

**MICHIGAN CIVIL SERVICE COMMISSION
JOB SPECIFICATION**

SPEECH AND LANGUAGE PATHOLOGIST

JOB DESCRIPTION

Employees in this job complete and oversee a variety of professional assignments to improve the speech functions of residents in state mental health facilities and patients in a community setting.

There are four classifications in this job.

Position Code Title – Speech and Language Pathologist-E

Speech and Language Pathologist 9

This is the entry level. As a trainee, the employee carries out a range of professional speech and language pathologist assignments while learning the methods of the work.

Speech and Language Pathologist 10

This is the intermediate level. The employee performs an expanding range of professional speech and language pathologist assignments in a developing capacity.

Speech and Language Pathologist P11

This is the experienced level. The employee performs a full range of professional speech and language pathologist assignments in a full-functioning capacity. Considerable independent judgment is used to make decisions in carrying out assignments that have significant impact on services or programs. Guidelines may be available, but require adaptation or interpretation to determine appropriate courses of action.

Position Code Title – Speech and Language Pathologist-A

Speech and Language Pathologist 12

This is the advanced level. The employee may function as a lead worker or senior worker. At this level, employees are responsible for overseeing the work assignments of other professionals or have regular assignments which have been recognized by Civil Service as having significantly greater complexity than those assigned at the experienced level.

NOTE: Employees generally progress through this series to the experienced level based on satisfactory performance and possession of the required experience.

SPEECH AND LANGUAGE PATHOLOGIST

PAGE No. 2

JOB DUTIES

NOTE: The job duties listed are typical examples of the work performed by positions in this job classification. Not all duties assigned to every position are included, nor is it expected that all positions will be assigned every duty.

Evaluates and diagnoses speech disorders of residents/patients through interviews, observation and other methods, and recommends treatment methods and exercises appropriate to the needs of the individual.

Designs and implements therapeutic intervention strategies relative to communication dysfunction.

Maintains records and progress notes detailing diagnosis, treatment, and affect on residents/patients.

Participates in interdisciplinary consultation involving attendance at staff meetings, conferences and communications with outside agencies as required.

Performs a wide range of screening and diagnostic tests relative to communicative functioning specific to the areas of receptive language, expressive language, articulation, fluency, and voice.

May assist in planning and conducting training classes in diagnosis and treatment of speech disorders, including therapeutic principles, exercises, techniques and devices for health care professionals, teachers, resident care staff, families and others.

Performs therapeutic exercises with residents/patients to improve speech functions, and instructs them in such compensatory skills as sign language, lip reading, and other skills as required, using bliss symbolics, picture boards, and other speech and language pathology techniques.

Prepares reports and conducts correspondence related to the work.

Performs related work as assigned.

Additional Job Duties

Speech And Language Pathologist 12 (Lead Worker)

Oversees the work of lower level professional staff by making and reviewing work assignments, establishing priorities, coordinating activities, and resolving related work problems.

SPEECH AND LANGUAGE PATHOLOGIST

PAGE No. 3

Speech And Language Pathologist 12 (Senior Worker)

Performs on a regular basis professional speech and language pathologist assignments, which are recognized by Civil Service as more complex than those assigned at the experienced level.

JOB QUALIFICATIONS

Knowledge, Skills, and Abilities

NOTE: Some knowledge in the area listed is required at the entry level, developing knowledge is required at the intermediate level, considerable knowledge is required at the experienced level, and thorough knowledge is required at the advanced level.

Knowledge of the principles and techniques of speech and aphasia therapy.

Knowledge of the pathology of hearing and speech disorders.

Knowledge of instructional methods used in the work.

Ability to plan individualized treatment programs and administer therapeutic exercises.

Ability to plan and conduct training workshops, classes and meetings.

Ability to maintain records, and prepare reports and correspondence related to the work.

Ability to communicate effectively with others.

Ability to maintain favorable public relations.

Additional Knowledge, Skills, and Abilities

Speech And Language Pathologist 12 (Lead Worker)

Ability to organize and coordinate the work of others.

Ability to set priorities and assign work to other professionals.

Working Conditions

Jobs are located in mental health hospitals and School for the Blind/Deaf.

Physical Requirements

None.

Education

Possession of a master's degree in speech and language pathology, audiology, or speech-language and hearing science.

SPEECH AND LANGUAGE PATHOLOGIST

PAGE No. 4

Experience

Speech and Language Pathologist 9

No specific type or amount or type is required.

Speech and Language Pathologist 10

One year of professional experience providing services to improve the speech functions of individuals equivalent to a Speech and Language Pathologist 9.

Speech and Language Pathologist P11

Two years of professional experience providing professional services to improve the speech functions of individuals equivalent to a Speech and Language Pathologist, including one year equivalent to a Speech and Language Pathologist 10.

Speech and Language Pathologist 12

Three years of professional experience providing professional services to improve the speech functions of individuals equivalent to a Speech and Language Pathologist, including one year equivalent to a Speech and Language Pathologist P11.

Special Requirements, Licenses, and Certifications

A Certificate of Clinical Competence or a State of Equivalence in either speech pathology or audiology from the American Speech-Language Hearing Association is required for all levels.

NOTE: Equivalent combinations of education and experience that provide the required knowledge, skills, and abilities will be evaluated on an individual basis.

JOB CODE, POSITION TITLES AND CODES, AND COMPENSATION INFORMATION

Job Code

SPEECHLNG

Job Code Description

Speech and Language Pathologist

Position Title

Speech and Language Pathologist-E

Speech and Language Pathologist-A

Position Code

SPEECHLE

SPEECHLA

Pay Schedule

W22-019

W22-020