Regional School Unit 10
Job Description

Job Title: Speech-Language Therapist

Reports to: Director of Special Services

Qualifications:

1. Master's degree in Speech-Language Pathology
2. Maine Speech-Language Pathologist license (or eligibility)
3. ASHA Certificate of Clinical Competence (CCC-SLP) preferred
4. School-based or pediatric experience preferred
5. Must have Maine CHRC fingerprinting and Background check

Nature of Work:

Provides speech and language services as a related service to students with complex learning and developmental needs in a specialized, school-based program. The Speech and Language Therapist delivers direct and consultative services focused on functional communication and skill generalization across educational settings, transition planning, and exit planning. Works collaboratively with multidisciplinary teams, including special educators and behavioral health professionals, to support individualized programming and inclusive practices. Services support student progress toward IEP goals and participation in daily school activities.

Skills/Requirements:

1. Prioritizes and schedules work tasks independently.
2. Adheres to federal and state legislation, regulation, and policies that affect speech language therapy practice.
3. Knowledge and use of speech-language theories, models of practice, principles, and evidence based practice to guide intervention decisions.
4. Knowledge of the federal, state, local legislation, regulations, policies and procedures that mandate and guide speech-language therapy practice in schools.
5. Ability to determine the need for an speech-language therapy evaluation and to select and administer appropriate assessment tools to evaluate the student.
6. Ability to participate collaboratively with multidisciplinary educational teams to develop Individualized Education Programs to meet student needs.
7. Ability to provide evidence based speech-language therapy intervention to improve student's performance skills and participation.
8. Ability to plan, coordinate, and provide continuing education and in-services for educational personnel, parents, students, and community-based service providers.
9. Skill in effective oral and written communication.
10. Participates in continuing education for professional development to ensure practice consistent with best practice and to meet Maine Licensure requirements.
11. Uses professional literature, evidence based research, and continuing education content to make practice decisions.

Performance Responsibilities:

1. Plans, implements, and coordinates school-based speech and language therapy services in accordance with federal, state, and local laws, rules, and regulations.
2. Conducts screenings, evaluations, and assessments of speech and language needs.
3. Develops and implements IEP-based therapy services
4. Participates as a member of multidisciplinary teams in the development, implementation, and review of Individualized Education Programs (IEPs)
1. Independently prioritizes and manages workload and service delivery schedules
2. Maintains documentation in compliance with Maine DOE and federal requirements
3. Perform such other duties as shall be reasonably requested by the Director of Special Services.

Physical Requirements/Environmental Conditions:

1. Ability to work long and irregular hours;
2. Ability to sit or stand for prolonged periods of time;
3. Requires occasional stooping, bending, reaching, squatting, climbing stairs, and kneeling;
4. May requires some travel;
5. Ability to handle emotional/physical stress; and
6. Ability to work in noisy and crowded environments.

Legal and Ethical Duties:

1. Maintain strict confidentiality regarding student information, including academic performance and all written or oral records, in accordance with applicable law and policy;
2. Respect and uphold the legal, civil, and human rights of students and other staff members;
3. Adhere to all health, safety, and security procedures established by the RSU;
4. Report to work as scheduled and on time, and provide timely notice to appropriate personnel regarding absences and coverage needs in accordance with any applicable collective bargaining agreement provisions;
5. Demonstrate professionalism, integrity, reliability, and ethical conduct in all work-related activities;
6. Follow established administrative procedures and the appropriate chain of command when addressing student, staff, or program-related concerns; and
7. Comply with all applicable federal, state, and local laws, regulations, and professional standards;
8. Comply with all School Board policies, procedures, and administrative guidelines and rules.

Terms of Employment: Compensation, length of work year and working conditions to be established by the Collective Bargaining Agreement.

Evaluation: Performance will be evaluated in accordance with School Board policy.

Board Adopted: 3/23/2026