



# Central Regional Health School

## Job Description: Speech-Language Therapist Palmerston North or Wellington Base

---

### NAME:

CRHS employs qualified personnel to develop, implement, assess and evaluate teaching and learning programmes for students admitted or enrolled in the school. The purpose of the Speech-Language Therapy (SLT) position is to support students and CRHS staff to maximize communication and reduce barriers to accessing the New Zealand curriculum, and other educational opportunities.

All CRHS students have programmes detailed in an individual plan developed in consultation with the student, and as appropriate their whānau, regular school and other relevant agencies. The SLT adds a communication dimension to the work of CRHS.

SLTs are expected to be fully registered members, and fulfil the requirements, of the New Zealand Speech-Language Therapists' Association.

SLTs demonstrate and provide satisfactory evidence of their professional relationships, values and knowledge in practice relevant to the varied contexts of the school. Practice is evidence based.

Personal attributes indicative of success in this role are: Being a positive role model, being reflective, maintaining focus on student participation and achievement, demonstrating commitment to culturally competent practice, resilience, common sense, self-confidence, ethical behaviour, initiative and a commitment to on-going learning.

### In addition, CRHS Speech-Language Therapists:

---

- Together lead the development of school-wide speech, language and communication systems involving screening, assessing, programme development and delivery
- Develop and maintain effective partnerships across CRHS, whānau, regular schools and other agencies in relation to identified communication needs, programmes or developments. Other partner agencies include Education, Oranga Tamariki and Health
- Complete documentation, reporting and communications within the agreed timelines and in accordance with agreed expectations
- Complete appraisal and supervision as required
- Complete professional development as detailed in the Individual SLT's Appraisal Plan
- Abide by the CRHS Code of Conduct and ensure that all actions are consistent with the school's values
- Understand, and follow, CRHS policies and procedures as documented in the CRHS Operations Manual
- Complete MAPA or similar behaviour management training as specified by the school
- Maintain a full clean NZ driver licence and own a suitable (registered and warranted) vehicle for work use.
- Know and follow CRHS Health and Safety policy and procedures, specific site emergency procedures and risk management processes.

## Key tasks

---

### Key Task 1

Facilitate teaching and learning practice that enables teachers to identify and support the communication needs of students.

#### Expected Outcomes

- When a concern is identified, students are screened with the CRHS communication screener and recommendations shared
- On-going professional development is provided for teaching teams across CRHS
- Resources are developed for CRHS sites
- Students have communication goals as part of their IP
- New staff have relevant induction in identifying, and screening for communication needs
- Communication strategies are embedded in teachers' daily practice

### Key Task 2

Support the communication needs of identified students.

#### Expected Outcomes

- Students identified by the CRHS screener are assessed
- Information regarding specific student needs is provided to the student, teacher and others as appropriate
- Small group and one-to-one programmes are developed as needed
- Relevant and timely information is provided for transition
- Culturally competent practice is evident, and guidance sought as needed
- Student voice and agency is evident

### Key Task 3

Work in partnership with agencies involved with CRHS students to support their understanding of student communication needs.

#### Expected Outcomes

- Written information regarding specific students is provided as appropriate
- Team review meetings are attended as appropriate
- Professional development is facilitated as appropriate

### Key Task 4

Identify opportunities and promote enhancements to the SLT role

#### Expected Outcomes

- Identify and report on barriers and gaps in service and recommend developments

### Key Task 5

Develop an annual Speech-Language Therapy action plan that supports CRHS strategic objectives and Annual Plan.

#### Expected Outcomes

- A plan is developed in consultation with the other CRHS SLT, Assistant Principals and the Principal
- Progress on agreed actions is reported formally twice each year and updates provided as requested by CRHS leadership.

### Key Task 6

Support transitions from CRHS as appropriate

#### Expected Outcomes

- Information is provided for transition processes as required.

### Key Task 7

Fulfil additional tasks and responsibilities as requested from time to time by the Principal or senior leaders.

#### Expected Outcomes

- Requested tasks and responsibilities are attended to in a timely and collegial manner

### Key Task 8

To maintain clear, orderly records of work undertaken, within the CRHS SharePoint system

#### Expected Outcomes

- All records are up to date and accessible to the Principal and AP responsible for SLT practice
- A Google calendar is maintained and accurate at all times.

## Employment Details

---

Tenure:	Permanent, Part-time (0.5 FTE)
Responsible to:	The Principal/Tumuaki Assistant Principals
Accountable to:	Central Regional Health School Board of Trustees
Terms of Employment:	Primary Teachers' Collective Agreement 2019 - 2022 (PTCA)
Special Allowances:	Special Duties Allowance Speech-Language Salary Unit (0.5)

Speech-Language Therapist ..... (Signed)      Date: .....

Jane Wills, Tumuaki / Principal ..... (Signed)      Date: .....