



Pediatric Therapy Center
2240 County Road 1200 Willow Springs, MO 65793
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EXHIBIT A

JOB DESCRIPTION:

JOB TITLE: SPEECH-LANGUAGE PATHOLOGIST (SLP)

EMPLOYEE:
PREPARED BY: Amanda Riviello, Owner
APPROVED BY: Amanda Riviello, Owner

REPORTS TO: Clinic Director, Executive Director
DATE: 03.2025
DATE:

Summary:

The Speech-Language Pathologist (SLP) is responsible for evaluating, diagnosing, and treating speech, language, communication, and swallowing disorders in children. The SLP develops individualized treatment plans, provides therapy services, collaborates with interdisciplinary teams, and educates families to support speech and language development at home. The SLP ensures all services meet professional and ethical standards while working towards improving each child's ability to communicate effectively.

Starting Salary: \$45,000 - \$75,000

Starting Hourly: \$ 30.00 - \$45.00 (If Applicable)

Job Responsibilities (but not limited to):

The following summarizes job responsibilities for the Speech-Language Pathologist. These statements may not describe the entire job but outline the general nature, essential functions, and level of qualifications required.

- Conducts evaluations and assessments to diagnose speech, language, voice, fluency, and swallowing disorders.
- Develops and implements individualized treatment plans based on assessment results.
- Provides direct therapy services in clinic, school, home, and community settings as needed.
- Utilizes evidence-based techniques to improve communication, speech sound production, fluency, and social communication skills.
- Documents patient progress through treatment notes, progress reports, and re-evaluations in compliance with insurance and state requirements.
- Collaborates with occupational therapists, physical therapists, behavior analysts, and other professionals to ensure comprehensive care.
- Educates and trains parents, caregivers, and educators on strategies to support speech and language development.
- Maintains compliance with all legal, ethical, and safety regulations, including HIPAA and professional licensure requirements.
- Conducts screenings and provides recommendations for additional services as necessary.
- Attends IEP meetings, provides school consultations, and assists in advocating for children's needs.
- Participates in team meetings, professional development, and continuing education opportunities.
- Maintains a safe, clean, and engaging therapy environment.
- Ensures proper supervision of any clinical fellows or speech-language pathology assistants (SLPAs), if applicable.
- May be required to cover unstaffed shifts in case of staff callouts.

Qualifications:

- Master's degree in Speech-Language Pathology from an accredited program.
- Holds or eligible for Missouri state licensure as a Speech-Language Pathologist.



- Certificate of Clinical Competence (CCC) from ASHA preferred; CFY applicants considered.
- Current CPR/AED and BLS certification or willingness to obtain within 90 days of employment.
- Experience working with pediatric populations, particularly children with autism, developmental delays, and speech-language disorders.

Therapeutic Skills:

- Strong understanding of language development, articulation, phonology, fluency, and augmentative and alternative communication (AAC).
- Ability to build rapport with children and families.
- Effective communication and teamwork skills.
- Ability to work independently and as part of an interdisciplinary team.

Other Requirements:

- Reliable transportation and valid driver's license.
- Must maintain state-required liability auto insurance and provide proof quarterly.
- Ability to travel between appointments for home or school-based services.

Language, Mathematical, and Reasoning Skills:

- Ability to read and interpret treatment plans, assessment results, policies, and insurance requirements.
- Strong written and verbal communication skills.
- Ability to document therapy notes according to insurance standards.
- Ability to collect, analyze, and interpret data for progress tracking.

Competency and Other Skills:

- Proficiency in Microsoft Word, Excel, Google Drive, and therapy-related apps.
- Ability to use email, scanners, and electronic documentation systems.
- Professionalism, reliability, and adherence to ethical guidelines.
- Punctuality and compliance with attendance policies.

Physical and Other Demands:

- Ability to sit, stand, walk, kneel, and interact with children at their level.
- Ability to lift up to 40+ lbs as needed for therapy sessions.
- Ability to manage challenging behaviors and implement behavioral support plans when necessary.
- Ability to adapt to changing therapy needs, plans, and client progress.

Work Hazards:

- Potential exposure to challenging behaviors, including aggression and noncompliance.
- Possible exposure to bodily fluids during feeding therapy or first aid situations.
- Use of personal protective equipment (PPE) as necessary.

Job Setting:

- Therapy may occur in various settings, including the clinic, homes, schools, and community environments.
- In-home and school-based services will be determined based on need and staff availability.



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Evaluation:

The performance of this job will be evaluated regularly. All employees are subject to a 90-day probationary period of employment upon hire. A 6-month evaluation will be completed for new staff. An annual performance review will be conducted with a possible yearly raise based on the salary schedule.

I acknowledge that I, _____, have read the above job description and am able to perform this job as described above.

Printed Name

Signature

Date

Employee Signature