

Speech-Language Pathologist, Bilingual Assessor

This position starts on or about 2/6/24

The Howard County Public School System (HCPSS) is one of the top school systems in the state of Maryland and the nation. In alignment with our [*Strategic Call to Action*](#), our mission is to ensure academic success and social emotional well-being for our approximately 57,000 students in an inclusive and nurturing environment that closes opportunity gaps. To learn more about employment with HCPSS, please visit <https://www.hcpss.org/employment/>.

DESCRIPTION

The Speech-Language Pathologist, Bilingual Assessor will work under the direction of the Coordinator of Countywide Services. The Speech-Language Pathologist, Bilingual Assessor will possess expertise in assessing speech, language, and communication disorders in bilingual and multicultural populations. As a vital member of the County Diagnostic Center, the Speech-Language Pathologist, Bilingual Assessor will play a crucial role in accurately identifying students' communication needs and supporting their academic success through comprehensive assessment and culturally sensitive practices.

ESSENTIAL POSITION RESPONSIBILITIES

- Conduct comprehensive evaluations and interpretation of assessment results of students' speech, language, and communication abilities using formal and informal measures in English and Spanish.
- Utilizes dynamic assessment practices, and clinical observations for students pre-Kindergarten through age 21 in public, non-public, and private school settings.
- Support the development of individualized intervention plans in collaboration with teachers, parents, and other team members.
- Provide consultation and collaboration with a variety of stakeholders including, but not limited to, school teams and central office leaders from the Department of Special Education (DSE) in order to understand the needs of the students in the educational setting.
- Offer consultation and training to teachers, parents, and staff members on strategies to support students' speech and language development in educational settings.
- Maintain accurate documentation of assessment results and other data that support this position.
- Stay informed about current research, best practices, and trends in speech-language pathology and education to inform practice and enhance service delivery.
- Participate in discussions around assessment, disability, and methodologies suited to a student's strengths.
- Attend IEP meetings for complicated assessments.
- Participate in research of new speech-language assessment tools and serve as a pilot for the new tools of consideration prior to implementation or use related to bilingual and multilingual populations.
- Participate in various committees and workgroups (e.g., reevaluation, disability categories, etc.) regarding speech-language-related topics or services as appropriate.

The above list is a summary of the functions of the job, not an exhaustive or comprehensive list of all possible job responsibilities, tasks, and duties.

REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES (KSAs)

- Knowledge of best practices in the area of speech-language pathology assessments.
- Ability to train stakeholders on strategies to support student speech and language development.
- Experience working with a multi-disciplinary team.
- Experience with IEP/IFSP processes, procedures, and meetings.
- Ability to communicate effectively with staff, students, and families in written and oral modalities.
- Management of schedules and timelines.

MINIMUM QUALIFICATIONS

Applicants must meet all the following qualifications, listed below, to be considered for the vacancy.

Education:

- Master's degree in speech-language pathology from an accredited college or university.

Certification:

- Hold a current license from the State of Maryland for the practice and provision of speech-language services or be eligible for MD state licensure.
- Certification of Clinical Competence from American Speech-Language-Hearing Association (ASHA).
- Hold or be eligible for a National Provider Identifier (NPI) issued by the Centers for Medicare and Medicaid Services (CMS), National Plan and Provider Enumeration System (NPPES), and must be actively enrolled in Maryland Medicaid.
 - Employee not holding NPI or Maryland Medicaid enrollment upon hire must apply for NPI within 10 days of employment and Maryland Medicaid immediately upon receipt of NPI.
 - Employee must retain active NPI and Maryland Medicaid enrollment as a condition of employment.

Experience:

- Three (3) years of experience as speech-language pathologist working with the pediatric population administering monolingual (American English) speech-language assessments to students.
 - Must include experience administering bilingual speech-language assessments to students.
- Fluent in written and spoken Spanish.

PREFERRED QUALIFICATIONS

- Five (5) years of experience administering bilingual speech-language assessments to students (birth-21).
- Three (3) years of experience working in a pre-K-12 public school system.

SELECTION REQUIREMENTS

Applicants who meet the minimum qualifications will be included in further evaluation. The evaluation may be a rating of your application based on your education, training, and experience as they relate to the requirements and preferred qualifications of the position. Therefore, it is essential that you provide complete and accurate information on your application. Please report all related education, dates, and hours of work. Clearly indicate your college degree and major on your application, if applicable.

EMPLOYMENT INFORMATION

This is an 11-month per year position in the Howard County Educators Association (HCEA) employee

bargaining unit. The current salary range for this position is on the 11-Month Teacher Salary Scale, \$71,539 - \$124,066. Actual placement will be in accordance with the salary procedures of the Howard County Public School System and the HCEA Master Agreement which considers relevant prior experience. Under the Fair Labor Standards Act, this position is exempt from overtime.

HCPSS encourages vaccination against COVID-19 as a continuous mitigation strategy for the health and wellbeing of students and staff.

This position has an anticipated start date during the current school year. Applicants currently under contract with another Maryland school district are responsible for verifying whether they would be released without prejudice if selected for this position.

APPLICATION REQUIREMENTS

Only applicants who submit all the requested information by the closing date of the vacancy will be considered for this position. Interviews will be limited to those applicants who, in addition to meeting the basic requirements, have experience and education which most closely match the position qualifications and the needs of the school system.

Please note that a completed application includes:

- A complete application form that includes a listing of employment locations with dates of employment and names of direct supervisors.
- All supplemental materials (i.e.: resume, letter of introduction, transcripts, educator certificate) are required to verify that you meet the minimum qualifications.

For questions regarding this vacancy, please contact us at recruitmentinquiries@hcpss.org

Equal Opportunity Employer

HCPSS celebrates diversity and is committed to creating an inclusive environment for all employees and applicants and prohibits discrimination, harassment, and retaliation of any kind. HCPSS is committed to the principle of equal employment opportunity for all employees in providing them with a work environment free of discrimination and harassment. All employment decisions at HCPSS are based on organizational needs, job requirements and individual qualifications, without regard to race, color, religion or belief, national, social or ethnic origin, sex (including pregnancy), age, physical, mental or sensory disability, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, veteran status or present military service, family medical history or genetic information, family or parental status, or any other characteristic protected by federal, state or local laws.