must communicate effectively to students, school administration and staff. Excellent interpersonal skills along with proven written and oral communication and computer and presentation skills are required.
- **Job Knowledge**
The Speech-Language Pathologist must be committed to professional learning towards enhancing his or her skills and knowledge to perform the required tasks.

- **Cooperation & Teamwork**

This position involves working collaboratively with a variety of professional service providers and other school personnel on a daily basis. The Speech-Language Pathologist must have the ability to work as a team player and work independently with minimal supervision.

- **Attitude**

The Speech-Language Pathologist must display a positive attitude toward others, their work, schools and the division.

- **Confidentiality**

Maintain confidential speech-language records in a secure location in accordance with all confidentiality, ethical and legal standards. These records shall not be made available to other persons or agencies without the consent of the Director or designate and the informed consent of the parent. A notice that speech-language services have been provided to the student, along with appropriate information can be inserted into the student cumulative folder.

At no time should a speech-language pathologist discuss in public information pertaining to employees, students or the operation of the division. A speech-language pathologist is expected to respect the confidential nature of their position by avoiding discussion about any topics that are not formally communicated to the public by the administration of the school or the school division. Breaching confidentiality is a serious violation of acceptable conduct and *The Local Authority Freedom of Information and Protection of Privacy Act*.

Legal Reference: Section 85, 87, 108, 109, 175, 231 Education Act