

Director I, Speech-Language Therapy and Audiology Services

Position Details

Job Code: U7100

Reference Code: A189

Division/Unit: Student Services

Classification: Licensed Administrator

Terms of Employment: [Step 42 of the Unified Administrative Salary Schedule, 12 Months](#)

FLSA STATUS: EXEMPT

Position Summary

This position is responsible for planning, organizing, and directly supervising districtwide Speech-Language Therapy and Audiology Services. This position is directly responsible to the Director III, Speech-Language Therapy and Audiology Services, Student Services Division (SSD).

Essential Duties and Responsibilities

The list of Essential Duties and Responsibilities is not exhaustive and may be supplemented.

1. Plans, organizes, and coordinates districtwide programs for speech-language therapy and audiology services and guides Multi-Tiered System of Support (MTSS) support for general education students.
2. Collaborates with region-based staff to align speech-language therapy services with the curriculum and support instructional methodologies.
3. Oversees the recruitment, hiring, professional learning/onboarding, and supervision of speech-language pathologists (SLPs), audiologists, speech-language assistants, Audiology front office staff, and Speech-Language Therapy

- (SLT) office staff.
4. Assigns, audits, and adapts speech-language pathology and audiology staff assignments to school locations in the designated area(s).
 5. Provides consistent direction (including mediation and resolution activities), conducts multiple observations and formative and summative evaluations as well as discipline, for assigned SLPs and audiologists.
 6. Directs ongoing development, implementation, and revisions of departmental publications, policies, procedures, forms, and other departmental mandates.
 7. Collaborates with region-based staff to align and support SLT and audiology services with the curriculum instructional methodologies.
 8. Assists in the resolution of problems that may arise in the delivery of speech-language therapy services.
 9. Researches, negotiates, plans, and implements ongoing professional learning, including departmental and regional staff meetings.
 10. Manages the following auxiliary services:
 - a. Homebound
 - b. Assignments to Head Start and community-based preschools
 - c. SLT services throughout Extended School Year (ESY)
 - d. Early Childhood Speech Pathology Centers
 - e. Child Find
 - f. Virtual therapy delivery
 11. Tracks and coordinates referrals received from CCSD's Child Find.
 12. Reviews, monitors, analyzes, and approves therapy documentation submitted by SLPs and audiologists assigned to the region for third-party vendors.
 13. Ensures SLPs and audiologists utilize research-based therapy material and diagnostic tools to implement evidence-based practices.
 - a. previewing materials/tests
 - b. recommending tests and materials to be purchased
 14. Directs orientation and provision of an ongoing program for probationary SLPs and audiologists.
 15. Assigns undergraduate, graduate, and post-graduate students completing speech-language pathology required practicum placements.
 16. Identifies SLPs in assigned regions to serve as Clinical Fellowship Year (CFY) supervisors to individually monitor the diagnostic and therapeutic activities of clinical fellows.
 17. Directs and audits the assignments for Medicaid supervision of SLPs who do not meet state qualifications.
 18. Performs other duties related to the position, as assigned.
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Position Expectations

1. Highly specialized professional in the fields of SLT and Administrative Leadership.
 2. Extensive knowledge of laws and regulations related to FERPA Individuals with Disabilities Education Act (PL 101-476), Section 504, PL 99-457, Nevada Administrative Code (NAC), and the Americans with Disabilities Act (ADA).
 3. Extensive knowledge of Nevada Medicaid Services Manual Chapter 2800 and 3400 pertaining to School Health Services Medicaid reimbursement.
 4. Extensive knowledge of Nevada Revised Statute (NRS 637B) governing provisional teaching licensure and industry-standard licensure.
 5. Understanding and sensitivity to the needs of cultural and ethnic groups and individuals with disabilities, early childhood education, and gifted education.
 6. Extensive knowledge and adherence to the ASHA Code of Ethics.
 7. Extensive knowledge and experience with the full continuum of practices and service delivery models for educational speech-language pathology.
 8. Possess personal characteristics, including but not limited to perspective, integrity, and flexibility necessary for success as an administrator in CCSD.
 9. Organize large quantities of personnel data into interpretable spreadsheets, lists, and reports.
 10. Demonstrate interpersonal skills necessary to develop rapport with staff members despite infrequent face-to-face contact.
 11. Ability to provide progressive leadership.
 12. Ability to be an effective and engaging large-group speaker/trainer.
 13. Ability to answer procedural questions and make decisions regarding Special Education procedures, Individualized Education Program best-practice, and SLP-specific skills and practices.
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Position Requirements

Education and Training

An earned master's degree in Speech-Language Pathology, Communication Sciences and Disorders, or its equivalent from an accredited college or university.

Licenses and Certifications

1. Hold or be able to acquire, by time of appointment to the position, a Nevada administrative license/endorsement, as appropriate.
2. Hold or be able to acquire, by time of appointment to the position, a Nevada

- license/endorsement in speech and language impairments.
3. Hold or be able to acquire, by time of appointment to the position, a Nevada state license to practice Speech-Language Pathology.
 4. Hold or be able to acquire, by time of appointment to the position, the Certificate of Clinical Competence from the American Speech-Language-Hearing Association.
 5. A valid driver's license that allows the applicant/employee to legally operate a motor vehicle in Nevada.

Experience

1. Have previously demonstrated at least five (5) years of successful licensed experience as a speech-language pathologist in an accredited K-12 public or private school; and, be able to acquire, by time of appointment to the position, a Nevada school administrative endorsement; or, Have previously demonstrated at least three (3) years of successful licensed experience as a speech-language pathologist in an accredited K-12 public or private school; and, currently hold a valid Nevada school administrative endorsement.
2. Successful performance in the position held at the time of application.

Preferred Qualifications

None specified.

When applying for an administrative position, candidates must meet the minimum qualifications as listed on the appropriate position vacancy announcement.

AA/EOE Statement

The Clark County School District is proud to be an equal opportunity employer. The Clark County School District is committed to providing all applicants and employees equal employment opportunities without regard to race, color, religion, sex, gender identity or expression, sexual orientation, national origin, genetics, disability, age, military status, or other characteristics protected by applicable law. Here at Clark County School District, we are a diverse group of people who honor the differences that drive innovative solutions to meet the needs of our students and employees. We believe that through a culture of inclusivity, we have the power to reflect the community we serve.

Job Revision Information

- Revised: 05/30/24

- Created: 06/12/09