**POSITION DESCRIPTION**

|  |  |
| --- | --- |
| **POSITION TITLE:** | **Speech Language Pathologist** |
| **SECTION**: | **Inclusive Education Team** |
| **REPORTS TO:** | **Inclusive Education Coordinator** |
| **CLASSIFICATION:** | **Professional Officer – dependent on experience** |
| **AWARD:** | **Professional Officers Certified Agreement** |
| **LOCATION:** | **Townsville Catholic Education Office** |

|  |
| --- |
| **OUR ORGANISATION** |

Townsville Catholic Education (TCE) supports 29 schools within the Diocese, located throughout a diverse region including urban and rural environments extending to Mount Isa to the west, Proserpine to the south and north to Ingham. TCE provides a diverse range of education choices including primary, secondary and Prep-to-Year 12. Each setting provides a high educational standard in a caring and a stimulating environment. The Diocese has a growing Indigenous education program and some of our schools offering both boarding and day-student facilities.

TCE employs in excess of 2,500 teaching, professional and ancillary/support employees to fulfil our mission of providing quality educational services through our Catholic school communities. A Catholic education involves much more than simply teaching the educational basics. It encourages students to embrace Catholic values and faith while providing them with an excellent education and diverse life experiences that will prepare them to be a contributing member of the community in their adult lives.

The proud reputation Catholic schools enjoy within the Diocese today is based on the strong tradition built by religious orders who found Catholic Education in the Townsville Diocese in 1872.

Please visit our website for additional information <https://www.tsv.catholic.edu.au/>

**OUR SYSTEM VISION**

*“The promotion of the human person is the goal of the Catholic school”*

*THE CATHOLIC SCHOOL ON THE THRESHOLD OF THE THIRD MILLENNIUM, 1998*

|  |
| --- |
| **ABOUT THE ROLE** |

As a member of the Inclusive Education Team, you will work collaboratively to provide a range of speech pathology services that promote and support effective inclusive practice. The support you provide will be responsive to each school’s context, maintain a student-specific focus, and complement services provided through TCE.

As the Speech Language Pathologist, you will play a key role in the whole school approach to:

* Develop, implement and evaluate speech pathology services to promote student communication, learning and well-being outcomes
* Optimise the quality of service outcomes in partnership with the school community
* Develop evidence-based speech, language and communication interventions that include proactive, targeted and intensive strategies
* Participate as an active team member in a number of educational teams with particular emphasis on the delivery of speech-language services as part of the educational program and towards educational outcomes.
* Promote the importance of language, speech, voice, fluency and oro-motor functioning as key student outcome areas underlying essential learning for all students
* In all of the above, the Speech Language Pathologist will have an understanding of and sensitivity to the ethos of a Catholic school.

|  |
| --- |
| **Key Accountabilities** |

* Contribute to learning and teaching within TCE by providing a collaborative and consultative speech pathology service for:
* Students with significant speech language impairment
* Students who may be at risk educationally because of speech and/or language delays
* The development of speech language skills of students in the Early Years (Prep to Year 2)
* Assessments occur within the school environment and information profiling each student’s strengths and concerns with respect to their overall communication skills is provided to the school and parents
* Programs may be designed based on assessment results and these are also provided to the school and parents
* For students in the early years of schooling, appropriate screening assessment and oral language program implementation occurs in conjunction with classroom teachers. Such oral language skill development is embedded with current curriculum directions in the school. When required, advice is given to teachers regarding the modifications required to cater for the students’ speech/language needs
* Collaborate effectively to create partnerships within the school community to optimise the quality of service outcomes
* Confidential records of speech language pathology services provided are maintained and undertaken in accordance with Townsville Catholic Education Office guidelines
* Maintain standards of practice and competencies consistent with those described by Speech Pathology Australia and Townsville Catholic Education Office.

|  |
| --- |
| **STATEMENT OF RESPONSIBILITY** |

The carriage of the role will always presume the role-holder’s responsibility to act cognisant of, and in harmony with, the Mission and Purpose of Catholic Education and Catholic Education policies.

The employee will be expected to abide by the *Statement of Principles for Employment in Catholic schools*, the *Staff Code of Conduct* and other Diocesan guidelines.

Employees will maintain appropriate confidentiality, sensitivity and empathy in the execution and management of all matters.

Employees will demonstrate a willingness and acceptance to initiate and participate in relevant training and professional development opportunities.

Each employee is responsible for ensuring his/her health, safety and wellbeing and is expected to not willingly place at risk the health and safety of one’s self or others.

Employees will:

* Adhere to Work Health and Safety instructions
* Promote a commitment to safe work practices
* Be familiar with workplace incident, hazard and accident reporting and emergency procedures
* Take reasonable action to avoid, eliminate or minimise risk and hazards
* Utilise personal protective equipment
* Participate in the development of a safe and healthy workplace
* Seek information and advice as necessary and comply with instructions.

|  |
| --- |
| **ABOUT YOU** |

**Experience**

* Demonstrated ability to develop effective programs and monitor the progress of these programs, making adjustments as required specifically for students with a disability
* Clinical experience and competence in differential diagnosis and intervention for children/adolescents with communication difficulties and the capacity to effectively apply this knowledge and expertise within the educational or other organisational contexts
* Experience and capacity to facilitate, perform and interpret appropriate speech and language pathology assessments and to report findings to all stakeholders.

