

POSITION DESCRIPTION

The **Speech Language Pathologist** is responsible to the Director of Rehabilitation to deliver a medically prescribed speech therapy program for assigned patients/clients.

The staff SLP assumes the responsibility and accountability for providing speech therapy modalities and treatment procedures as determined by a treatment plan of care in accordance with established facility and departmental policies and procedures while maintaining the highest degree of quality care. The SLP works cooperatively with other personnel in maintaining standards of professional speech - language therapy practice and interdisciplinary teamwork.

The staff SLP may be assigned to orient staff and students. Participates in performance improvement and supports program development activities, which includes providing input into the budgetary planning process, contributing to cost effectiveness of services, and maintaining positive relations with all customers.

The staff SLP will also participate in special department/clinic functions as assigned by leadership.

JOB DUTIES

1. Provides patient/client care in accordance with established practice standards and facility/departmental policies.
 - 1.1 Provides care per physician's orders and develops plan of care.
 - 1.2 Implements education plan and communicates additional educational needs of the patient/client, family, and caregivers.
 - 1.3 Follows plan for discharge, goal reassessment and discharge planning.
 - 1.4 Communicates with patient, family, and caregivers, and other interdisciplinary team to promote maximum benefit of care.
 - 1.5 Demonstrates appropriate knowledge and correct application of clinical techniques, procedures and programs for clinical setting and patient/client populations served.
 - 1.6 Displays appropriate technical knowledge and application of available modalities and other equipment.
2. Safety:
 - 2.1 Provides an environment conducive to safety for patients/clients, visitors and staff.
 - 2.2 Assesses the risks for safety and implements appropriate precautions.
 - 2.3 Complies with appropriate and approved safety standards.
3. Leadership:
 - 3.1 Utilizes appropriate leadership skills in delegating, organizing and educating coworkers and staff.
 - 3.2 Participates in and contributes to quality improvement process.
4. Demonstrates effectiveness in allocation of time resources and work efficiency.
 - 4.1 Distinguishes between low and high priority activities.
 - 4.2 Makes effective use of discretionary time.
 - 4.3 Meets established productivity standards.

QUALIFICATIONS

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

Education and/or Experience:

Master's degree in science or art.

Language Skills:

Ability to read and interpret documents such as safety rules, operating and maintenance instructions, and procedure manuals. Ability to write routine reports and correspondence. Ability to speak effectively before groups of customers or employees of organization.

Mathematical Skills:

Ability to add, subtract, multiply, and divide in all units of measure, using whole numbers, common fractions, and decimals. Ability to compute percent.

Reasoning Ability:

Ability to apply common sense understanding to carry out instructions furnished in written, oral, or diagram form. Ability to deal with problems involving several concrete variables in standardized situations.

Computer Skills:

Knowledgeable in EMR, therapy software and basic computer skills i.e. email.

Certificates, Licenses, Registrations:

Current licensure in State of Michigan and possess current Certification of Clinical Competence (or CYI) from ASHA.

Other Skills and Abilities:

Skilled in providing age specific direct patient care within scope of practice to the following populations:

- Adult: 18 – 65 years
- Geriatric/Older Adult: >65 years

Other Qualifications:

Must be able to travel outside facility i.e. for home evaluations as needed.

POSITION AUTHORITY AND ACCOUNTABILITY:

Position supervised by: Director of Rehabilitation

Position supervises: Supervision of rehabilitation technicians/aides, students and volunteers assigned to Speech Therapy, in accordance with practice act, regulatory, and payor guidelines.

SUMMARY OF OCCUPATIONAL EXPOSURES:

Blood-Borne Pathogens: The employee signing this job description **may have a reasonably anticipated risk** of exposure to blood borne pathogens; but not limited to blood and / or other infectious material, as the result of duties required to perform his / her job.

ACKNOWLEDGEMENT:

I have read this job description and fully understand the requirements set forth therein. I hereby accept the position of **SPEECH LANGUAGE PATHOLOGIST** and agree to perform the identified essential functions in accordance with the organization’s established procedures.

I further understand that my employment is at-will and thereby understand that my employment can be terminated at-will either by the organization or myself and that such termination can be made with or without notice.

Date

Speech Language Pathologist

Date

Administrator