

STATE OF WISCONSIN
CLASSIFICATION SPECIFICATION

SPEECH-LANGUAGE PATHOLOGIST

I. INTRODUCTION

A. Purpose of This Classification Specification

This classification specification is the basic authority under Wis. Admin. Code ER 2.04 for making classification decisions relative to present and future professional Speech-Language therapy positions located within the state. This classification specification will not specifically identify every eventuality or combination of duties and responsibilities of positions that currently exist, or those that result from changing program emphasis in the future. Rather, it is designed to serve as a framework for classification decision-making in this occupational area.

Classification decisions must be based on the “best fit” of the duties within the existing classification structure. The “best fit” is determined by the majority (i.e., more than 50%) of the work assigned to and performed by the position when compared to the class concepts and definition of this specification or through other methods of position analysis. Position analysis defines the nature and character of the work through the use of any or all of the following: definition statements; listing of areas of specialization; representative examples of work performed; allocation patterns of representative positions; job evaluation guide charts, standards or factors; statements of inclusion and exclusion; licensure or certification requirements; and other such information necessary to facilitate the assignment of positions to the appropriate classification.

B. Inclusions

Positions in this classification provide professional level speech-language pathology services to patients and/or residents of a facility operated by the state including, but not limited to: centers for the developmentally disabled, institutes for the mentally ill, homes for aged and disabled veterans, correctional institutions and schools for the visually impaired or hearing impaired. Positions allocated to this classification must meet the definition of professional employee as defined in s. 111.81(15), Wis. Stats.

C. Exclusions

Excluded from this classification are:

1. Positions which meet the statutory definition of supervisor or management as defined in Wis. Stats. 111.81(19) and (13) as administered and interpreted by the Wisconsin Employment Relations Commission.
2. Positions which are not engaged for the majority of the time in ‘professional employee’ work is defined in Wis.Stats. s. 111.81 (15) (a) (b), as administered and interpreted by the Wisconsin Employment Relations Commission.

3. Positions which are, for a majority of the time, engaged in the provision of professional level audiology work as defined in Wis. Stats. 459.20(2) and are more appropriately classified as Audiologist.
4. All other positions which are more appropriately identified by other classification specifications.

D. Entrance into This Classification

Employees enter positions within this classification by competitive examination.

II. DEFINITION

SPEECH-LANGUAGE PATHOLOGIST

This is professional speech-language pathology work in the planning, developing and consulting of pathology services to patients. Work is performed under the general supervision of a supervising therapist or other clinical supervisor.

Positions plan and administer speech-language therapy treatment for patients, clients and residents in state-operated facilities to treat persons experiencing speech, language, and auditory difficulties, and may counsel/instruct patients, families or other caregivers about disorders and the resultant difficulties experienced. Treatment involves the use of a variety of equipment and standardized formal testing and informal testing procedures to identify and evaluate specific problems, track patient progress and identify areas requiring attention. Positions are responsible for designing, coordinating, implementing and evaluating speech therapy program components as part of an interdisciplinary treatment and rehabilitation program for patients. Individuals in this position also have expertise in the use and assessment of Augmentative and Alternative Communication devices, hearing devices, audiological assessments, swallowing disorders and other computerized assessment tools for communication development.

Examples of Work Performed:

- Directing and reviewing the work of therapy assistants or therapy students in the performance of the activities of the clinical program area.
- Initiating program changes within established guidelines and principles of the speech or audiology therapy profession.
- Developing and conducting training sessions to demonstrate proper procedures or new techniques/equipment/devices for providing speech or audiology treatment activities.
- Identifying and evaluating communication disorders as related to educational, medical, social and psychological factors.
- Developing and implementing necessary components of treatment programs and ensuring they are carried out in cooperation with other health professionals.
- Developing treatment approaches, using an interdisciplinary approach to co-facilitate treatment groups and evaluating the effects of treatment at various stages.
- Provides counseling services to parents or other caregivers on prevention issues.
- Provides supervision of speech-language students as necessary.

III. QUALIFICATIONS

The qualifications required for this classification will be determined on a position-by-position basis at the time of recruitment. Such determinations will be made based on an analysis of the objectives and tasks performed and by an identification of the education, training, work or other life experience which would provide reasonable assurance that the skills required to perform the tasks and the knowledge required upon appointment have been acquired.

Special Requirement: Licensure, or eligibility for licensure, as a Speech-Language Pathologist as determined by the Hearing and Speech Examining Board per 459.20, Wis. Stats.

IV. ADMINISTRATIVE INFORMATION

This classification was created effective June 30, 2013 and announced in Bulletin OSER-0327 MRS/SC to describe positions which are responsible for developing and providing professional level speech-language pathology services. The positions were formerly identified in the two-level Speech-Language Pathologist classification series which was abolished on the same date.

CEC/DLM
40003