

I. DESCRIPTION OF WORK

Positions in this banded class perform, lead and manage therapeutic rehabilitative services for patients as part of a comprehensive treatment program. They work in a variety of clinical settings and specialize in one of the following areas: respiratory therapy, physical therapy, occupational therapy, rehabilitation therapy, radiation therapy, speech and language pathology, audiology, and/or assistive technology. Duties performed include: conducting testing and diagnostic evaluations, planning therapeutic treatment, administration of treatment, patient counseling, and instruction of students. Work may include training and/or supervising others.

II. ROLE DESCRIPTIONS BY COMPETENCY LEVEL

Contributing	Journey	Advanced
<p>Positions at this level develop treatment plans according to a general prescription made by the provider. They administer and modify the treatment plan providing appropriate support to the patient throughout the treatment process. Positions are responsible for patient assessment and evaluation of the patient, design of the treatment plan, and data collection and reporting. Positions may work as a member of an interdisciplinary treatment team and in collaboration with other professionals. Work may include training and monitoring of students.</p>	<p>Positions at this level conduct assessments, develop treatment plans and intervention techniques, implement treatment plans, and evaluate results. Positions are responsible for conducting client evaluations using numerous standardized and informal assessment tools, and interpreting assessment data to make a diagnosis and develop scientifically-based treatment plans. Positions may serve as team leader or mentor. Work may include training and monitoring of students and/or staff. Positions may supervise others or manage programs.</p>	<p>Positions at this level provide therapeutic services to clients requiring more comprehensive and specialized treatment. Positions use numerous evaluative tools to assess needs, select interventions, and evaluate progress toward goals. They may direct activities in a department or section and coordinate services with other programs. Positions may serve as team leader or mentor. Positions may supervise others or manage programs. Work includes instruction of students and staff and may include design of training programs.</p>

III. COMPETENCIES

Competency	Definition
Knowledge - Professional	Possession of a designated level of professional skill and/or knowledge in specific area(s) and to keep current with developments and trends in area(s) of expertise, usually acquired through post-secondary education.
Patient Care	Ability to work with patients in a clinical or medical setting.
Clinical Assessment and Decision Making	Ability to observe, collect, and record data. Ability to assess the accuracy, validity and integrity of the data. Knowledge of and ability to use effective approaches for choosing a course of action or developing appropriate solutions and/or reaching conclusions. Ability to take action consistent with available facts, constraints, and anticipated consequences.
Instruction	Ability to instruct and train employees, students, faculty and/or other clients by providing information, including appropriate procedures, practices and/or operation of equipment.

Note: Not all competencies apply to every position/employee; evaluate only those that apply. Competency statements are progressive.

IV. COMPETENCY STATEMENTS BY LEVEL

Knowledge – Professional

Possession of a designated level of professional skill and/or knowledge in specific area(s) and to keep current with developments and trends in area(s) of expertise, usually acquired through post-secondary education.

Contributing	Journey	Advanced
<p>Basic knowledge of principles, techniques, methods, modality and their proper application in area of specialization.</p> <p>Basic knowledge of functional anatomy, physiology and skeletal biomechanics.</p> <p>Basic knowledge of the application and adaptation of equipment used in area of specialty.</p> <p>Basic knowledge of medical conditions involved in area of specialty.</p>	<p>Considerable knowledge of principles, techniques, methods, modality and their proper application in area of specialization.</p> <p>General knowledge of functional anatomy, physiology and skeletal biomechanics.</p> <p>Full knowledge of the application and adaptation of equipment used in area of specialty.</p> <p>Full knowledge of medical conditions involved in area of specialty.</p>	<p>In-depth knowledge of principles, techniques, methods, modality and their proper application in area of specialization.</p> <p>Thorough knowledge of functional anatomy, physiology and skeletal biomechanics.</p> <p>Ability to research and develop new adaptations of equipment area of specialty.</p> <p>Thorough knowledge of medical conditions involved in area of specialty.</p>

Patient Care

Ability to work with patients in a clinical or medical setting.

