

Speech Language Pathologist (SLP)  
Speech Language Pathologist Assistant (SLPA)

Speech Language Pathologists (SLP) and Speech Language Pathologist Assistants (SLPA) are expected to provide listening and spoken language instruction that supports a child's educational goals and their ability to reach their learning potential. In addition, SLPs/SLPAs must demonstrate a sound theoretical knowledge of early childhood development and LSLIS intervention strategies appropriate to students with hearing loss as well as those who may have additional needs. SLPs/SLPAs must also be able to coach adult learners who care for children with hearing loss, as well as be able to relate well to students, parents and appropriate representatives of community partners and the entire team of Desert Voices.

SLP's and SLPA's report directly to the Instructional Specialist and/or Executive Director

### Specific Responsibilities

#### Classroom:

- Provide direct instructional services to a caseload of 10 to 20 children/families. The focused areas may include language, speech and audition or other areas of the curriculum.
- Provide educational diagnostic services for their students when appropriate and under the supervision of the Instructional Specialist and/or the Development and Operations Manager.
- Collect data from the goals of their session, observations in a variety of settings, reporting from other professionals and/or parents, language samples, evaluations, outside reports and using criteria referenced forms.
- Provide appropriate supportive services to parents whose child is attending the toddler or preschool program.
- Develop and maintain a classroom environment conducive to effective learning within limits of the resources provided by the program.
- Prepare for assigned caseload and show written evidence of preparation weekly to the Supervisor. Prep time is built into the work day, but additional time may be needed outside of the normal work hours - based on work style, workload throughout the year and experience.
- Create and implement individualized instruction in order to meet each child and family's individual goals.
- Complete annual standardized assessments for preschool and toddler students. Create a report that indicates results and share with the team.
- Consult with the case manager or parents when assessment is reviewed to answer any questions pertaining to the report.
- Perform pupil supervision duties as required by the school.
- Alert the supervisor and/or teacher to any problems with individual students or abuse of students by other staff members.
- Communicate with parents in a timely manner and provide consistent updates about classroom activities.
- Continue professional growth with a minimum of 18 hours of continuing education. Areas of growth opportunities to be set with your supervisor.

#### Caseload:

- Serve as consultants to the other staff members, including regular school staff, pertaining to the special needs of the students on their caseload, sharing specialized expertise that you may possess or sharing specific information on the progress during their individual setting.
- Participate in meetings, when relevant to their particular students, to plan instructional and behavioral goals and objectives and develop methods of instruction, create individualized goals or to participate in a discussion of appropriate programming at Desert Voices.
- Prepare regular and/or special reports on progress in all developmental domains for the child, generalization of educational information for parent advocacy and the caregivers use of LSL strategies. Distribute this information to parents, school districts, other professional team members in accordance with established policies of the program.
- Updating progress through the following tools: IEP/IFSP updates quarterly, Developmental History annually, contributing to discussions in team meetings with families and outside professionals once a quarter and completing updates on criteria referenced forms, language samples or checklists in preparation for monthly collaborative meetings.
- Write appropriate goals annually for 3+ year old students and transitioning toddler students. Reevaluate and rewrite IFSP goals every six months.
- Collaborate with audiological professionals through requesting reports, reporting classroom observations and child/family concerns on audiology letters and attending audiology appointments when deemed necessary by the child's team.
- Collaborate with outside professionals that are included on the child's team which may include: OT, PT, other SLPs, ASDB staff members, counselors and school district professionals.
- Take the lead as case manager for parent coaching families. This means you will complete the development histories, annual assessments, RedCap form, update their binder that contains criteria referenced forms, write audiology letters, request records, create IFSP goals and smaller benchmark goals as needed and take the lead on all collaboration with outside professionals.
- Participate in ongoing meetings for team growth opportunities, collaboration meetings with in-house staff on shared students and families, team meetings for EI children once a quarter, attended team meetings for toddlers and preschoolers as needed, and all staff meetings for professional development, rapport building or policies and procedures meetings.
- Meet on a consistent basis, as determined by the supervisor, to discuss and determine programmatic policies and processes, to address day-to-day operational issues and individual growth.

#### Organization:

- Maintain current knowledge of mission, values, goals and strategic plan.
- Assure the proper use, management, security and upkeep of Desert Voices facilities, equipment and documents.
- Punctual and dependable.
- Support the fundraising efforts of the organization by attending mandatory fundraising events.

- Alert the supervisor and/or teacher to any problems with individual students or abuse of students by other staff members.
- Other duties as assigned.

### **Benefits & Compensation**

- 194-197 work days a year
  - Monday through Friday
  - Full-time hours 37.5 hours per week
  - 6.5 hours of Direct Classroom instruction per day
- 9 Days paid sick leave, 2 of the 9 days may be used for personal reasons
- Flexible work schedule outside of direct classroom hours and duties
- Life insurance benefit of \$15,000, premium is paid by Desert Voices, additional dependent coverage available at the expense of the employee
- Long Term Disability benefit, premium is paid by Desert Voices
- 401k Retirement Benefit, Desert Voices matches up to 3% of employee deductions and 100% vested immediately
- Health Benefits currently provided through United Healthcare, 100% of employee premium is paid by Desert Voices,
- Dental Benefits currently provided through Guardian, 99% of employee premium is paid by Desert Voices
- Vision Benefits currently provided through Guardian, 99% of employee premium is paid by Desert Voices
- Salary commensurate with experience and education
- All benefits start immediately upon hire
- \$500 onboarding bonus