SHENANDOAH VALLEY WESTMINSTER-CANTERBURY

300 Westminster Canterbury Dr

Winchester VA 22603

**POSITION DESCRIPTION**

**TITLE:** Speech Language Pathologist **DEPARTMENT:** Rehabilitation/Health Services

**RESPONSIBLE TO:** Administrator

**JOB SUMMARY:** The Speech Language Pathologist follows all State and Federal laws pertaining to healthcare delivery; completes evaluations, treatments and documentation in a timely manner; works cooperatively with physicians, team members, and residents.

**REQUIRED EDUCATION, EXPERIENCE, SKILLS, LICENSURE:**

1. Master’s Degree in Speech Language Pathology.
2. Certificate of Clinical Competency.
3. Must be currently licensed as Speech Language Pathology in the State of Virginia. License must be in good standing.
4. Previous experience in a long-term health care facility preferred.
5. CPR certification required.

**JOB REQUIREMENTS:**

1. Support the mission and purposes of SVWC.
2. Support the Board of Trustees and Administration.
3. Present a professional, caring, and supportive image.
4. Employment and annual Tuberculosis testing as required by Virginia State Licensure.
5. Must attend mandatory inservices required by the State Licensure and all other mandatory inservices and/or meetings required by other regulatory agencies and/or by SVWC.
6. Follows and supports the policies and procedures established by SVWC.
7. Maintains a professional appearance by adhering to dress code and being neatly groomed.
8. Adheres to professional standards and ethics at all times.
9. Maintains skills and knowledge in accordance with current research and practice. Participates in continuing education.
10. Responsible for maintaining current license and providing SVWC with proof of such prior to expiration date.
11. COVID-19 Vaccine Required.

**ESSENTIAL DUTIES/RESPONSIBILITIES:**

1. Optimize communication, cognitive and swallowing skills of residents by performing or supervising therapy staff in the following activities: initiating referrals; evaluating and treating appropriate residents; complying with Minimum Data Set procedures; effectively participating in the care planning process; appropriately documenting progress toward identified objectives and communicating resident status and needs to the resident, the resident’s family, the staff and other professionals as appropriate.
2. Conducts screenings of residents at regular intervals to determine need for intervention/treatment.
3. Establishes individual resident schedules in conjunction with other team members. Develops treatment plans by identifying a problem list, including long and short-term goals and methods to achieve identified goals. Monitors resident’s response to intervention and modifies treatment as indicated to attain goals in accordance with physicians’ orders.
4. Documents results of resident’s assessment, treatment, follow-up, and termination of services.
5. Develops appropriate home or community programming to maintain and enhance the performance of the resident his/her own environment.
6. Instructs resident, family and staff in appropriate speech language procedures or home program to allow carry over of therapeutic remediation and goals in daily activities.
7. Recommends and obtains appropriate equipment to improve resident’s communication. Instructs resident, family, and staff in use of augmentative communication devices.
8. Participates in resident, family, and staff education.
9. Attend in-service training and facility meetings as required.
10. Provides in-service education to the members of the resident care team and to members of the community.
11. Submits billing, payroll and expense documentation in an accurate and timely manner. Assists in the collection of statistics as directed.
12. Consistently demonstrates sound judgment in the evaluation, planning, implementation, and follow-up of the resident therapy programs.
13. Maintains positive relationships and rapport with coworkers, residents, family members and facility personnel.
14. Requisitions supplies and equipment, as necessary.
15. Cleans, maintains, identifies, and reports the need for repair of equipment as necessary.
16. Puts customer service first: ensures that residents and families receive the highest quality of service in a caring and compassionate atmosphere which recognizes the individuals’ needs, abilities, strengths, and rights.
17. Must be able to read and understand written instructions in English.
18. May be required to wear a fit tested regulator as appropriate during transmission-based precautions.
19. Perform other related duties as required and assigned.

**UNIVERSAL PRECAUTION RISK CLASSIFICATION:**

Category A: The person holding this position understands Universal Precautions Risk Classification categories apply to this position and the individual may be exposed to AIDS, HIV, and Hepatitis B viruses. Tasks That Involve Exposure to Blood, Body Fluids, Or Tissues. All procedures or other job-related tasks that involve an inherent potential for mucous membrane or skin contact with blood, body fluids, or tissues, or potential for spills or splashes of them, are Category A tasks.

**PHYSICAL REQUIREMENTS:**

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. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

VISION

* Must be able to visually identify and discern printed words on either typewritten pages or computer screen.
* Must be able to identify and differentiate colors.
* Must have depth perception within normal ranges.

HEARING

* Must be able to respond to spoken words and other auditory sounds including the ringing of telephone or beepers and monitors.
* Must be able to respond and communicate orally by telephone.

LIFTING

* Heavy lifting required (over 50 pounds occasionally and 25 pounds repetitively from ground level to shoulder height.)
* Must be able to push and maneuver carts/stretchers/space saver loaded with weights of 200 pounds.
* Must be able to bend, reach and lift residents with assistance to transport them to stretchers/wheelchairs.

TOOLS AND EQUIPMENT

* Must be able to use, operate and interpret information from equipment in work area.

SPEECH

* Must be able to verbally communicate in the English language directly and over the telephone and be understood.

RANGE OF MOTION

* Must be able to kneel or squat for 1 hour of an 8 hour shift.
* Must be able to walk continually for 8 hours.
* Must be able to stand for 8 hours straight.
* Must have mobility of all parts of the body, walking, bending, lifting, reaching above head and use of hands.
* Must be able to stand and/or mobilize by walking for 100% of an 8 hour shift.
* Must have manual dexterity, fine motor skills (typing, computer, etc.)
* Some tasks may require sitting for 40% of the workday.

WORKING CONDITIONS

* Must be able to work under stress.
* Must be able to deal with verbally and physically combative residents.

MENTAL CAPACITY

* Must have mental capacity to fulfill the requirements of the job including problem solving, logic, communication and numerical calculations.
* Must be able to read and understand written instructions in English.
* Accurate recall and memory.
* Must be able to use judgment in making decisions and choices.
* Ability to analyze numbers and make basic mathematical calculations.

NOTE: This job description is not intended to be all-inclusive. An employee will also perform other reasonably-related job responsibilities as assigned by management as required. Shenandoah Valley Westminster-Canterbury reserves the right to revise or change job duties as the need arises. Moreover, management reserves the right to change job descriptions, job duties or working schedules based on their duty to accommodate individuals with disabilities. This job description does not constitute a written contract of employment.

**I have read the job description and fully understand the requirements set forth therein.**

**Employee Signature Date**

**APPROVED: 06/2021**

**BY: JS/KC/CH**