

<b>REPORTS TO:</b>	Director of Therapy Services
<b>REVISED:</b>	02/2015, 04/2018, 09/2021
	See current organizational chart for oversight/administrative support information

**PRIMARY FUNCTION:**

Provide quality speech therapy services including assessment, intervention, program planning and implementation, documentation, communication as necessary with multi-disciplinary staff, patient and family, to participate in discharge planning as appropriate in accordance with the philosophy, goals and objectives of Clarinda Regional Health Center. Service provision may include direct patient intervention, consultation and education of hospital staff regarding Speech Therapy services to advance exceptional care.

**QUALIFICATIONS:**

**Education and/or Experience**

- Graduate Degree in 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
- 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

<b>Essential Job Duties and Responsibilities</b>	
1.	<p>Completes diagnosis and treats individuals with communication or swallowing disorders.</p> <ul style="list-style-type: none"> <li>• Uses written and oral tests, as well as special instruments, to diagnose the nature and extent of impairment and to record and analyze speech, language, and swallowing irregularities.</li> <li>• Develops an individualized plan of care tailored to each patient's needs.</li> <li>• Selects augmentative or alternative communication methods, including low-tech and high-tech communication aids and sign language, and teach their use to individuals with little or no speech capability.</li> <li>• Teaches those with little or no speech capability how to make sounds, improve their voices, or increase their language skills to communicate more effectively.</li> <li>• Helps patients with communication disorders develop, or recover, reliable communication skills so patients can fulfill their educational, vocational, and social roles.</li> </ul>

<b>Essential Job Duties and Responsibilities</b>	
	<ul style="list-style-type: none"> <li>Teaches the use of low-tech and high-tech communication aids to support functional communication.</li> </ul>
2.	<p>Implements intervention plans directly or in collaboration with others.</p> <ul style="list-style-type: none"> <li>Adapts the environment, materials, and activities according to the needs of the individual and his or her social and cultural background.</li> <li>Monitors the individual's response to intervention and modifies the plan as needed.</li> <li>Develops appropriate home and community programming to support performance and generalize within the individual's natural environment.</li> </ul>
3.	<p>Counsels individuals and their families concerning communication disorders and how to cope with the stress and misunderstanding that accompanies them.</p> <ul style="list-style-type: none"> <li>Works with family members to recognize and change behavior patterns.</li> <li>Interacts with other health care providers involved in the treatment of individuals seen for speech therapy services.</li> <li>Interacts with family members and other individuals who are receiving speech therapy services.</li> </ul>
4.	<p>Maintains complete and accurate records pertinent to patient initial evaluation, progress and discharge and ensures proper documentation and to be in regulatory compliance.</p> <ul style="list-style-type: none"> <li>Attends and participates in family conferences, patient care conferences, medical rounds and as required by areas of services to establish goals, formulate discharge summaries and follow-up plans, including home programs.</li> <li>Participates in setting and meeting departmental goals by participation in performance improvement projects, on-going program planning and implementation.</li> </ul>
5.	<p>Acts as consultant to other agencies.</p> <ul style="list-style-type: none"> <li>Promotes healthy lifestyle practices for the prevention of communication, hearing, swallowing, or other upper aero-digestive disorders.</li> <li>Fosters public awareness of speech, language, hearing, and swallowing, and other aero-digestive disorders and their treatments.</li> <li>Advocates at the local, state and national level for access to and funding for services to address communication, hearing, swallowing, or other upper aero digestive disorders. <ul style="list-style-type: none"> <li>Develops protocols and procedures for intervention programs based on current speech-language pathology theory and practice.</li> </ul> </li> </ul>
6.	<p>Communicates effectively.</p>

<b>Essential Job Duties and Responsibilities</b>	
	<ul style="list-style-type: none"> <li>• Communicates and collaborates effectively with other health team members regarding patient condition, patient satisfactions needs and recommendations for meeting identified outcomes.</li> <li>• Identifies and recognizes abnormal symptoms/changes in patient condition, established priorities, and reports condition changes to appropriate healthcare provider.</li> </ul>
7.	<p>Promotes and ensures patient safety in performance of all responsibilities.</p> <ul style="list-style-type: none"> <li>• Administers treatments and procedures in a timely and safe manner according to healthcare provider's orders and nursing policy.</li> <li>• Demonstrates proficient technical/clinical skills and operational knowledge of equipment.</li> <li>• Informs and involves manager regarding patient care issues in a timely and appropriate manner.</li> </ul>
8.	<p>Participates in CRHC'S Quality program, committees, performance and quality improvement initiatives, and activities which support the facility and department operations.</p> <ul style="list-style-type: none"> <li>• Demonstrates a commitment to the practices of Quality Improvement (QI).</li> <li>• Regularly attends Department huddles</li> <li>• Completes tasks as outlined on Department Huddle Board</li> </ul>
9.	<p>Performs other duties as assigned.</p>

**ESSENTIAL Work Environment & Physical Requirements:**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Physical Activity	Not Applicable	Occasionally (0-35% of day)	Frequent (36-66% of day)	Continuous (67-100% of day)
Sitting			X	
Standing		X		
Walking		X		
Climbing	X			
Driving		x		
Lifting (floor to waist level)		40 lbs.	25 lbs.	5 lbs.
Lifting (waist level and above)		40 lbs.	25 lbs.	5 lbs.
Lifting (shoulder level and above)		40 lbs.	25 lbs.	5 lbs.
Carrying objects			X	
Push/pull		150 lbs.	100 lbs.	10 lbs.
Twisting		X		
Bending		X		
Reaching forward			X	
Reaching overhead		X		
Squat/kneel/crawl	X			
Wrist position deviation			X	
Pinching/fine motor activities			X	
Keyboard use/repetitive motion				X

Sensory Requirements	Not Applicable	Accurate 20/40	Very Accurate 20/20
Near Vision		X	
Far Vision		X	
Color Discrimination	X		
Depth Perception		X	
Hearing		X	

Environment Requirements <i>Occupational Exposure Risk Potential</i>	Not Anticipated	Reasonably Anticipated

Bloodborne Pathogens		X		
Chemical		X		
Airborne Communicable Disease				X
Extreme Temperatures		X		
Radiation				X
Uneven Surfaces or Elevations		X		
Extreme Noise Levels		X		
Dust/Particulate Matter				X
Other (List)				
<b>Shift Requirements</b>	<b>8 hrs/day</b>	<b>10 hrs/day</b>	<b>12 hrs/day</b>	<b>Other (varied)</b>
Usual workday hours				X
Regular, punctual attendance for assigned shifts	yes			
Available to work overtime	yes			

**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: \_\_\_\_\_