



## Position Description

**POSITION TITLE:** Speech-Language Pathologist  
**REPORTS TO:** Clinical Team Lead  
**CLASSIFICATION:** Exempt  
**FUNCTION:** Patient Care/Clinic Operations

### INTRINSIC RESPONSIBILITIES:

Provide diagnosis, treatment and prevention strategies for oral motor, swallowing, cognitive linguistic, and speech and language disorders in children. Participate in activities and training to promote and attain regulatory compliance at the local, state and federal level.

### ESSENTIAL JOB FUNCTION

- Evaluate young clients and develop a plan of care with associated goals including quantifiable speech and language outcome targets.
- Develop, implement, and revise treatment plans for problems such as: stuttering, delayed language, articulation disorders, receptive-expressive language disorders, swallowing disorders, cognitive linguistic disorders and inappropriate pitch & resonance.
- Maintain timely, thorough, and confidential documentation of initial evaluation, daily treatment notes, progress notes and discharge notes.
- Educate families/caregivers and promote follow through of home exercise programs to assist children in achieving their therapy goals.
- Refer families/caregivers to other community resources as needed.
- Participate in conferences, training and continuing education to further improve clinical skills.
- Collaborate with therapy team and attend team meetings.
- Retain the responsibility for all delegated tasks to other licensees and support personnel and ensure proper and adequate supervision of those individuals.
- Supervise student fieldwork experiences including: provision of services, record keeping, and other assigned duties.

Our mission is to help each child reach their full potential and to support and educate their families along the way.

## **Cont. Speech-Language Pathologist**

- Assist with and/or carry out routine cleaning, maintenance support operations of the clinic's physical plant, patient care equipment and supplies in accordance with regulatory standards and EHS policies and procedures.
- Comply with the Facility's Comprehensive Compliance Plan (CCP) which includes but is not limited to: Business & Clinical Operations, Environmental Health & Safety, HIPAA, Human Resources and Code of Conduct as well as all facility policies and procedures and educational requirements associated the CCP
- Comply with all local, state and federal regulations training and instruction requirements as well as any other standards that govern healthcare services provision

### **QUALIFICATIONS:**

- Graduate of an approved Speech-Language & Hearing Pathology program and is eligible for a certificate of clinical competence in speech- language and audiology granted by the ASHA
- Licensed to practice Speech Therapy in Indiana
- Pediatric experience preferred.
- Good time management, organizational, and interpersonal skills.

### **PHYSICAL DEMAND CAPACITY:**

#### **Consistent with published industry PDC norms or minimally:**

- Sitting---routinely for uninterrupted periods of 45-60 minutes
- Lifting---occasionally light loads (5-10 pounds)
- Bending & reaching---routinely for patient access and positioning

### **EXPOSURE DETERMINATION:**

- Has the potential for Hazardous Substance Exposure due to work duties
- Has the potential for Bloodborne Pathogen Exposure due to work duties

### **HIPAA STATUS:**

- Has been determined as eligible for access to/use of PHI & EPHI based on work duties and responsibilities in compliance with 'minimal necessary' standards

## Cont. Speech-Language Pathologist

*Joe's Kids has reviewed this job description to ensure that essential functions and basic duties have been included. It is intended to provide guidelines for job expectations and the team member's ability to perform the position described. It is not intended to be construed as an exhaustive list of all functions, responsibilities, skills and abilities. Additional functions and requirements may be assigned by management staff as deemed appropriate. This document does not represent a contract of employment and Joe's Kids reserves the right to change this job description and/or assign tasks as needed.*

**My signature indicates that I understand and agree to fulfill the position description as reflected above and that I have been given the opportunity to discuss and request clarification of any duties and/or responsibilities noted.**

\_\_\_\_\_  
Employee

\_\_\_\_\_  
Date