Contributing	Journey	Advanced
<p>Ability to conduct patient assessments based on information from standardized assessments, observations, medical staff, medical records, patient and caregivers; ability to communicate effectively with patients to assess patient needs. May require ability to screen patients for entry into research studies.</p> <p>Ability to plan and organize therapeutic interventions as prescribed by referring provider.</p> <p>Ability to conduct and modify, as needed, therapeutic interventions per the treatment plan; ability to communicate effectively with patients about treatment plan and specific activities. May require ability to implement treatment plan as prescribed by research protocol.</p> <p>Ability to assist others in evaluating programs; may require ability to plan, design, and develop programs.</p> <p>May require ability to design and fabricate adaptive equipment and instruct clients in its use.</p>	<p>Ability to conduct client evaluations and re-evaluations using numerous standardized and informal assessment tools; ability to interpret assessment data to make diagnosis and develop scientifically based treatment plans that meet individual client needs; ability to review assessments and treatment plans prepared by others.</p> <p>Ability to develop treatment plans and intervention techniques based on multiple assessment tools; ability to select appropriate therapeutic interventions based on individual patient needs.</p> <p>Ability to implement treatment plans and intervention techniques; ability to evaluate results; ability to modify interventions when necessary.</p> <p>Ability to provide education to patients, families, and caregivers regarding specific techniques and activities.</p> <p>May require ability to make adjustments in treatment plans to ensure compliance with research study protocols.</p> <p>Ability to recommend modifications to research protocol.</p> <p>Ability to plan, design and develop programs; may require ability to serve as educational liaison and provide community outreach services.</p> <p>Ability to design and fabricate special adaptive equipment and instruct clients in its use.</p>	<p>Ability to conduct client evaluations and re-evaluations using numerous standardized and informal assessment tools for patients requiring more comprehensive and specialized treatment; ability to assist others in interpreting assessment data to make diagnosis and develop treatment plans; ability to consult with others on more difficult or complex assessments.</p> <p>Ability to develop treatment plans and intervention techniques for patients requiring more comprehensive and specialized treatment.</p> <p>Ability to provide therapeutic services to clients requiring more comprehensive and specialized treatment. Ability to evaluate new testing and treatment methods; ability to recommend improved clinical procedures and testing/treatment equipment.</p> <p>Ability to implement and manage programs; ability to evaluate program standards and assesses patient progress based on program and individual objectives; ability to coordinate services with other programs.</p> <p>Ability to research and design unique/original equipment or techniques; may require ability to set standards in the area of assignment.</p>

Clinical Assessment and Decision Making

Ability to observe, collect, and record data. Ability to assess the accuracy, validity and integrity of the data. Knowledge of and ability to use effective approaches for choosing a course of action or developing appropriate solutions and/or reaching conclusions. Ability to take action consistent with available facts, constraints, and anticipated consequences.

Contributing	Journey	Advanced
<p>Ability to observe and record patient data and intervention activities; ability to document patient initial evaluation.</p> <p>Ability to evaluate patient progress; ability to prepare progress notes; ability to make decisions regarding continued treatment activities.</p> <p>Ability to present data and findings to providers and multi-disciplinary teams.</p> <p>Ability to organize and manage information in appropriate databases.</p> <p>Ability to assist and collaborate on various research projects.</p> <p>May require ability to provide clinical supervision and training for staff; may require ability to review assessments and treatment plans prepared by others; may require ability to consult with staff on more difficult or complex cases.</p>	<p>Ability to review documentation prepared by others.</p> <p>Ability to document patient progress and identified problems; ability to review progress notes prepared by others; ability to advise others in treatment decisions.</p> <p>Ability to present data and findings to providers and multi-disciplinary teams in more difficult or complex assessments.</p> <p>Ability to monitor data quality; ability to train others in data entry and database management.</p> <p>Ability to collect, analyze and report treatment data for research projects; ability to assist with design and implementation of research protocols; ability to participate in dissemination of research results through papers and presentations.</p> <p>Ability to supervise clinical work; conduct performance reviews; ability to ensure compliance with performance management policies and procedures. Ability to recommend resolution of disciplinary and grievance issues, as needed.</p>	<p>Ability to train others in observing and recording patient data; ability to serve as expert in interpreting specialized assessment tools.</p> <p>Ability to train others in documenting patient progress; ability to serve as expert regarding treatment decision</p> <p>Ability to evaluate reports prepared by others; ability to present and discuss treatment plans involving more difficult or complex clients.</p> <p>Ability to plan and implement data management modifications and improvements.</p> <p>Ability to lead others in preparing analyses; ability to lead efforts to modify and adapt research methodologies and protocols.</p> <p>\ Ability to oversee staff, administrative, and clinical functions. Ability to schedule, assign and prioritize work; ability to determine work unit design.</p>

Instruction

Ability to instruct and train employees, students, faculty and/or other clients by providing information, including appropriate procedures, practices and/or operation of equipment.

Contributing	Journey	Advanced
<p>Ability to participate in the orientation and training.</p> <p>May require ability to provide clinical supervision and training to others.</p> <p>Ability to review assessments and treatment plans prepared by others; ability to consult on more difficult or complex cases.</p>	<p>Ability to coordinate orientation and on-site training; ability to instruct others in areas of expertise.</p> <p>Ability to assign and rotate others through the clinical area; ability to teach in the classroom; ability to precept in the clinical area; ability to assist with evaluation of others.</p>	<p>Ability to train, evaluate and counsel others.</p> <p>Ability to develop, plan and administer educational programs.</p> <p>May require ability to provide consultative services within the community.</p>

V. MINIMUM TRAINING & EXPERIENCE

Bachelor’s or Master’s degree in the therapeutic specialty area to which assigned. Some positions may require additional training, certifications, or licensure in speech pathology, audiology, occupational therapy, physical therapy, or other fields.

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