

## SPEECH AND LANGUAGE PATHOLOGIST I

This is professional speech and language work in diagnostic evaluations and therapeutic programs serving children and/or adults with speech and/or language communicative disorders. Work involves testing, evaluating, and counseling and instructing to habilitate or rehabilitate the development and disorders of speech, voice, or language for the purpose of identifying, preventing, improving, or modifying such disorders. Work has been identified in outpatient, inpatient, and clinic settings within the N.C. Department of Human Resources, the University System, and UNC-Hospitals. Work may involve consultation with a variety of clients, clients' parents, families, physicians, and other professional disciplines or agencies. Work may also include supervision of therapist-technicians in a supportive role.

### I. DIFFICULTY OF WORK:

Variety and Scope, Intricacy - Work is performed in inpatient and outpatient institutions, hospitals, agencies, and clinics. Employees perform a variety of standardized screening measurements, tests, and methods based upon available material and equipment, and as may be appropriate for the client to evaluate speech and language communication disorders. The variety of standard screening and evaluations may be included, but not limited to, assessment of the oral peripheral mechanism, articulation, language, voice, fluency, assessments, of receptive and/or expressive language and/or stuttering. Clients may have a variety of communicative disorders, i.e., mental retardation, cerebral palsy, articulation dysfunctions, hearing loss, disorder of receptive and/or expressive language, aphasia, discrimination, attending, stuttering, among others. Develops and may implement or assist with the implementation of individual therapeutic plans based upon diagnosis. Interprets findings to physicians, peer professionals, parents, and families. Employee may also perform psycholinguistic screening of clients using a basic battery of tests depending upon client age and communicative abilities. Employees refer clients to physicians and/or audiologists for further evaluation as determined needed.

Subject Matter Complexity - Work requires a complete understanding of speech and language pathology and standard test and evaluation methods, principles, and procedures; plus understanding of a variety of communication disorders and causes.

Guidelines - State licensure law, certificate of clinical competence, JCAH standards, ICF standards, agency work standards, and protocols are understood and applied, where applicable, to most work situations. Work does require independent judgement in applying the professional standards and guidelines.

### II. RESPONSIBILITY:

Nature of Instructions - Daily and weekly work is self-planned and coordinated with other disciplines, supervisor, department, or clinic manager. Employees function independently professionally, and most instructions are of a coordinative and/or administrative nature. The agency, institution goals, and patient treatment goals are understood; the employee can make changes in work operations on short-range basis and set work priorities to meet client and program needs. May periodically receive some instructions on patient scheduling, behavior modification of clients, and administrative reporting.

Nature of Review - Minimal technical review occurs in this work and the employees usually refer only scheduling, administrative, and patient management problems to supervisor. Makes decisions on individualized programs requesting suggestions/in-put from peers and/or supervisor as deemed necessary.

Scope of Decisions - Employee's work and decision making has a direct effect on the patient population served.

Consequence of Decisions - Employee's work and decision making could have a substantial impact on the client population as errors, inaccurate or inappropriate evaluations and diagnosis could result in delay in effective treatment or incorrect treatment. The ability to communicate can be a major determining factor in all habilitation training.

### III. INTERPERSONAL COMMUNICATIONS:

Scope of Contacts - Employee has contact with a variety of clients, clients' families or guardians, physicians, and professionals from other disciplines. Client and the client family contact is often with persons who are unable to cooperate fully for evaluations and who have little understanding of the medical or professional terminology or technology.

Nature and Purpose - Work includes interpretation of tests and diagnosis performed and the treatment plan recommended. Clients may be so-disabled that comprehension is severely limited or fear creates extreme limitations to influence, direct, and gain patients' confidence and cooperation in the total treatment plan. Employee often has to direct others in implementation of patient treatment plans.

### IV. OTHER WORK DEMANDS:

Work Conditions - Generally good working conditions with only occasional disagreeable clients to work with or less than ideal testing or program setting.

Hazards - Employee will generally not have exposure to hazards which may cause injuries, except occasional uncooperative patients.

### V. JOB REQUIREMENTS:

Knowledges, Skills, and Abilities - Considerable knowledge of and skill in the application of professional speech and language pathology theory, techniques, principles, and procedures; the work unit and the unit policies and procedures; various communicative disorders peculiar to the group of clients served; of and the ability to administer and interpret appropriate diagnostic tests to determine range, nature and/or degree of communication skills. General knowledge of the agency, institution goals and treatment programs; of available referral resources. Ability to formulate, interpret, and implement therapeutic treatment programs applicable to client group served; to express one's self in oral and written form and to maintain client records and charts; to gain the confidence of clients, clients' families, peers, and para-professionals and to work effectively with them to gain cooperation for optimum results.

Minimum Training and Experience - Master's degree in speech and language pathology from an appropriately accredited institution and nine months supervised experience as required by the NC Licensing Statute (G.S. 90-292) and possession of a current and valid license issued by the Board of Examiners for Speech and Language Pathologist and Audiologist; or an equivalent combination of education and experience.

Minimum Training and Experience for a Trainee Appointment - Master's degree in speech and language pathology from an appropriately accredited institution as required by the N.C. licensing statute (G.S.90-292) to be eligible for granting of a temporary license issued by the N.C. Board of Examiners for Speech and Language Pathologist and Audiologist. The temporary license must be obtained before the first day of employment. Upon receipt of permanent license (9 to 12 months) employee may move into full class.

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Administering the Class - Applicants must submit a copy of the approved temporary license, or the letter from the Board approving the applicant for the temporary license to the agency personnel officer before beginning work. If the applicant has completed the supervised experience, a copy of the permanent license or letter from the Board approving the applicant for licensure should be submitted with the application for employment. Applicants must follow the Board's procedure in obtaining the license within the prescribed time frames. \*This licensure is not required of a person applying to work in this capacity at the North Carolina Schools for the Deaf and Blind who possesses a valid and current credential as a speech and language pathologist issued by the North Carolina Department of Public Instruction. (Refer to G.S. 90-294.[c] [4].

Special Note - This is a generalized representation of positions in this class and is not intended to identify essential functions per ADA. Examples of work are primarily essential functions of the majority of positions in this class, but may not be applicable to all positions.