

## SPEECH-LANGUAGE PATHOLOGIST

|                               |   |
|-------------------------------|---|
| <b>Portfolio:</b>             | Education   |
| <b>Reports Directly to:</b>   | Superintendent of Learning & Student Services Consultants |
| <b>Indirectly Reports to:</b> | In-School Administration                                  |
| <b>Direct Reports:</b>        | Speech-Language Pathologist Assistant                     |
| <b>Department/Location:</b>   | School Based  |
| <b>Salary Range:</b>          | Out of Scope Salary Grid                                  |
| <b>Last Updated:</b>          | May 2, 2025   |

### 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, caregiver(s)/guardian(s) and other personnel or agencies to support student success in learning. The responsibilities of Speech-Language Pathologists include screening, assessments, program development, program implementation, monitoring of student progress, and participating in multidisciplinary team collaborations.

### Duties & Responsibilities

- Participate as an active member of the Student Services team.
- Communicate with caregiver(s)/guardian(s), 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 caregiver(s)/guardian(s) and school division personnel for each student assessed.
- Provide information and/or consultation services to caregiver(s)/guardian(s) regarding their child's communication needs.
- Train, oversee, and manage speech-language pathology assistants and other support personnel as per CSASK/SAC and GSSD guidelines.
- 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 good standing with the College of Speech-Language Pathologists and Audiologists of Saskatchewan.
- Participate in division-directed professional development.
- Perform additional duties as assigned by the Superintendent of Learning or Student Services Consultants
- Adhere to the procedures outlined in the Division's Speech and Language Pathologist Service

Delivery Model.

### **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 College of Speech-Language Pathologists and Audiologists of Saskatchewan.

### **Confidentiality**

Maintain all student records in a secure location in accordance with all confidentiality, ethical and legal standards of the Division. These records shall not be made available to other persons or agencies without the signed and informed consent of the caregiver(s)/guardian(s).

At no time should an employee discuss in public information pertaining to other employees, students or the operation of the Division. Division employees are 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 Division. Breaching confidentiality is a serious violation of acceptable conduct and *The Local Authority Freedom of Information and Protection of Privacy Act*.

### **Competencies, Skills and Abilities**

#### **COMMUNICATION: A respectful exchange of information to support a common vision**

This competency forms part of all the other competencies. Professional Services Providers normally do their work in the context of interpersonal relationships where communication is paramount.

Competency in the following areas is required:

- Ability to communicate effectively with students and caregiver(s)/guardian(s) with cultural competency.
- Excellent interpersonal, written and oral communication, computer and presentation skills.
- Effective communication with all members of the interdisciplinary team.
- Respond to communications in a timely manner.
- In consultation with other school staff, initiate, coordinate, and facilitate meetings to address specific school or student needs.

#### **COLLABORATION: Working together to proactively plan and problem solve**

This position involves working together in a constructive working alliance with professional service providers and school personnel on a daily basis to enhance student learning and skills.

Competency in the following areas is required:

- Ability to work interdependently as a team player and work independently with minimal supervision.
  - Adapt to and work effectively within a variety of situations and environments with various individuals or groups.
  - Understand and appreciate the viewpoints and perspectives of all, remain flexible in one's approach and be willing to learn from others.
  - Utilize and incorporate a solution focused approach to problem-solving.
  - Demonstrate an ability to apply professional judgement in complex, highly sensitive and sometimes ambiguous situations.
  - Promote and positively impact professional practices.
  - Display a positive and respectful attitude toward their work, their schools, the division and
-

families.

- Participate as an active member in Professional Learning Communities (PLC) and referral meetings.

**CAPACITY BUILDING: Enhancing abilities to overcome obstacles and achieve results**

The Professional Service Provider offers opportunities for capacity building through current research-based interventions. Competency in the following areas is required:

- Extensive knowledge and/or experience related to the area of assignment.
- Commitment to professional learning towards enhancing professional skills and knowledge to perform the required tasks.
- Collaborate with others to lead effective and relevant professional development opportunities.
- Seek feedback regarding how professional development/capacity building opportunities meet the needs of participants.
- Understand diverse methods of evaluation, determine which methods are best suited to the task and provide support for interventions which are based on current research and effective practices.
- Represent the division in a positive and professional way.

**CONSISTENCY OF PRACTICE: Adherence to effective practices and equitable services across the Division**

The Professional Service Provider adheres to procedures and policies as set out in division guidelines. Competency in the following areas is required:

- A valid driver's license and a personal insured vehicle.
- Demonstrate ability to pay attention to detail and ensure work is consistently completed and accurate within expected timeframes.
- Maintain updated student records and service delivery notes in accordance with GSSD procedures and their professional organization.
- When removing students from active caseload, consult PLC guidelines and inform caregiver(s)/guardian(s), and school personnel.
- Incorporate strong organizational and time management skills.
- Commitment to the completion of a yearly Professional Growth Plan connected to division and student priorities.
- Carry out assessments and create professional reports/plans in accordance with GSSD procedures and their professional organization in a timely manner.
- Utilize evidence-based practices in assessment and planning to provide recommendations to support and monitor the student plan.
- Professionals accept their obligations, are sensitive to others and conduct themselves in an ethical manner. They establish professional relationships within the applicable constraints and standards.

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