**Knowledge**

* An understanding of and sensitivity to, the ethos of Catholic Education
* Demonstrate knowledge of current best practices in the area of speech-language pathology
* Knowledge of professional and ethical standards
* Knowledge and up-to-date skills in relation to responsibilities and resources specific to the role.

**Skills**

* Highly developed interpersonal and written communication skills in dealing with a diverse range of students, school staff, parents/carers, community members and professionals from other agencies and organisations
* Excellent time management skills, flexibility with the ability to problem solve
* Demonstrated ability to work as a member of a multi-disciplinary team and to form effective partnerships with other professionals, students and parents/carers.

|  |
| --- |
| **Mandatory Criteria/Professional Registration/Other** |

* Current *Working with Children Suitability Card -* The successful candidate will require a paid Blue Card before commencement as per the No Card, No Start policy developed by the Queensland Government
* Appropriate tertiary qualification(s) in Speech Language Pathology
* Eligibility for Certified Practising Membership with Speech Pathology Australia
* Current Driver’s Licence
* Ability to travel from time to time within the Catholic Diocese of Townsville
* Ability to perform the physical requirements of the role in a safe manner.

|  |
| --- |
| **Desirable Criteria** |

* Experience working within educational environments.

*Some employees may be subject to pre-employment medical assessments during the selection process. Depending on the nature of the role, it may be necessary for successful applicants to be immunised against certain preventable diseases in order to minimise the risk of transmission.*

|  |
| --- |
| **HOW YOU WILL BE ASSESSED** |

How we do things is as important as what we do, therefore you will be assessed on your ability to use your experience, knowledge, skills and competencies confidentially with good judgement and wisdom. You will be assessed on your ability to demonstrate the following four capabilities: Personal, Professional, Relational and Organisational within context to the key accountabilities identified above. You will be expected to integrate knowledge, skills and attitudes within scope of the TCE Leadership Domains of: Catholic Identity, Education, Stewardship and Community in line with the Strategic Direction, Vision and Values

**Identity and Ethos**

Strategic Organisational Leadership Success

|  |  |  |  |
| --- | --- | --- | --- |
| **Catholic Identity** | **Education** | **Stewardship** | **Community** |

|  |  |
| --- | --- |
| **Capabilities** | |
| Personal | Professional – Knowledge and Understanding |
| Engages in self-reflection | Is contextually aware and responsive |
| Gives witness to personal faith and commitment | Integrates a Catholic stance in area of responsibility |
| Demonstrates intellectual acuity | Shapes and implements change processes |
| Displays a sense of self-efficacy and personal identity | Demonstrates appropriate styles of decision making |
| Uses intuition as well as logic and reason | Inspires a collegial purpose and vision |
| Projects confidence, optimism and resilience | Develops efficient and robust structures and systems |
| Exemplifies honesty and integrity | Focuses on core outcomes and accountabilities |
| Demonstrates ethically responsible behaviours | Engages in workplace learning and relevant professional development |
| Is morally courageous | Operates with a sound educational focus |
| Demonstrates a commitment to personal spiritual growth | Operates with a spirit of service and professionalism |
| Displays imagination and vision | Develops moral purpose |
| Integrates work and personal life | Demonstrates capacity to provide professional support |
| Engages with the Catholic culture |
| Is culturally sensitive |
| Social and Interpersonal | Organisational |
| Is relationally adept | Gives priority to the Church’s mission in education |
| Is emotionally mature | Engages in strategic and future thinking, aware of the big picture |
| Is guided by the spirit and teachings of the Gospel | Develops organisational capacity to respond to contemporary and future needs |
| Communicates with influence | Avoids imposing old paradigms on new realities |
| Is authentically present | Fosters a growth promoting workplace |
| Displays a trusting disposition | Exercises principled and ethical stewardship |
| Cultivates collaborative and productive working environments | Contributes to organisational sustainability |
| Engages in positive politics | Builds a sharing organisational culture that focuses energies and talents |
| Nurtures leadership capability in others | Operates in fidelity to Catholic social teaching and environmental responsibilities |

|  |
| --- |
| **REPORTING & OTHER RELATIONSHIPS** |

The Speech Language Pathologist is accountable in the first instance to the Inclusive Education Coordinator and then to the Director Learning and Teaching (or their nominee). The Speech Language Pathologist consults and liaised with other TCEO personnel, Principals in schools, and other Diocesan staff/committees, where appropriate.

|  |
| --- |
| **ACKNOWLEDGEMENT** |

I have read, understood and acknowledge the scope and responsibility of the position outlined in this position description.

|  |  |  |  |
| --- | --- | --- | --- |
| **Employee Name:** |  | | |
|  |  | | |
| **Signature:** |  | **Date:** |  |