

Notice of a  
**CERTIFICATED EMPLOYMENT OPPORTUNITY**

FOR THE 2021-22 SCHOOL YEAR

**.90 ANNUAL FTE NON-CONTINUING, LEAVE REPLACEMENT  
SPEECH LANGUAGE PATHOLOGIST**

(A job description is attached)

Successful applicants must have the appropriate Washington ESA certificate with Speech Language endorsement required.

**In-house applicants:** Please submit a letter of application stating your qualifications to: [hrgroup@orcas.k12.wa.us](mailto:hrgroup@orcas.k12.wa.us)

**All other applicants, please submit the following:**

- A completed Certificated Application
- Applicant Disclosure Form
- Letter of Interest
- Current Resume
- Copy of current Washington State Certificate(s)
- Three letters of recommendation
- A copy of your placement file or copies of transcripts (unofficial)

Mail to: OISD Human Resources, 557 School Road, Eastsound, WA 98245

Email: [hrgroup@orcas.k12.wa.us](mailto:hrgroup@orcas.k12.wa.us)

**Deadline:** Open until filled; for best consideration please submit your letter of application no later than June 4, 2021.

The Orcas Island School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. The following employees have been designated to handle questions and complaints of alleged discrimination:

Section 504/ADA Coordinator and Title IX Coordinator: Donald Johnston, Special Education Director, 360-376-1562, [djohnston@orcas.k12.wa.us](mailto:djohnston@orcas.k12.wa.us)  
Orcas Island School District, 557 School Rd., Eastsound, WA 98245

Civil Rights Compliance Coordinator, Eric Webb, Superintendent, 360-376-2284, [ewebb@orcas.k12.wa.us](mailto:ewebb@orcas.k12.wa.us)  
Orcas Island School District, 557 School Rd., Eastsound, WA 98245

Approved by the OISD Board: April 22, 2021  
Posted and e-mailed in house: May 4, 2021

**Orcas Island School District**  
**Job Description**  
**Speech Language Pathologist (SLP)**

**Reports to:** Director of Special Education

**FLSA Status:** Exempt

**Work Schedule:** 183 School Days

**Evaluated By:** Director of Special Education

**Salary:** Commensurate with Experience and Education

**Hours per day:** 6.3

**JOB SUMMARY**

The Speech Language Pathologist (SLP) conducts evaluations to determine eligibility of students for speech and language services and provides those services to eligible students.

**JOB DUTIES AND RESPONSIBILITIES**

This list of essential job duties and responsibilities is not exhaustive and may be supplemented as necessary.

**ESSENTIAL FUNCTIONS**

- Participates as a team member with responsibility for the identification, eligibility, and placement of speech and language impaired students.
- Assists in the development and monitoring of Individual Education Plans (IEPs) for assigned students and to meet individual student needs.
- Participates in staff meetings, parent conferences, department/special education meetings, and eligibility, evaluation, and placement meetings.
- Communicates with other professionals providing services for students to insure continuity and coordination of program.
- Works directly with students to implement IEP goals and objectives.
- Develops therapy schedules and provide speech language pathology (SLP) services for students with speech and language impairments from preschool through 12th grade in accordance with their IEP.
- Plans and provides clear and intentional focused instruction based upon individual student IEP goals using state standards, subject matter content and district curriculum.
- Recognizes individual student learning needs and develops strategies to address those needs for the purpose of promoting individual achievement.
- Fosters and manages a safe, positive learning environment for the purpose of promoting effective student behavior and success.
- Communicates and collaborates with parents and school community for the purpose of fostering student success and achievement, and meeting special education laws and policies.
- Maintains and processes accurate records/documents as required by State and Federal regulations and district policy.
- Directs the work of assigned classified staff.
- Fulfills other related duties as assigned by the supervisor.

**MINIMUM QUALIFICATIONS; EDUCATION AND EXPERIENCE**

- Valid Washington State ESA certificate as a School Speech Language Pathologist (SLP).
- Prior SLP experience is preferred
- Successful Washington State Patrol and Federal Bureau of Investigation Fingerprint Clearance
- Completion of all district required trainings within sixty (60) calendar days from the date of hire

### Knowledge, Skills and abilities

- Knowledge of the principles, practices, methods and techniques of speech and language therapy.
- Knowledge of state and federal laws governing the provision of speech and language therapy services within public schools.
- Knowledge of state and federal regulations and procedures governing special education.
- Ability to effectively meet developmental needs of students.
- Ability to assess and evaluate student progress and achievement.
- Knowledge of and skills in using effective instructional strategies and practices.
- Knowledge and skill in designing and conducting specialized instruction, remediation, and evaluation.
- Ability to adapt and modify techniques and materials for effectiveness.
- Skills and abilities in organization, time management and recordkeeping.
- Ability to work independently.
- Ability to collaborate effectively with others.
- Ability to interact positively and effectively with parents, students, staff and administrators.
- Ability to effectively communicate in verbal and written formats with a variety of constituents.
- Ability to operate technology devices and specific software programs. ☐ Ability to maintain confidentiality.

**PHYSICAL DEMANDS:** The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Employee is often required to sit or stand for prolonged periods of time. Employee may be exposed to infectious disease and/or exposure to student-carried diseases. Employee is frequently required to use fingers, hands, and arms in the course of employment and requires the ability to listen carefully while filtering out normal school environment noise. Ability to listen effectively, speak clearly and visually observe students on a routine basis is required. Employee must be able to lift 40 pounds or more and perform occasional bending, stooping, twisting and reaching above the shoulders.

**WORK ENVIRONMENT:** 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.

Work is typically performed in a classroom or school environment. Attendance at extra-hours meetings is required along with the ability to deal effectively with distraught, angry or hostile individuals while representing the District on potentially sensitive matters. The employee must adjust to frequent interruptions in their work schedule. Exposure to normal levels of office dust, VDT screens, and office machines and associated chemicals are frequently encountered. The noise level in the work environment is usually moderate.

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