



Speech Pathologist / Speech Associate Job Description

Job Purpose

The Speech-Language Pathologist provides diagnostic and intervention services to students with communication disorders—including impairments in language, articulation, fluency, voice, and resonance—to ensure access to the general education curriculum. This role evaluates, plans, and delivers evidence-based therapy, monitors progress, and collaborates with teachers, parents, and support staff to help students achieve their Individualized Education Program (IEP) goals and develop functional communication skills essential for lifelong success.

Knowledge, Skills, and Abilities

- Clinical expertise in speech and language development, disorders, and evidence-based intervention techniques.
- Proficiency in administering, scoring, and interpreting standardized and informal assessment tools (e.g., CELF-5, GFTA-3) to determine eligibility under Mississippi Department of Education criteria.
- Knowledge of augmentative and alternative communication (AAC) devices, including low- and high-tech speech-generating systems, and ability to implement effectively.
- Understanding of child development, communication development, and best practices in special education instruction.
- Knowledge of laws, regulations, and ethical standards governing special education, including IDEA, FERPA, and state policies related to Speech-Language Impairment (SLI).
- Ability to provide consultative services to school staff, including strategies for classroom integration of speech and language goals.
- Ability to manage and promote positive student behavior and create a supportive learning environment.
- Strong organizational, time management, and record-keeping skills.
- Ability to use technology for data tracking, assessment, instruction, and reporting.
- Strong interpersonal, collaboration, and communication skills to work effectively with students, families, teachers, administrators, and related service providers.
- Ability to maintain confidentiality and comply with all professional and district standards.

Minimum Qualifications

- Bachelor's degree in Speech-Language Pathology or Communication Disorders from an accredited institution; Master's degree preferred.
- Valid Mississippi Educator License with a 215 or 216 endorsement.
- Successful prior experience in providing speech-language services in educational or clinical settings preferred.
- Membership in the Mississippi Speech-Language-Hearing Association preferred.
- Must pass comprehensive criminal background and child abuse registry checks.

Duties and Responsibilities

- Demonstrates prompt and regular attendance.
- Conducts comprehensive evaluations, screenings, and assessments of students to determine communication needs and eligibility for services.
- Develops, implements, and monitors Individualized Education Programs (IEPs) for students with speech/language impairments.
- Provides direct and indirect therapy in individual, small group, or classroom-based settings.

- Collects, analyzes, and reports data on student progress to adjust treatment plans and inform instruction.
- Provides consultative support and training for teachers, assistants, and support staff on strategies for facilitating communication in the classroom.
- Collaborates with parents and families to provide resources, training, and guidance to support student communication development.
- Ensures proper operation and use of assistive technology and AAC devices for students with complex communication needs.
- Maintains accurate and confidential records in compliance with FERPA, Medicaid, and district policies.
- Completes Medicaid billing and documentation for eligible school-based services.
- Participates in team, IEP, and professional development meetings as required.
- Provides advocacy and guidance for students to ensure successful access to the general education curriculum.
- Implements all district policies and procedures related to special education and speech-language services.
- Performs other job-related duties as assigned by administration.
- Limited travel to meetings, trainings, or school sites may be required.
- Adhere to the Mississippi Educator Code of Ethics and all district policies and procedures and supports the George County School District Core Beliefs and Mission.

Reports to: Building Administration and Director of Special Education

Supervises: N/A

Terms of Employment: Contract 187 Days

FLSA Status: Exempt

DISCLAIMER: The preceding job description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees to this job.

	Employee's Printed Name
	Employee's Signature
	Date
	Supervisor's Signature
	Date