



Wallowa County Health Care District

JOB TITLE: Speech Language Pathologist

FLSA STATUS: Non-Exempt - Union

DEPARTMENT: Rehabilitation Therapy

DATE: March, 2023

REPORTS TO: Rehabilitation Therapy Supervisor

APPROVED BY: Rehabilitation Therapy Director

JOB SUMMARY:

The Speech Language Pathologist (SLPs) works to prevent, assess, diagnose, and treat speech, language, social communication, cognitive-communication, and swallowing disorders in children and adults in an outpatient, inpatient and swing bed setting.

MISSION, VISION & VALUES:

The successful candidate(s) must share and demonstrate through job performance (and will be evaluated on) the ability, willingness and successful application of support for the Mission, Vision and Values of the District:

Mission: To provide premier Health Care

Vision: To be a recognized leader in mission focus, quality care, and fiscal strength Values: Compassion, Respect, Integrity, Quality, Stewardship, and Family

ESSENTIAL DUTIES AND RESPONSIBILITIES:

Include the following. Other duties may be assigned. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Nothing in this job description should be inferred to condone an employee acting out of their scope of license.

- Evaluate hearing or speech and language test results, barium swallow results, or medical or background information to diagnose and plan treatment for speech, language, fluency, voice, or swallowing disorders.
- Assess, diagnose and treat speech disorders occurring when a person has difficulty producing speech sounds correctly or fluently (e.g., stuttering is a form of disfluency) or has problems with his or her voice or resonance.
- Assess, diagnose and treat swallowing disorders (dysphagia), which may follow an illness, surgery, stroke, or injury.
- Monitor patients' progress and adjust treatments accordingly.
- Provide aural rehabilitation for individuals who are deaf or hard of hearing.
- Monitor patients' progress and adjust treatments accordingly.
- Prepares clinical notes, progress notes, summary reports (recertification), and discharge summaries per departmental requirements in a timely fashion.
- Assist with education of nursing and medical staff for observation of signs and symptoms of swallow, language or cognitive difficulties, importance of oral care for reducing risk of pneumonia, education for nursing swallow screening, and appropriate referrals for evaluation.
- Facilitate education for families and caregivers for diet modifications, safe swallowing strategies specific to each individual patient throughout their rehabilitative journey, as well as collaboration with patient care team members.
- Supervise or collaborate with therapy team.
- Teach patients to control or strengthen tongue, jaw, face muscles, or breathing mechanisms.
- Consult with and advise medical staff on speech or hearing topics, such as communication strategies or speech and language stimulation.
- Develop speech exercise programs to reduce disabilities.
- Use computer applications to identify or assist with communication disabilities.
- SLP may be required to drive the company vehicle or personal vehicle in the case of home visit patient.
- Supervise students or assistants.
- Evaluate oral motor function in infants.
- Is responsible for their continuing education requirements for license.



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QUALIFICATIONS AND EXPERIENCE:

- Graduate from a Speech Language Pathology program with a Master's or Doctoral degree required.
- Current and Unrestricted license from the Oregon Board of Examiners for Speech-Language Pathology and Audiology or ability to obtain prior to employment.
- Successful completion of clinical fellowship in Speech Language Pathology.
- Proven ability to complete continuing education as required by State of Oregon licensing requirements.
- Current CPR certification required.

CORE COMPETENCIES:

- Compassion – Welcomes, mentors and receives new team members.
- Respect – Manages conflict with respect and dignity for others. Attempts to address issues before escalating.
- Integrity – Owns professional development and seeks self-development. Uses good judgment in resolving job problems. Generates and evaluates alternative solutions and makes effective and timely decisions.
- Quality - Pays close attention to detail. Strives to achieve excellence in all things.
- Stewardship – Careful and responsible management of WCHCD resources.
- Family – Creates and participates in a team environment. Applies effective interpersonal and problem- solving skills when responding to coworkers, patients and visitors.

POSITION SPECIFIC COMPETENCIES:

- Education and Training — Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.
- Customer and Personal Service — Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Monitoring — Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.
- Service Orientation — Actively looking for ways to help people.
- Active Listening — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
- Critical Thinking — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- Judgment and Decision Making — Considering the relative costs and benefits of potential actions to choose the most appropriate one.
- Speaking — Talking to others to convey information effectively.
- Instructing — Teaching others how to do something.
- Complex Problem Solving — Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.
- Fluency of Ideas — The ability to come up with a number of ideas about a topic (the number of ideas is important, not their quality, correctness, or creativity).
- Originality — The ability to come up with unusual or clever ideas about a given topic or situation, or to develop creative ways to solve a problem.
- Near Vision — The ability to see details at close range (within a few feet of the observer).
- Arm-Hand Steadiness — The ability to keep your hand and arm steady while moving your arm or while holding your arm and hand in one position.
- Finger Dexterity — The ability to make precisely coordinated movements of the fingers of one or both hands to grasp, manipulate, or assemble very small objects.



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WORK ENVIRONMENT:

The work environment characteristics described here are representative of those that an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

WCHCD CODE of CONDUCT & CONFIDENTIALITY STATEMENT:

As an employee of Wallowa County Health Care District (WCHCD) you must agree to abide by the following code of Conduct/Confidentiality Statement.

I understand and agree that in the performance of my duties I must hold medical information in confidence. I understand that any violation of the confidentiality of medical information may result in punitive action. I will at all times protect the safety of our patient/residents understanding that they are our “customers” and the reason for our employment. I will avoid any and all personal conflicts of interest as it relates to my position at this facility. I agree to abide by the dress code for WCHCD. I will not use any of the assets of WCHCD for personal use. I will abide to all rules and regulations of the State of Oregon and the United States in relation to the operation of a medical facility. I will treat my co-workers at all times in a professional & courteous manner. I will strive to always work as a team player with my co-workers. I agree to report any perceived medical/facility operation noncompliance issues immediately through the compliance reporting process.

I have read and understand the above job description.

Employee Signature

Date