



Crossroads Charter Schools

Job Description: Speech and Language Pathologist

Direct Supervisor: SPED Coordinator, or designee

School Summary:

At Crossroads Charter Schools, we...

- Understand the significant difference between equity and equality. Every student deserves to receive what he/she needs to succeed (equity), not that every student receives the same amount of resources, instruction, attention, etc. (equality).
- Develop school environments where all students are actively and meaningfully engaged in rigorous instruction and authentic learning tasks.
- Interrupt the “school to prison pipeline” – policies and practices that are directly and indirectly pushing the most at risk students out of school and on a pathway to the juvenile and criminal justice systems.
- Engage families as partners in meaningful ways.
- Build the capacity of diverse teams that are more reflective of our students.
- Nurture an open, collaborative, and trusting environment because the work is enormous, deeply personal, emotional and often difficult.
- Engage in on-going job embedded professional development through co-teaching and co-planning

Position Summary:

The primary responsibilities are to prevent, assess, diagnose, and treat speech, language, social communication, cognitive-communication, and swallowing disorders in children. The SLP is responsible for organizing and implementing a therapy program to meet the needs of speech, language and hearing impaired students and meeting teaching duties. Utilizing leadership, advocacy, and collaboration, the SLP provides prevention, assessment, and remediation services for students with disabilities in the areas of language, speech, voice, and fluency. The teacher is a hardworking, goal-oriented and enthusiastic professional with excellent subject knowledge and a sound understanding of the Missouri Learning Standards and Common Core State Standards.

Position Responsibilities:

- Perform educational assessments of students, including an observation of the student, review of the student’s educational history, conferences with the student’s teachers, and an evaluation and analysis of the student’s academic performance and learning characteristics.
- Provide direct instruction/therapy to students with difficulties in language, speech, voice, and fluency.
- Prepare educational plans annually for each student based on individually assessed needs in accordance with school procedures.
- Conduct grade-wide hearing screenings once a year in grades stipulated by the Missouri Department of Elementary and Secondary Education.
- Current knowledge of federal and state Special Education laws and regulations

- Report educational assessment findings to parents, classroom teachers, and administration at scheduled IEP meetings.
- Actively participate in the deliberations and classification of educationally disabled students and assists in the planning of IEPs as well as in coordinating, developing, monitoring and evaluating the effectiveness of the IEP.
- Maintain confidential records on all referred students and student/parent contacts in accordance with federal and state law, Board policy and the procedure of the school's special education program.
- Provide thorough and timely reports, data, and information, and makes sure the Special Education Department stays in compliance with federal rules and regulations.
- Serves as a resource to school personnel on the nature, causes, and solutions of the learning problems of students.
- Maintain effective and efficient record keeping procedures.
- Provides a positive environment in which students are encouraged to be actively engaged in the learning process.
- Communicate effectively, both orally and in writing, with students, parents, and other professionals on a regular basis.
- Collaborate with peers to enhance the instructional environment in order to meet the needs of students.
- Model professional and ethical standards when dealing with students, parents, peers, and community.
- Demonstrates gains in student performance.
- Participate on evaluation teams for speech, language, and hearing impaired students as appropriate.
- Ensure that each student in the program has necessary evaluation records in his/her permanent folder.
- Complete quarterly progress reports on each student in the program.
- Provide speech and/or hearing screening tests and diagnostic/evaluation testing.
- Participate in meetings, training and professional development.
- Meet professional obligations through efficient work habits such as: meeting deadlines, honoring schedules, coordinating, etc.
- Act in a professional and ethical manner at all times and comply with school policies, procedures, and expectations.
- Perform other duties and responsibilities as assigned by their supervisor.

Skills and Qualifications:

- Bachelor's degree required, Master's degree preferred.
- Valid Missouri teaching certificate
- Minimum 3 years of experience as a school Speech Language Pathologist preferred
- Demonstrated success in urban education
- Desire to continue professional development
- Excellent organization skills and an ability to coordinate multiple tasks and activities
- Outstanding verbal and written communication skills and an ability to keep multiple stakeholder groups, including parents, teachers, staff, volunteers and partners, informed of critical issues, activities and schedules.
- An ability and enthusiasm for promoting the school and its mission to a broad and diverse group of people.
- Excellent work ethic, positive attitude, flexibility and willingness to perform tasks assigned

- Demonstrates ethical behavior and confidentiality of information about students and teachers in school environment and community.
- Must pass extensive background check and drug screening.

Key Working Relationships in Addition to Supervisor:

Teachers, Students, Parents, Volunteers, Office Staff, Support Staff, Principal, Assistant Principal, Chief Academic Officer, Executive Director