



Speech and Language Pathologist Position Vacancy

SUMMARY:

The Gogebic-Ontonagon Intermediate School District (GOISD) is seeking applications for a Speech and Language Pathologist. This role serves individuals from birth to age 25 in various settings, including homes, preschools, local school districts, and center-based programs. Responsibilities include assessing students, determining eligibility for services, and providing intervention for speech, language, communication, and swallowing disorders within an educational setting.

QUALIFICATIONS:

- MA, CC-SLP Required
- Valid Michigan Speech Language Pathologist License
- Meet the qualifications as outlined in Michigan Administrative Rules for Special Education

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Evaluation

- Screen and conduct comprehensive evaluations to determine special education eligibility.
- Member of the multidisciplinary evaluation team (MET); serve as MET coordinator as assigned by the administration.
- Complete Review of Existing Evaluation Data (REED) documentation for initial and reevaluations.
- Conduct comprehensive assessments to identify speech and language impairments.
- Prepare and interpret social or developmental histories/assessments, gathering parent/guardian input.
- Provide written reports and analyze data during the referral/diagnostic process.

Designing Specially Designed Instruction/Therapy

- Develop compliant Present Level of Academic Achievement and Functional Performance statements.
- Develop and implement individualized education program (IEP) goals based on assessments.
- Assist parents and school staff in understanding decisions, procedures, and other questions affecting their children in the IFSP/IEP Team process.
- Participate in team meetings, write and maintain measurable IFSP/IEP goals and objectives, and assist in developing other goals and objectives.

- Provide recommendations for educational interventions to assist classroom personnel with student learning, achievement, behavior, and the use of assistive educational devices.
- Collaborate with teachers, parents, and other school professionals to support students' communication needs.

Providing, Monitoring, and Adjusting Therapy

- Provide consultative and direct therapy to improve students' communication skills, including speech articulation, comprehension, and expressive language.
- Implement the speech and language requirements of a child's IFSP/IEP as assigned.
- Develop and maintain a schedule of student contacts consistent with IFSP/IEP requirements.
- Monitor and document students' progress, adjusting treatment plans and IEP goals as necessary.
- Complete and send home progress reports.
- Use data-based decision-making to lead a problem-solving model in addressing student academic and behavioral concerns.

Consultation, In-Service Training, and Professional Development

- Offer consultation and training to teachers and parents on strategies to support communication development. Develop in-service training programs in areas of interest and expertise.
- Stay current with best practices and continuing speech and language therapy education relevant to the school environment.
- Participate in professional development as assigned.

Skills, Knowledge, and Abilities

- Work independently and as part of a team.
- Communicate effectively at all organizational levels; Excellent verbal and written skills.
- Carry out duties as assigned with and without direct supervision.
- Integrate technology into everyday workflow.
- Develop and maintain successful working relationships with students and school staff.
- Define problems, collect data, establish facts, and draw valid conclusions.
- Explain and demonstrate appropriate intervention techniques to reach all learners.
- Practice safe work and driving habits.
- Adapt to frequent changes in the work environment.
- Knowledge of special education policy and law.
- Timely documentation of all required compliance activities, including progress/log notes, IEP information, Medicaid billing, and RMTS data.
- Conduct required [Case Manager](#) duties and tasks for assigned students who do not receive programming (e.g., resource, center-based).
- Carry out the mission and values of the GOISD.
- Be student-centered and advocate for students.
- Other duties as assigned.

ADDITIONAL QUALIFICATIONS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below represent the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Maintain certification requirements
- Adhere to and follow GOISD policies and procedures
- Other duties as assigned by Supervisor

- Ability to work effectively and courteously with staff, students, parents, vendors, and the general public
- Ability to prioritize and manage multiple tasks efficiently; possess strong organizational skills.
- Ability to work in a team setting
- Ability to work independently on assigned tasks as well as accept direction on given assignments
- Excellent oral and written communication skills
- Ability to assume responsibility for confidential information
- Such alternatives to the above qualifications as the Supervisor may find appropriate and acceptable

PHYSICAL REQUIREMENTS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- While performing the duties of this job, the employee is continuously required to stand and talk or hear
- Frequently the employee will walk while performing the duties of this job
- Occasionally the employee will sit
- Frequently the employee will stoop or kneel and repeat the same hand, arm or finger motion many times
- Specific vision abilities required by this job include close vision such as to read handwritten or typed material, and the ability to adjust focus
- Ability to lift/carry items up to 50 pounds, frequent walking, standing, sitting, and going up/down stairs.
- Occasional home visits to provide services and obtain information to assist with evaluations.
- Occasional irregular or extended work hours to meet multiple demands.

LANGUAGE SKILLS:

- Ability to read, analyze and interpret general business protocols, professional journals, technical procedures, or governmental regulations
- Ability to write reports, business correspondence, and procedure manuals
- Ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public

MATHEMATICAL SKILLS:

- Ability to work with fundamental mathematical concepts associated with the position
- Ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- The noise level in the environment is usually moderate.
- The employee shall remain free of any alcohol or controlled substance in the workplace throughout employment in the district.

TRAVEL REQUIREMENTS: Locally and Regionally

TERMS OF EMPLOYMENT: Per the terms of the GOISDEA Master Agreement.

Interested individuals should submit their materials, including, at a minimum, a resume, three letters of recommendation, copies of professional licenses, and transcripts, to:

Heidi Lauzon
Director of Special Education
200 South Elm Street; PO Box 20
Ewen, Michigan 49925

Electronic submissions can be emailed to hlauzon@goisd.org

Closing date: This position is open until filled.

Questions regarding this position may be directed to Heidi Lauzon, Director of Special Education:
hlauzon@goisd.org or 906-575-3438, ext. 300.