



Job Title: Speech & Language Pathologist (SLP)

Revision Date: 10/15/2024

Supervisor Title: Manager, Therapy Services

Supervisory Responsibilities: None

FLSA Status: Nonexempt, Hourly

Full-Time, Benefits Eligible, 40 Hours Per Week

In-Person Attendance is essential for this role

At-Will Position

Beyond Blindness is a California Nonprofit Corporation founded in 1962 whose mission is to empower children with visual impairments and other disabilities to achieve their fullest potential. We envision a world where all children, no matter their abilities, are equipped to live full and rewarding lives. We value people first, championing and building upon the inherent strengths and values within each child, as well as Family, Connection, Impact, Inclusion, Stewardship, and Optimism.

Beyond Blindness is the only organization of its kind in Southern California that provides all the support and services — outside of medical care — that children with visual impairments and other disabilities need to develop to their highest potential and live fulfilling lives. Beyond Blindness is a one-stop support resource for these children, and their families, and provides services in clients' homes, at its location in Santa Ana, and in schools throughout Orange County.

Position Summary

The Speech & Language Pathologist screens for speech therapy/needs and provides evaluations and consultations to meet student's educational needs and according to the individual IEP/IFSP. The therapist is expected to analyze risk, problem-solve effectively and demonstrate a high level of professional judgment when recommending and providing services. The therapist makes environmental modifications and trains staff to manage speech needs at an appropriate level of supervision. This position supervises and provides treatment plans to the SLPA(s).

This job description is intended as a guide to the general job responsibilities.

Responsibilities

- Treats a variety of speech and language impairments.
- Plans and participates in remedial programs to improve or restore communicative skills.
- Attends case meetings.
- Conducts hearing evaluations on all children on site each year and continually researches new materials to evaluate children.
- Evaluates students to determine eligibility for regular speech therapy.
- Selects and implements appropriate evaluation procedures.
- Tests and treats a variety of speech and language impairments to include functional articulation disorders involving cleft palate, cerebral palsy, impaired hearing, and vision.
- Interprets evaluation findings accurately to parents and staff.
- Develops and modifies therapy goals and objectives, materials, and activities to meet the needs, interests, and abilities of students.
- Evaluates progress, modifies goals and objectives as needed.
- Presents and attends workshops in and out of the agency as the occasion arises.
- Develops/maintains tracking program for direct speech therapy services verses communication-based programs.
- Continually researches new materials to evaluate children in the field.

- Supervises assisting staff.
- Complies with organizational guidelines and HIPAA health care laws and regulations.
- Attends regular meetings with Supervisor.
- Other professional, job-related duties as assigned.

Expectations

- **Commitment to the mission and the community Beyond Blindness serves**
- **Conduct self in a professional manner**
- **Willing to work evenings and weekends**
- **Respectful to supervisors and coworkers**
- **Regards all employee and client info as highly confidential**

Education & Experience

- Master's Degree in Speech & Language Pathology
- Valid California State Certification with related endorsements
- Certificate of Clinical Competence for ASHA preferred
- Bilingual Preferred

Licensing & Accreditation Requirements

All employees working for Beyond Blindness are required to meet the following at all times:

1. LiveScan Fingerprint clearance and background check - DOJ/FBI/Child Abuse Index (one time or upon re-hire)
2. Health Screening (one time or upon re-hire)
3. Proof of immunity to Measles or MMR Vaccination Record (one time)
4. Flu Vaccine within one year (and each year thereafter)
5. TDAP Vaccine within last 10 years (and every 10 years thereafter)
6. Current COVID-19 Vaccine (fully vaccinated)
7. Clear TB test or Chest X-ray within last 4 years (and every 4 years thereafter)
8. Current up-to-date Credential, License, Certification or Units for employment
9. Valid Driver's License and current auto insurance

Beyond Blindness offers competitive salary and benefits programs including medical, dental, vision and life and disability insurance to employees as well as generous holiday and PTO policies. We also have a variety of additional continuing education, employee referral and childcare programs for eligible employees. Beyond Blindness is a diverse community of employees and clients with an emphasis on a culture of engagement, positivity, and support.