

REPORTS TO:	Vice President of Therapy & Cardiac Rehab
REVISED:	02/2015, 04/2018, 09/2021, 03/2026
	See current organizational chart for oversight/administrative support information

PRIMARY FUNCTION:

Responsible for **Advancing Exceptional Care** by prioritizing Safety and Quality in every aspect of patient care. This role is committed to fulfilling essential duties that enhance patient outcomes, operational efficiency, and overall healthcare standards, ensuring all actions align with the philosophy, goals, and objectives of **Clarinda Regional Health Center (CRHC)**. By maintaining the highest level of care, this position supports CRHC's dedication to fostering a safe, compassionate, and high-quality healthcare environment for our patients and community.

QUALIFICATIONS:

Education and/or Experience

- Must be a graduate of an accredited school of Speech-Language Pathology

Certificates, Licensure, Registrations

- Certificate of Clinical Competency (CCC-SLP) of the American Speech-Language-Hearing Association or currently pursuing Clinical Fellowship Experience
- Must possess a licensure to practice as a Speech Pathologist by the Iowa Department of Public Health
- For job-specific certifications refer to the [Education Certification Requirements by Job Category](#): Clinical Staff

WORK SCHEDULE & SHIFT REQUIREMENTS:

The facility operates 24/7; however, work schedules may vary based on departmental needs to ensure the highest standard of patient care and operational efficiency. Flexibility will be expected.

- Position is classified as non-exempt and eligible for overtime in accordance with labor laws.

PHYSICAL REQUIREMENTS & WORKING CONDITIONS:

This position involves a combination of physical activities necessary to perform essential job functions effectively. The employee should be able to:

- **Sit, stand, and walk** for varying lengths of time throughout the workday.
- **Lift, push, pull, or carry** light to moderate loads, with assistance available for heavier items.
- **Use fine motor skills**, including grasping, reaching, and handling equipment or materials as needed.
- **Perform routine movements**, such as typing, writing, or handling supplies.
- **Bend, stoop, kneel, or crouch** occasionally for job-related tasks.

- **See and hear** well enough to read documents, operate equipment, and communicate effectively.
- **Work in a dynamic environment**, adapting to occasional changes in pace or setting.

Reasonable accommodations will be considered to support individuals in performing essential job functions.

ESSENTIAL JOB DUTIES & RESPONSIBILITIES

At CRHC, our core values—**Compassion, Advancing, Relationships, and Exceptional**—are at the heart of everything we do. These values drive our commitment to **Advancing Exceptional Care**, ensuring that we provide the highest quality care to our patients while supporting and empowering our team members. We believe in creating a compassionate environment where relationships are nurtured, collaboration is encouraged, and excellence is expected.

As a member of our team, you will embody these values in your daily work by:

- **Compassion:** Demonstrating empathy and kindness in every interaction, recognizing the unique needs of our patients and colleagues.
- **Advancing:** Embracing innovation, continuous learning, and striving for improvement in all aspects of patient care and team collaboration.
- **Relationships:** Building trust through open communication and teamwork, fostering a supportive atmosphere that prioritizes respect and understanding.
- **Exceptional:** Holding yourself to the highest standards, delivering superior care, and contributing to a culture of excellence that impacts both patients and colleagues.

Evaluation & Plan of Care Development

- Perform comprehensive speech, language, cognitive-communication, and swallowing evaluations; interpret assessment findings to establish appropriate diagnoses and treatment plans in accordance with provider orders.
- Develop, implement, and modify individualized treatment plans to restore, reinforce, and enhance communication, cognition, and swallowing function.
- Establish measurable goals and regularly reassess patient progress, adjusting the plan of care as clinically indicated.
- Identify the need for and initiate referrals to other disciplines to support comprehensive patient care.

Clinical Care & Patient Treatment

- Provide skilled speech-language pathology interventions utilizing evidence-based practice and sound clinical reasoning.
- Administer therapeutic interventions for speech, language, voice, fluency, cognitive-communication, and dysphagia in accordance with department policies and the established plan of care.
- Monitor patient response to treatment and modify interventions as appropriate to optimize outcomes.

- Ensure continuity of care through discharge planning, including patient/caregiver education, home programs, diet recommendations, and follow-up services as appropriate.

Documentation & Compliance

- Complete timely, accurate, and thorough documentation of evaluations, daily treatment notes, progress reports, and discharge summaries in accordance with regulatory, payer, and facility requirements.
- Maintain patient confidentiality in compliance with all applicable privacy regulations.
- Accurately record and submit treatment charges in a timely manner.
- Ensure compliance with all applicable laws and regulations, including state licensure requirements and professional standards governing speech-language pathology practice.

Supervision & Leadership

- Supervise Speech-Language Pathology Assistants (SLPAs), students, provisional licensees, and support personnel in accordance with state licensure laws and professional guidelines.
- Provide clinical direction, mentorship, and oversight to ensure safe and effective delivery of care.
- Delegate appropriate components of care while maintaining responsibility for the overall plan of care.

Communication & Collaboration

- Collaborate effectively with physicians, interdisciplinary team members, dietitians, and other healthcare providers to coordinate patient-centered care.
- Communicate patient status, progress, diet recommendations, and care plans clearly and consistently with all stakeholders.
- Recognize and respond to changes in patient condition, including signs of aspiration or cognitive decline, and notify appropriate providers promptly.
- Utilize standardized communication methods for patient handoff and reporting.

Department Operations & Support

- Assist with departmental operations as needed, including scheduling, answering phone calls, and supporting workflow efficiency.
- Participate in departmental and facility meetings and contribute to program development, quality improvement, and operational initiatives.
- Assist with maintaining a clean, organized, and efficient therapy environment.

Safety & Equipment Use

- Promote and maintain a safe treatment environment by adhering to all safety policies and identifying potential hazards.
- Utilize safe patient handling and positioning techniques, particularly during swallowing assessments and interventions.
- Demonstrate safe and proficient use of all therapy and evaluation equipment (e.g., communication devices, swallowing tools) and monitor patients closely during interventions.

Professionalism & Development

- Maintain a high level of professionalism in appearance, conduct, and communication.
- Demonstrate accountability, dependability, and effective time management.
- Engage in ongoing professional development through continuing education, in-services, and evidence-based practice.
- Support a culture of excellence focused on quality, efficiency, and patient-centered care.

Quality Program Participation

- Actively participates in CRHC's Quality Program, committees, performance improvement initiatives, and operational support activities.
- Demonstrates a commitment to Quality Improvement (QI) practices.
- Regularly attends Department huddles.
- Completes tasks as outlined on the Department Huddle Board.

Other Responsibilities

- Performs additional duties as assigned to support the strategic initiatives of CRHC

ESSENTIAL FUNCTION FORM

In compliance with the Americans with Disabilities Act, we are requesting that you read the job description and answer the following question. If you would like assistance with this process, please ask Human Resources.

Can you perform the essential functions of the position with or without reasonable accommodations?

YES

NO

Name (please print): _____

Signature: _____ Date: _____