

JOB TITLE: Speech Pathologist

LOCATION: Urban Pathways K-5 College Charter School – Pittsburgh, PA

REPORTS TO: Chief Executive Officer

DEPARTMENT: Non-Teaching Staff

EMPLOYMENT TYPE: Full-Time

FLSA STATUS: Exempt

OUR MISSION

To develop scholars and educators through targeted learning opportunities and evidence-based best practices.

OUR VISION

To holistically educate every scholar through creative and innovative culturally relevant instruction while fostering and engaging a diverse community.

POSITION OVERVIEW

The Speech Pathologist provides diagnostic, therapeutic, and consultative services for students with communication disorders. This position ensures all students identified with speech and language needs receive appropriate interventions and support in compliance with IDEA, PDE regulations, and Urban Pathways K-5 College Charter School's commitment to equitable education.

CORE RESPONSIBILITIES

Assessment and Evaluation

- Conduct screenings, evaluations, and re-evaluations for students referred for speech and language concerns.
- Interpret assessment results and develop written reports in accordance with state and federal guidelines.
- Participate in multidisciplinary team meetings to determine eligibility and service needs.

Intervention and Therapy

- Develop and implement individualized therapy plans for students with identified speech and language impairments.
- Provide direct and consultative speech therapy services in individual and group settings.
- Collaborate with teachers and staff to integrate therapy goals into classroom instruction.

IEP Compliance and Documentation

- Develop, write, and monitor Individualized Education Program (IEP) goals and objectives.
- Maintain accurate and timely service logs, progress notes, and reports in compliance with PDE and IDEA requirements.
- Participate in IEP meetings, progress monitoring, and parent conferences.

Family and Staff Collaboration

- Communicate regularly with parents and guardians regarding student progress and strategies for home support.
- Provide training and resources to staff on strategies that promote communication development.
- Collaborate with school staff to support inclusive practices for students with communication needs.

Compliance and Professional Standards

- Maintain required licensure and certifications.
- Stay current with best practices and research in speech and language pathology.
- Uphold confidentiality in accordance with FERPA and school policy.

QUALIFICATIONS

- Master's degree in Speech-Language Pathology from an accredited program.
- Valid Pennsylvania Speech-Language Pathologist license and ASHA CCC-SLP certification.
- PDE Educational Specialist certificate in Speech and Language Pathology preferred.
- Prior school-based experience strongly preferred.

- Strong organizational, communication, and interpersonal skills.
- Ability to work effectively with students, families, and colleagues in a diverse community.

SALARY & BENEFITS

- Competitive salary commensurate with experience and aligned to the CBA salary schedule
- Comprehensive medical, dental, and vision coverage
- Enrollment in the Pennsylvania Public School Employees' Retirement System (PSERS) or 403(b) Retirement Plan
- Ongoing professional development and coaching aligned to school priorities

PHYSICAL REQUIREMENTS

- Must be able to sit, stand, and walk for extended periods
- Must be able to lift, carry, push, or pull up to 25 pounds occasionally
- Must be able to hear, see, and communicate clearly in English

WORK SCHEDULE

Monday through Friday, during the academic year and other scheduled workdays as assigned.

SUCCESS FACTORS

- Written and verbal communication
- Coaching and teaching
- Judgment and independent decision-making
- Collaboration and teamwork
- Creativity
- Organization
- Patience
- Adaptability

EQUAL OPPORTUNITY EMPLOYER

Urban Pathways K-5 College Charter School is an equal opportunity employer. We are committed to building a diverse team and encourage applications from all qualified individuals, regardless of race, religion, national origin, gender identity, sexual orientation, or ability.

ACKNOWLEDGEMENT

In signing this job description, I acknowledge that I have received, read, and understand its contents. I understand that a signed copy will be placed in my personnel file.

Employee Signature: _____ Date: _____

Print Name: _____

Manager Signature: _____ Date: _____

Print Name: _____