



Job Description

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| Job Title: | Certified Speech & Language Pathology Assistant | Department: | Student Services |
| Schedule: | 9 months per year / About 179 days per year | Reports To: | Director of Student Services |
| Classification: | Class 18 | Prepared By: | HRA Job #86/DDSD HR |
| FLSA Status: | Non-Exempt | Prepared Date: | 4/16/2024 |
| | | Approved By: | HR |
| | | Approved Date: | |

SUMMARY

The Certified Speech & Language Pathology Assistant (SLPA) provides direct speech and language therapy services to individual students encompassing a wide range of speech and language disorders. To collaborate with the Speech Language Pathologist and follow through with continuous, ongoing assessment and therapy designed to increase functional independence and assure success inside and outside of the classroom. To specifically address Individual Education Program (IEP) goals under the direction of a Speech Language Pathologist. Independent judgment is required to observe changes in student progress and to analyze and report data to the Speech Language Pathologist.

ESSENTIAL DUTIES AND RESPONSIBILITIES

This description covers the most significant essential and auxiliary duties performed by this position for illustration purposes, and does not include other work, which may be similar, related to, or a logical assignment for the position. The job description does NOT constitute an employment agreement between the employer and employee and is subject to change by the employer as the organizational needs and requirements of the job change.

- Provides speech and communication services to students under the supervision of the Speech-Language Pathologist (SLP).
 - Assists the Speech-Language Pathologist in monitoring and documenting the progress of students in reaching the goals and objectives on each student's Individualized Education Program (IEP).
 - Implements therapy programs and IEP goals and objectives with individual students and/or groups of students under the direction of the Speech-Language Pathologist.
 - Assists the Speech-Language Pathologist in instructing other staff members in therapy related activities.
 - Consults/communicates with the Speech-Language Pathologist, classroom teacher, other support staff as needed to exchange information regarding student needs, and to coordinate the delivery of services to students.
 - Completes third party Medicaid billings.
 - Completes reports and records as required by the district and Oregon State Board of Speech and Language Pathology and Audiology. Maintains records of frequency and duration of individual student activities and progress notes.
 - Provides direct treatment assistance, excluding dysphagia to clients identified by the supervising SLP by following written treatment plans or protocols developed by the supervising SLP.
 - Document client progress, without interpretation of findings, toward meeting established objectives as stated in the treatment plan, and report this information to the supervising Speech-Language Pathologist.
 - Assists the Speech-Language Pathologist with materials and with other clerical duties as specified by the supervising Speech-Language Pathologist.
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- Attends workshops, staff development classes and meetings, seminars, and other meetings for continued professional growth as requested or approved by the Director.
- Maintains state licensure as required.
- Perform other duties, as assigned.

SUPERVISORY RESPONSIBILITIES

This position does not have any supervisory responsibilities.

QUALIFICATIONS

Ability to perform essential job duties with or without reasonable accommodation and without posing a direct threat to the safety or health of employees or others. To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Ability to project a pleasant manner and relate well to students and their requests for assistance.
- Bilingual preferred.
- Flexibility and patience in supervising and instructing students with a variety of skill levels.
- An understanding of and empathy for students with special needs and familiarity with techniques for instruction and assistance.
- Ability to plan and organize materials for use in instruction.
- Ability to work harmoniously with others and to communicate appropriately and effectively, both orally and in writing, with students, parents, and staff.
- Ability to maintain a high level of ethical behavior and confidentiality of information about students and staff.

EDUCATION and/or EXPERIENCE

Any combination of experience and training that would provide the required knowledge and abilities is appropriate. A representative way to obtain the required knowledge and abilities would be:

- High School diploma or equivalent, two years college education preferred.
- Fluent in other languages - Proficient in both speaking and writing.
- Has current certification for Speech-Language Pathology Assistant license as set forth by the Oregon Board of Examiners for Speech-Language Pathology and Audiology.

LANGUAGE SKILLS

Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence. Ability to speak effectively before groups of customers or employees of an organization. Bilingual preferred (The district's top languages are Spanish, Russian, Chinese, Vietnamese and Somali).

MATHEMATICAL SKILLS

Ability to calculate figures and amounts such as discounts, interest, proportions, and percentages. Ability to apply concepts of basic algebra.

COMPUTER SKILLS

The job requires specialized computer skills. Must be adept at using various applications including database, spreadsheet, report writing, project management, graphics, word processing, presentation creation/editing, communicate by e-mail and use scheduling software.



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REASONING ABILITY

Ability to apply common sense understanding to carry out instructions furnished in written, oral, or diagram form. Ability to deal with problems involving several concrete variables in standardized situations.

CERTIFICATES, LICENSES, REGISTRATIONS

Certified Speech-Language Pathology Assistant License as set forth by the Oregon State Board of Speech Language Pathology and Audiology.

Requires possession of a valid Oregon state driver's license.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. This level has a work environment that is usually well protected, free (minimal 0-20%) from hazards or obstacles. There is little element of personal risk or hazard. Job conditions are usually comfortable, with only occasional issues of confinement, temperature change, incident of noise, or interactions of a disagreeable nature, etc. Positions with minimal responsibility for driving are to be placed at least at this level.

PHYSICAL DEMANDS

Moderate degree of physical stamina, with frequent lifting of up to 10 pounds and occasional lifting of up to 50 pounds required in the physical assistance of students with special needs. Ability to move freely to various locations within the classroom and other supervisory settings. Frequent standing, walking, sitting, and bending. Exposure to noise and activity in a school setting. Exposure to outdoor weather conditions.

MENTAL DEMANDS

Positions at this level require regular (40-60%) adaptive and flexible responses due to changing priorities, need to juggle timeframes, and need to meet fluctuating deadlines. Interruptions to normal schedules occur and response to new situations is needed regularly. Contacts with others can frequently include difficult or disagreeable people.

PAY EQUITY SCOPE

Positions at this level have a regular (40-60%) impact on and influence on organization operations, program outcomes and a need or ability to analyze problems or concepts or make decisions on the information. Regular program or policy development affecting the organization and its offerings is part of the job responsibility. Organization image is positively or negatively influenced by results of personal work. "Customer" service is an important part of the job and actions would likely impact the user's sense of satisfaction.

ADDITIONAL REQUIREMENTS

Post-job offer criminal background check will be required.

The David Douglas School District is a diverse community that provides equal opportunity in employment, activities, and its programs. It is the policy of the David Douglas School District to not discriminate on the grounds of race, color, religion, ethnicity, and use of native language, national origin, sex, sexual orientation, marital status, disability, veteran status, age, genetic information, or any other status protected under applicable federal, state, or local laws.



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The school district also prohibits retaliation against an individual for engaging in activity protected under this policy and interfering with rights or privileges granted under anti-discrimination laws.

Persons having questions about equal opportunity and nondiscrimination should contact the Director of Human Resources for David Douglas School District.

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| Employee Signature: | | |
| Employee Name: | | |
| Date: | | |