

Job Description / Performance Evaluation

Title: Speech Language Pathologist

Job Summary:

A registered professional who provides therapeutic techniques for the rehabilitation of patients with speech, language, hearing, oral motor, swallowing and cognitive disorders. Provides coordinated care to patients of all age groups. Plans, implements and evaluates patient care plans to restore or maintain patient well being. Collaborates with interdisciplinary team.

Job Qualifications:

Education: Masters Degree in Speech-Language Pathology from an accredited college or university
 Licensure: Current Texas State License in Speech-Language Pathology, Certificate of Clinical Competence from American Speech-Language Hearing Association, current Texas Drivers License
 Experience: Two years experience in an acute care or rehabilitation setting, home health preferred.
 Skills: Therapy skills as defined as generally accepted standards of practice. Good interpersonal skills.
 Transportation: Reliable transportation and valid and current auto liability insurance

Environmental and Working Conditions:

Works in a patient's home in various conditions; possible exposure to blood and bodily fluids and infections diseases; Proof of current CPR, and Hepatitis profile; ability to work flexible schedule; ability to travel locally; some exposure to unpleasant weather.

Physical and Mental Effort:

Requires working under some stressful conditions to meet deadlines and patient needs and to meet patient/family individualized psycho social needs.

Essential Functions

Evaluation

Perform clinical assessment to identify patient needs and appropriateness of patient.	
Document, prepare/revise and complete a Plan of Care, progress notes, phone orders and other clinical record documentation on an ongoing basis.	
Analyze patient needs and administer appropriate care as ordered by physician.	
Performs and oversees other team members, when applicable, in the performance of patient care that is consistent with patients needs and desires.	
Applies concepts of infection control and universal precautions in coordinating/performing patient care activities to prevent contamination and transmission of disease.	
Accepts clinical assignments that are consistent with education and competence to care for patients.	
Uses effective interpersonal relations and communication skills; facilitates the use of these skills by other team members to achieve desirable outcomes.	
Meets mandatory continuing education requirements of the agency/licensing board.	
Provides appropriate plan, treatment, and evaluation for speech, language, cognitive and swallowing disorders with appropriate tests and measurements. Maintain pertinent records of specific tests performed and progress made.	
Educate patient/family concerning patient deficits, ways to facilitate communication, and appropriate discharge plans through family members.	

Statement of Understanding: I have read the above job description and essential functions. I understand and agree to carry out these responsibilities as assigned. I understand and acknowledge that nothing contained in this job description may be construed as limiting the employer's right to discipline or terminate my employment at any time for failure to perform satisfactorily.

Signature: _____ **Date:** _____

Evaluation Codes: 1-Does not meet job requirements/expectations 2-Occasionally meets job requirement
 3 -Normally meets job requirements 4-Meets and occasionally exceeds job 5-Regularly exceeds job requirements

Comments/Goals: _____

Use back for additional comments/goals

Signature: _____ **Date:** _____

Evaluator/Title: _____ **Date:** _____