

## PENDING ELIMINATION THROUGH HEALTHCARE POSITION STUDY

### SPEECH/LANGUAGE PATHOLOGIST (MR/DD)

6200

#### GENERAL DESCRIPTION OF CLASS

The SPEECH/LANGUAGE PATHOLOGIST (MR/DD) provides professional speech/language pathology services to individuals who are mentally retarded or developmentally delayed, either directly or through an Interdisciplinary Team in order to facilitate the individual's ability to independently and functionally communicate.

#### DISTINGUISHING FEATURES

This is a single classification and not currently part of a series of classes.

#### DUTIES AND RESPONSIBILITIES

- 1.Evaluations.** Typical tasks: diagnostically evaluates individuals to determine their functional communication abilities and needs; provides written reports of evaluation findings to the Interdisciplinary Team and other concerned staff; recommends general and individualized activities and strategies which would facilitate independent, functional communication; recommends methods for integrating communication development throughout each individual's various daily activities.
- 2.Development and Implementation.** Typical tasks: develops and initiates the implementation of communication development activities and strategies; provides or participates in the preparation of written treatment plans; provides ongoing professional monitoring and review of communication development activities and strategies; initiates changes in activities and strategies/and environmental modifications.
- 3.Staff Training and Information.** Typical tasks: provides training to staff to assure that treatment plans are consistently and appropriately implemented; initiates staff training programs needed to allow individuals to use their functional communication skills; provides information to community care providers concerning strategies and activities used for residents relocated to the community.

#### RELATIONSHIPS WITH OTHERS

Employees in this class have regular contact in person with mentally retarded or developmentally delayed individuals receiving their professional services in order to evaluate communication abilities and needs and the effect of treatment plans. There is regular in-person contact with the professional and direct care staff and Audiologists to assure that individual active treatment plans are correct in content and implementation. They are in occasional contact (in person or via telephone or letter) with parents/guardians, advocates, reviewers, and/or community care providers in order to provide information or explain evaluation results or treatment activities and strategies.

#### SUPERVISION RECEIVED

Employees in this class receive general supervision from an administrative superior who reviews work through periodic meetings for adherence to established policies and procedures and compliance with established professional standards. There is daily oversight of work schedules and activities from a unit director. Work performed by employees in this class is governed by policies and procedures of the agency, Federal and State laws, and regulations and practices of the profession established by professional organizations.

#### **GENERAL INFORMATION**

Positions in this class are found at State facilities for the mentally retarded/developmentally delayed and require the willingness to work in the environment associated with the position's location and purpose. This includes the willingness to work with individuals who are severely and profoundly mentally retarded or developmentally delayed, often have significant behavior disorders, and often have other significant multihandicapping conditions.

## **KNOWLEDGE, SKILLS, AND ABILITIES (KSA)**

General knowledge of the basic physiological and psychological causes of various types of communication disorders.

General knowledge of various diagnostic tests and evaluation methods used to diagnose and define communication disorders.

General knowledge of therapy methods and techniques used to treat a wide variety of communication disorders.

General knowledge of the causes and effects of mental retardation and developmentally delaying conditions.

General knowledge of acceptable practices of the profession as established by the American Speech-Language-Hearing Association.

Basic knowledge of the anatomy and physiology of the human ear and causes and measures of hearing loss.

Basic knowledge of aural habilitation and auditory training techniques.

Skill in using appropriate diagnostic tests and evaluation methods to conduct diagnostic evaluations of individuals' communication abilities and needs.

Skill in writing clear, concise reports of diagnostic findings, recommendations, and treatment plans.

Skill in orally presenting information in a clear, concise manner.

Skill in conducting research to obtain needed communication-related information or materials.

Skill in writing functional behavioral objectives for individuals which include a specific, observable, measurable behavior to be exhibited; the conditions under which the individual will demonstrate the behavior; the criteria for evaluating the individual's performance; and the target date or time period for accomplishing the objective.

Ability to develop functional, individualized communication development activities and strategies based on the results of communication evaluations and environmental surveys.

Ability to integrate functional communication development activities and strategies into a variety of daily activities as essential components.

Ability to train staff in the implementation of prescribed communication development activities and strategies.

Ability to identify and explain to staff the communicative function of various inconsistent, socially unorthodox behaviors exhibited by individuals being served.

Ability to function as a contributing professional member of an Interdisciplinary Team.

Ability to evaluate environments in order to determine how they enhance or detract from functional communication.

Ability to develop communication development activities/strategies which accommodate for sensory deficits (vision or hearing impairments) and other handicapping conditions.

Ability to find or design appropriate, functional augmentative communication systems for nonverbal individuals.

Ability to provide direct communication therapy to individuals and groups.

Ability to understand and implement the support service requirements of the law.

Ability to use basic manual signs receptively and expressively.

## **SPECIAL QUALIFICATIONS**

Employees in this class must possess a valid Oregon State License in Speech/Language Pathology **or** meet the educational requirements for licensure and be in the process of accumulating the supervised experience required for licensure (Clinical Fellowship Year).

**NOTE:** The KNOWLEDGE and SKILLS are required for initial consideration. ABILITIES may be required for initial consideration, at any time during the selection process, or during a trial service period as a final stage of the selection process. Some duties performed by positions in this class may require different KSA's. No attempt is made to describe every KSA required for **all** positions in this class. Additional KSA requirements will be explained on the recruiting announcement.

Adopted 4/90

Revised

Examples of work are typical of duties assigned to this class. No attempt is made to describe every duty performed by all positions in this class.