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COME WORK (*AND PLAY*) IN BIG SKY COUNTRY! AT THE MONTANA SCHOOL FOR THE DEAF AND THE BLIND

DEPARTMENT: Education

POSITION TITLE: Speech and Language Pathologist

STARTING SALARY: \$44,500 (*MA zero yrs of experience, then dependent on experience*)

BENEFITS: Full Insurance Package

JOB LOCATION: Montana School for the Deaf and the Blind, Great Falls, MT

STATUS: Permanent, Full-time

SUPPLEMENT REQUIRED: No

POSITION NUMBER: 51303112

BARGAINING UNIT: None

CLOSING DATE: Open until filled

TYPICAL DUTIES:

The purpose of this job is to provide evaluation and treatment for children who are deaf, hard of hearing, blind, visually impaired, or deafblind in Montana. This position identifies student strengths and needs in the area of spoken, signed, or gestured communication. Student needs may also occasionally include the use of augmentative communication and/or a program to provide feeding/swallowing skills. This person will design and carry out speech and language therapy IEP plans which result in student's improved participation in his/her educational program as well as social interactions. This person will regularly assess student progress and report to teachers and families. Working as an integral member of the student's IEP team is required. This person may also supervise Master's prepared Graduate students and provide an appropriate setting and observation opportunity for younger students (e.g. High School students) to "job shadow." This person will work in tandem with the ASL Bilingual Specialist to build students' overall communication and language (English and ASL) skills.

- **Speech and Language Services** - Provide speech and language assessments and observations. Provide speech and language therapy in 1:1 and small group or whole group sessions as appropriate to meet student needs. Implement plans addressing IEP goals and objectives related to the identified speech and language needs.
- **Office Duties, Meetings, and Other Services** - Maintain accurate documentation of work and students' progress as it relates to their IEP, Write and submit any needed paperwork for Medicaid billing, Write reports for Evaluation and IEP meetings as well as 10-day observation periods for students in the referral process, Attend and participate in ER and IEP meetings, staff meetings, staffings, and other meetings as required.
- **Augmentative Communication** - Collaborate with families, school staff, and other agencies to determine any augmentative communication needed by a student. Assist

teacher and family in assuring that the augmentative communication device remains in good working order. Train any staff and the student in using the augmentative communication device or program.

- Off-Campus Consultation - If requested and resources are available: Conduct communication and language evaluations and provide recommendations to LEA and student's IEP team.
- Performs related and other duties as assigned.
- Detailed Job Description available upon request.

QUALIFICATIONS: Master's Degree in Speech and Language Pathology or Communication Science Disorders required. Ability to obtain Montana Speech Pathology License and Certificate of Clinical Competence from the American Speech and Language Association.

ACCOMMODATIONS: The State of Montana and the Montana School for the Deaf and the Blind makes reasonable accommodations for any known disability that may interfere with an applicant's ability to compete in the recruitment and selection process. For the school to consider any such accommodations, the applicant must notify the school in writing of any needed accommodation by the application deadline.

IMMIGRATION REFORM AND CONTROL ACT: In accordance with the Immigration Reform and Control Act, the person selected must produce within three (3) days of hire, documentation that he/she is authorized to work in the United States. Examples of such documentation include a birth certificate or social security card along with a driver's license or other picture I.D., a United States passport or a green card.

ADDITIONAL REQUIREMENTS: MSDB is a non-smoking environment extending to the entire campus: there are no authorized smoking areas and smoke breaks are not given. All successful candidates must possess a Montana Drivers License; submit to a background check, which includes a criminal record review, and must not possess any felony or DUI convictions. It is the policy of the Board that any finalist for hire shall submit to a finger-print based national criminal history background check conducted by the FBI prior to recommendation for hire. Additionally, an "Applicant Release Form" must be completed and signed as part of the application.

Some travel may be required with some overnight stays. The work performed in a typical setting at MSDB involves mostly sedentary to light physical activity, typically requiring occasional exertion of up to 20 lbs. of force and walking or standing to a significant degree. The employee may need to climb stairs, bend, stoop, reach, and handle objects. The employee may occasionally lift and/or move up to 50 lbs. The person in this position works in multiple buildings across campus and must be able to travel independently between buildings.

The successful candidate will be required to have or learn basic sign language skills to communicate with deaf and hard of hearing staff and students. New employees must meet the requirements of MSDB Policy 5124 Employee Sign Language Skills and will be evaluated through the Sign Language Proficiency Interview (SLPI). New employees to this position must meet the Target Skill level Standard of "Intermediate" within 3 years of the date of hire.

PROBATIONARY PERIOD: All employees shall serve a probationary period of one year (see A.R.M. Section 2.21.3808(2)). Policy 5123

APPLICATION AND SELECTION PROCESS: Selection procedures to be used in evaluating applicant's qualifications include an evaluation of the Montana State Application form, structured interview, and reference checks. Incomplete or unsigned application forms may not be considered.

INQUIRIES:

**Montana School for the Deaf and the Blind
3911 Central Ave
Great Falls, MT 59405
406-771-6000**

APPLICATION: <https://statecareers.mt.gov>

An Affirmative action/Equal Opportunity Employer

The Montana School for the Deaf and the Blind is an Affirmative Action/Equal Opportunity Employer (EOE). MSDB will not discriminate in its educational programs, activities, or employment practices, based on race, color, national origin, sex, pregnancy, childbirth or medical conditions related to pregnancy or childbirth, disability, age, political or religious affiliation or ideas, culture, creed, ancestry, social origin or condition, genetic information, sexual orientation, gender identity or expression, military service or veteran status, marital status. Announcement of this policy is in accordance with state and federal laws, including Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990. Employees and participants who have an inquiry or complaint of harassment or discrimination, or who need information about accommodations for persons with disabilities, should contact the Affirmative Action Officer, Montana School for the Deaf and the Blind, 3911 Central Avenue, Great Falls, Montana 59405. Phone (406) 771-6000