

Employee Name \_\_\_\_\_  
 Speech/Language Pathologist  
 Therapy Services

**Gonzales Healthcare Systems  
 Job Description/Competency Based Performance Appraisal**

<b>Job Title: Speech/Language Pathologist</b>	<b>Department: Therapy Services</b>
<b>Employee Reports To: Director of Therapy Services</b>	<b>Employee Supervises: N/A</b>
<b>Exempt/Non-exempt Status: Non-Exempt</b>	<b>Employment Status: Full Time</b>
<b>Employee Signature:</b>	<b>Approval:</b>
<b>Date:</b>	<b>Date:</b>

<b>Position Summary</b>
<b>Administers speech/language diagnosis and therapy to patients requiring such services. Participates in patient and family teaching and provides leadership by working cooperatively with ancillary services and other patient team personnel. Performs services in accordance with physicians' orders and under the direction and supervision of the Director of Therapy Services.</b>
<b>OSHA Bloodborne Pathogens I.</b>

<b>Position Qualification</b>	
<b>Education &amp; Licensure</b>	<b>Graduate of an approved Masters Degree program in Speech/Language Therapy. Texas Speech/Language License and a valid Texas driver's license.</b>
<b>Experience</b>	<b>Must have completed Clinical fellowship year or make arrangement for supervision of C.F.Y. during first year employment. Current CPR certification required. Effective oral and written communication abilities and organization skills.</b>
<b>Physical Requirements</b>	<b>Intermittent sitting, prolonged periods of standing and walking. Frequent bending, stooping, and reaching. Average lifting of 25# from the floor to waist, 50# surface to surface, 15# overhead. Pushing and pulling with 50# force while assisting patients or moving equipment. Includes all physical tasks as outlined in the discipline's respective practice act.</b>

<b>Technology Requirements</b>		
<b>GHS Information Systems</b>	<b>SOFTWARE: Cerner Office 365 Chrome OneContent Adobe Acrobat</b>	<b>WEBSITES: Brightly HealthStream UKG</b>
<b>Access Control</b>		
<b>Physical Access</b>	<b>AC-EVERYONE AC-SHINER AC-THRIVE AC-RADIOLOGY</b>	

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<b>Section 1: Core Behaviors</b>	
<b>A</b>	<b>Organizational Commitment</b>
1	Demonstrates a professional demeanor
2	Is committed to GHS's Mission, Vision, Values
3	Complies with Gonzales Healthcare Systems and departmental Policies
4	Demonstrates commitment to enhancing how GHS is viewed by others
5	Adheres to Attendance & Punctuality Policy
<b>B</b>	<b>Customer Orientation</b>
1	Advocate of the diverse needs & cultural values of ALL
2	Provides attentive service to ALL
3	Demonstrates respect, sensitivity & care in ALL
4	Protects confidentiality and privacy of ALL
5	Adheres to current GHS's Customer Service Standards
<b>C</b>	<b>Performance Focus &amp; Self Management</b>
1	Organizes & prioritizes work duties
2	Works toward the continuing growth/development of staff
3	Sets & tries to surpass personal & work goals
4	Is aware of one's impact on others
5	Is flexible & adapts positively to new, different or changing situations
6	Asks questions, is informed & acts according to GHS's standards
7	Incorporates the PI plan principles into daily activities
8	Adheres to laws and regulations applicable to job function
<b>D</b>	<b>Team Orientation</b>
1	Acts to work cooperatively with & helps other team members
2	Participates in projects & is a good team player
3	Recognizes and acknowledges others for a job well done
4	Considers coworkers views & recommendations
5	Extends team work behaviors to ALL
<b>E.</b>	<b>Interpersonal Communications</b>
1	Effectively communicates with others in an effort to create mutual understanding
2	Works to find resolutions to problems
3	Encourages two way communications
4	Maintains focus on issues rather than personalities

<b>Section 2: Department Specific</b>	
<b>A</b>	<b>Essential Duties &amp; Responsibilities</b>
1	Provides speech/language therapy services in accordance with patient plans of care.
2	Administers speech/language therapy services in accordance with patient plans of care.
3	Assists physicians in evaluation of patients of all speech/language and swallowing function.
4	Diagnosis, designs treatment and treats patients to improve and maintains communication function using pragmatic and meaningful contexts when possible and using exercise and other physical means for oral and laryngeal muscle training and for improved breath support.
5	Directs and aids patient's expressive and receptive communication, oral muscle re-education and functional communication activities of daily living.
6	Designs and facilitates augmentative communication systems.
7	Makes use of equipment such as tape recorders, amplification devices, computers and timers.
8	Plans, directs and interprets modified barium swallow studies.
9	Facilitates written language and other academic performance for daily living, school and vocational needs of clients.
10	Arranges for the use of an outpatient basis of services when indicated.
11	Observes records and reports to the physician the patient's reaction to treatment and any change in the patient's condition.

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Therapy Services

12	Instructs other health team members including, when appropriate, home health aides and family members, in certain phases of speech therapy with which they may work with the patients.
13	Instructs family members on patient's total speech/language therapy program.
14	Instructs other health personnel and family members in certain phases of the therapy program of which they may assist the patient.
15	Communicates with the physician the need for a continuation of therapy services for each patient.
16	Documents each visit made to the patient and incorporates notes into the clinical record at least weekly.
17	Provides in-service to other GHS personnel as needed.
18	Prepares written discharge summary, with a copy retained in the patient's clinical record and a copy forwarded to the attending physician.
19	Participates in case conference as required.
20	Provides care appropriate for the neonate and the pediatric, adolescent, and geriatric patients served based on demonstrated knowledge of the principles of growth and development over the life span.
21	Assesses and interprets data on neonate and the pediatric, adolescent, and geriatric patients' status to identify adolescent, and geriatric patients' status to identify patients' requirements relative to their age-specific needs and provides care needed as stipulated in departmental policy.
22	Performs other duties as assigned.
<b>B</b>	<b>Infection Control Duties and Responsibilities</b>
1	Follows Infection Control guidelines and policies for Gonzales Healthcare Systems.
<b>C</b>	<b>Safety Duties and Responsibilities</b>
1	Follows safety guidelines and policies for Gonzales Healthcare Systems.
2	Follows aseptic procedures and procedures for using precautions when involved in direct patient contact.