



We are pleased to announce that we are seeking qualified applicants for the position of  
**SPEECH LANGUAGE PATHOLOGIST - TEMPORARY**

High Desert ESD celebrates all cultures and languages and is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive considerations for employment without regards to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

**POSITION(S): 1**      **Speech Language Pathologist - Temporary**  
**32 hrs/wk, Mon-Fri, 189 days per year**

**LOCATION:**            **Multiple locations**

**START DATE:**        **August 25, 2022**

**SALARY RANGE:**    As established by bargaining agreement, 2022-23 Licensed Salary Schedule (based on experience and education).  
Benefits include family insurance package, sick leave, paid holidays, generous tuition reimbursement program.

**QUALIFICATIONS:**    **DEFINITION**  
Under general supervision, the Speech/Language Pathologist identifies and diagnoses students who may be speech and/or language impaired. This diagnosis includes disorders of articulation, voice and fluency, as well as expressive and receptive language delays/disorders. The program's aim is to give students with communication disorders the opportunity to develop effective receptive and expressive communication skills in all academic and social areas.

**QUALIFICATIONS**

Requires a MA/MS in Speech/Language Pathology. Certificate of Clinical Competence (or CFY in process) through the American Speech and Hearing Association is preferred. Also required is licensure through Oregon State Board of Speech Language Pathology. Experience working with teachers, parents, and staff providing direct service and consultation to identified children is preferred. Experience working with multi-disciplinary teams assessing children is preferred. Must have the ability to reach, bend, stoop, crouch, and lift. Must have reliable transportation, and consistent attendance is required. Applicants must have successful experience in working with culturally diverse families and communities, and/or have otherwise demonstrated a commitment to equity and strengthening engagement of a diverse community and skill in communicating with a diverse population.

Please see attached job description for additional information.

**APPLICATION PERIOD:**      Open until filled

**CONTACT:**                **DIRECT YOUR INQUIRES REGARDING THIS POSITION TO**  
Jennie Willis, 541.312.1961, [jennie.willis@hdesd.org](mailto:jennie.willis@hdesd.org)

**A COMPLETE APPLICATION INCLUDES**

- Letter of interest stating how your background experience qualifies you to assume the responsibilities of this position
- Current résumé
- Completed application form (may be downloaded from HDES website [www.hdesd.org](http://www.hdesd.org))
- Three (3) professional letters of recommendation

**DIRECT YOUR MATERIALS REGARDING THIS POSITION TO**

Kristen Johns, Human Resources Specialist  
High Desert ESD  
2804 SW Sixth Street  
Redmond Oregon 97756  
Fax 541.638.9654  
[kristen.johns@hdesd.org](mailto:kristen.johns@hdesd.org)

If you currently hold a regular position with HDES, you may apply by submitting a cover letter, an up-to-date resume including your current position, and an up-to-date list of references.

High Desert ESD is an affirmative action equal opportunity employer and complies with federal and state statutes that prohibit discrimination on the basis of race, color, national origin, religion, sex, age, disability or marital status. If you have a disability and need an alternate format in order to complete the employment process, you may call Human Resources at (541) 693-5600. Please leave a message describing the alternate format needed. The ESD is committed to maintaining a drug-free workplace and strictly complies with drug testing policy. Employment with HDES requires employee's wages be paid via direct deposit to a bank account or paycard.

APPROVED:                    6/16/2022

**DIRECTOR OF HUMAN RESOURCES**  
**Posting # L22-23/510-242**

# **SPEECH/LANGUAGE PATHOLOGIST**

**Definition** Under general supervision, the Speech/Language Pathologist identifies and diagnoses students who may be speech and/or language impaired. This diagnosis includes disorders of articulation, voice and fluency, as well as expressive and receptive language delays/disorders. The program's aim is to give students with communication disorders the opportunity to develop effective receptive and expressive communication skills in all academic and social areas.

**Qualifications** Requires a MA/MS in Speech/Language Pathology. Certificate of Clinical Competence (or CFY in process) through the American Speech and Hearing Association is preferred. Also required is licensure through Oregon State Board or licensure through Teacher's Standard and Practices Commission (TSPC) under Administrative Rules and Oregon Statutes. Experience working with teachers, parents, and staff providing direct service and consultation to identified children is preferred. Experience working with multi-disciplinary teams assessing children is preferred. Must have the ability to reach, bend, stoop, crouch, and lift. Must have reliable transportation, and consistent attendance is required. Applicants must have successful experience in working with culturally diverse families and communities, and/or have otherwise demonstrated a commitment to equity and strengthening engagement of a diverse community and skill in communicating with a diverse population.

**Classification** Licensed

**Reports To** Director Special Programs and Services

## **Performance Responsibilities**

1. Evaluate students to determine their eligibility for speech/language services
2. Provide in-depth diagnosis as needed
3. Supervise and coordinate speech and language services (this may include supervision of a Speech Language Assistant)
4. Assist teachers and parents in planning programs and in developing Individual Family Service Plan (IFSP) or Individual Education Program (IEP) goals and objectives related to speech/language (and other areas as needed)
5. Implement speech/language programs to meet IFSP/IEP goals
6. Direct classified assistants as needed and assigned
7. Monitor and report student performance and progress
8. Monitor speech/language programs using observation data and/or pre/post testing
9. Work cooperatively and communicate appropriately with teaching and support staff
10. Complete required reports, IFSP/IEP's and other forms promptly and in an acceptable manner
11. Understand and apply speech/language techniques
12. Support and maintain school district policies and procedures
13. Understand and apply current concepts, methods and procedures in speech/language development
14. Understand and apply behavior management techniques
15. Understand and apply knowledge of human development and learning
16. Understand and apply evaluation techniques
17. Demonstrate knowledge of laws, rules, policies, and trends regarding special education
18. Communicate clearly and appropriately verbally and in writing in accord with education standards
19. Communicate appropriately and regularly through use of email
20. Consistently focus on personal safety while home visiting; seek information and advice from collaborating partners regarding personal safety
21. May be required to bill for Medicaid reimbursement dependent upon licensure and specific services provided within the scope of the position
22. Work successfully in a team setting; establish and maintain effective working relationships with others
23. Respect and maintain confidential information in all situations
24. Fulfill other related duties as assigned

**Terms of Employment** A contract renewable annually by the Board of Directors, under the terms and conditions of the statutes and administrative rules of the State of Oregon, conditioned upon successful evaluations and the employee's maintenance of a current, valid teaching credential or Oregon State license. Salary and benefits are established by policy and collective bargaining agreement.