

Job Description

Job Title: Speech Language Pathologist

Position Code: 2E07, BE07

Job Classification: Exempt

Supervisor: Supervisor of Special Ed & Principal

Pay Grade: 41

Contract Length: 192 and 202 Days

Job Summary

Position is responsible for providing speech/language services to meet the individual needs of students with oral communication and speech/language impairments. Position is responsible for screening and assessment; goal development; and planning/implementing appropriate speech and language treatment services to maximize student learning.

Essential Duties

1. Evaluates and assesses the student's functional status to identify and determine needs for speech/language therapy.
2. Selects, administers, and interprets specialized hearing and speech tests.
3. Gathers background information as necessary on the student's educational, medical, social, and psychological history to assist with determining possible causes of speech disorders.
4. Serves a member of an interdisciplinary team and participates in child study, IEP, staffing, and eligibility meetings as required.
5. Develops individualized education plans for students receiving speech/language therapy services and implements therapy sessions that target IEP goals.
6. Chooses appropriate activities for developing the student's speech, voice, fluency, and language skills.
7. Instructs students on how to monitor their own speech and provides ways to practice skills.
8. Recommends the adaptation of the student's learning environment as necessary.
9. Provides consultation to teachers and staff members to ensure the integration of speech/language development techniques into the student's classroom routine.
10. Monitors student progress, reevaluates IEP objectives, and adjusts delivery of speech/language services as appropriate.
11. Conferences with parents/guardians and provides them with support and information regarding their child.
12. Instructs parents/guardians in exercises to implement at home and in the care and use of specialized equipment.
13. Serves as a resource to staff members and conducts workshops at the assigned school(s) regarding speech/language services and proper procedures for the identification and referral of students.
14. Consults with physicians and other agencies as necessary and assists with referring students to appropriate specialists.
15. Adheres to legal and ethical standards and guidelines regarding the provision of speech/language services.
16. Maintains thorough records for each student receiving speech/language services at the assigned school(s) and provides related reports.
17. Requisitions needed supplies and equipment.
18. Models nondiscriminatory practices in all activities.

(These are intended only as illustrations of the various types of work performed. The omission of specific duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.)

Other Duties

1. Maintains professional competence by attending staff development programs and other professional activities.
2. Keeps abreast of developments and research in the field of speech/language pathology.
3. Performs any other related duties as assigned by the Supervisor of Special Education & Principal or other appropriate administrator.

Job Specifications

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 accommodation may be made to enable individuals with disabilities, who are otherwise qualified, to perform the essential functions.

Minimum Qualifications (Knowledge, Skills and/or Abilities Required)

Must possess a Master's degree in speech language pathology and must possess a Speech Language Pathology license issued by the Virginia Board of Audiology and Speech Language Pathology (BASLP). Some experience providing speech language therapy in a school based setting preferred. Must possess a thorough knowledge and understanding of the principles, practices, and procedures of speech language therapy. Must possess a thorough knowledge of the normal development and use of speech, voice, fluency, and language; and the types, causes, and the treatments of speech disorders. Must possess the ability to evaluate the functional status of students; design treatment plans; and provide safe and effective therapy to students with speech/language impairments. Must possess knowledge and skills in the augmentative communication devices and specialized equipment. Must possess excellent interpersonal, communication, and recordkeeping skills. Must possess the ability to establish and maintain effective working relationships with students, staff, parents, and the public.

Working Conditions & Physical Requirements

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform essential functions. Must have the ability to sit and stand for extended periods of time; exhibit manual dexterity to dial a telephone, to enter data into a computer; see and read a computer screen and printed material with or without vision aids; hear and understand speech at normal classroom levels, outdoors and on the telephone; speak in audible tones so that others may understand clearly in normal classrooms, outdoors and on the telephone; physical agility to lift up to 25 pounds; and to bend, stoop, climb stairs, and reach overhead.

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. Duties are normally performed in a school/classroom environment. Duties may be occasionally performed on field trips away from school. The noise level in the work environment is usually moderate.

Supervision Exercised: None

Supervision Received: Supervisor of Special Education & Principal

This job description in no way states or implies that these are the only duties to be performed by this employee. The Speech Language Pathologist will be required to follow any other instructions and to perform any other related duties as assigned by the Supervisor of Special Education & Principal or appropriate administrator. Newport News Public Schools reserves the right to update, revise or change this job description and related duties at any time.

Approvals:

Supervisor

Date

I acknowledge that I have received and read this job description.

Employee Name (Print)

Signature

Date

Revised 08/2025