

WAVERLY COMMUNITY SCHOOLS

Position Announcement

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| Job Title: | Speech & Language Pathologist 2025-26 | | |
| Location: | East & Middle School | Start Date: | August 2025 |
| Salary Range/ Level: | \$47,525 - \$88,387 – As per the current WEA Master Agreement | Terms of Employment | School Year |
| Date Posted: | August 28, 2025 | Application Deadline: | Until Filled |
| Application Process: | A COMPLETED ONLINE APPLICATION IS <u>REQUIRED</u> . (See application instructions at Speech & Language Path East & MS 2025-26) Resume and cover letter may be: <ul style="list-style-type: none">• Attached within the online application (preferred)• Faxed: (517) 321-8577• Mailed: Waverly Community Schools, 515 Snow Rd., Lansing, MI 48917 | | |
| Job Description | | | |
| <u>ESSENTIAL JOB FUNCTIONS</u> <i>Essential functions under the Americans with Disabilities Act may include any of the following duties, knowledge, and skills. This list is illustrative only and is not a comprehensive listing of all functions and duties performed by employees in this position. Regular on time and in person attendance is an essential function of this job. Other essential functions may include, but are not limited to the following:</i> <ul style="list-style-type: none">• Complies with the Michigan Administrative Rules for Special Education (MARSE) that impact speech-language pathologists.• Completes speech-language evaluations and annual reviews.• Selects and administers appropriate formal and informal assessments.• Interprets formal and informal assessments.• Ensures that all speech-language evaluations for initial referrals and reevaluation are conducted within the required timelines.• Develops goals and objectives for each student’s Individualized Education Program (IEP) with the teachers, staff, and parents that are aligned with core standards.• Provides speech-language services as indicated on each student’s IEP.• Maintains accurate, timely records of progress and service.• Reports progress to parents as scheduled in student’s IEPs. | | | |

- Supports school leadership with the development and implementation of Multi-Tiered Systems of Support (MTSS) and Positive Behavior Intervention Support (PBIS) practices in the school.
- Collaborates with school staff and IEP team members to implement effective programs and services.
- Supports staff in developing speech and language intervention strategies.
- Complies with Master Agreement between Waverly Board of Education and the Waverly Education Association.
- Participates in district-wide, departmental and Professional Learning Community meetings as directed by the supervisor of special education.
- Completes Medicaid documentation monthly and Random Moment in Time Studies.
- Participate in MTSS interventions and offer strategies for staff.
- Collaborates in the development of the Review of Existing Evaluation Data (REED) and Evaluation Plan for three (3) year reevaluations.
- Initiates and maintains ongoing communication with parents and staff to assist with the understanding of speech-language development, evaluation results, and student performance concerns.
- Demonstrates cultural sensitivity when interacting with students and families of diverse backgrounds.
- Provides home-based activities, when appropriate.
- Assists parents in identifying and/or preparing for summer therapy programs.
- Participates in professional development opportunities.
- Supports individual school improvement plans.
- Additional duties as assigned.

REQUIRED QUALIFICATIONS:

- Master's degree in Speech-Language Pathology.
- Demonstrated knowledge of Waverly Community Schools Curriculum.
- ASHA Certificate of Clinical Competence in Speech-Language Pathology (CCC-SLP).
- Fulfill special requirements as indicated in Michigan Administrative Rules for Special Education (MARSE), R 340.1796 Teachers of students with speech and language impairment.
- Michigan Board of Speech-Language Pathology, Speech-Language License.

ADDITIONAL QUALIFICATIONS:

- Ability to align student goals and objectives with content standards.
- Utilization of therapeutic intervention strategies that support student progress in general education curriculum.
- Ability to read, analyze, and interpret general business periodicals, professional journals, technical procedures, and governmental regulations. Ability to write reports, business correspondence, and procedure manuals. Ability to effectively present information and respond to questions from groups of administrators, staff and the general public.

- Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.
- Ability to apply knowledge of current research and theory to instructional program.
- Ability to plan and implement lessons based on assessment and school objectives and the needs and abilities of students to whom assigned.
- Ability to establish and maintain effective working relationships with students, peers, parents and community.
- Ability to speak clearly and concisely in written and oral communications.

ADA REQUIREMENTS:

- The physical demands, work environment factors, and mental functions described below 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.

PHYSICAL DEMANDS:

- While performing the duties of this job, the employee is required to stand, walk, sit, use hands to finger, handle, or feel, reach with hands and arms, climb or balance, stoop, kneel, crouch, or crawl, talk, hear (in a quiet or noisy environment). The employee must occasionally lift and/or move up to 40 pounds. Specific vision abilities required by this job include close vision, distance vision and ability to adjust/focus.

WORK ENVIRONMENT:

- The noise level in the work environment is usually loud to moderate. Work is performed indoors although there will be required outdoor activities. The employee is directly responsible for the safety, well-being and work output of students.

MENTAL FUNCTIONS:

- While performing the duties of this job, the employee is required to compare, analyze, communicate both orally and in writing in the English language, copy, coordinate, instruct, compute, synthesize, evaluate, use interpersonal skills, compile and negotiate.

Notice of Non-discrimination

Non-Discrimination

The Waverly Community Schools will not discriminate against any person based on race, sex, sexual orientation, gender, gender identity and expression, height, weight, color, religion, national origin, age, marital status, pregnancy, disability, veteran, or military status.

Americans with Disabilities Act accommodations: Assistance with the application process may be requested through the Human Resources Department at [\(517\) 319-3031](tel:5173193031) or msavage@waverlyk12.net.