



Job description – Speech Language Pathologist

Do you enjoy working with children & helping their families to be successful?

South Sound Parent to Parent (SSP2P) is a non-profit with a high level of commitment to families and caregivers of children with special needs. We are, among other things, the Support (0-3) Provider Agency in Thurston, S. Mason and Grays Harbor Counties for Infants and Toddlers. We have a unique office setting that relies on strong communication skills and the ability to work as a team for the good of the children and families we serve. Information about our agency can be found at www.ssp2p.org

Purpose:

We cultivate a culture of inclusion for all employees and respect their individual strengths, views, and experiences. We embrace diversity and equality in a serious way. We believe that our differences enable us to be a better team – one that makes better decisions, drives innovation, and delivers better family outcomes. We are committed to building a team with a variety of backgrounds, skills and views. The more inclusive we are, the better our work will be. Creating a culture of Equality isn't just the right thing to do, it's also the smart thing.

Job Type: Full-time (40 hours/week)
Monday-Friday

Pay Rate: From \$ 40-\$55 per hour (depending on experience)

This compensation range was calculated based on full-time employment (2080 hours worked per calendar year). Offers are determined by multiple factors including equity, skills, experience, and expertise, and may vary within the range provided.

Work Location: Thurston county

Willingness to travel: 50% (Required)

Position Summary:

SSP2P is currently seeking a full-time Speech-Language Pathologist to join our amazing team! The Speech-Language Pathologist will provide early intervention communication and feeding/swallowing therapy to eligible children in Birth to Three program with a focus on Parent Coaching. This position will primarily serve children and families living in Thurston County, Washington.

We offer:

- Flexible Schedule to allow for personal time and focus
- 11 Paid holidays (New Year's, Martin Luther King, President's, Memorial, Juneteenth, Independence, Labor, Veterans, Thanksgiving, and the day following, and Christmas)
- Paid time off accrued per hour worked (rollover eligible)
- 2 weeks paid leave awarded January 1st of each year after 6 months of employment (no rollover)
- 2 weeks paid leave the weeks of December 25th and January 1st
- Medical, dental, and vision insurance paid 100% with option for lower deductible and out of pocket for less than \$70/paycheck
- Optional Medical, Dental, and Vision Insurance for family members
- 401(k)
- 401(k) matching
- Employee Assistance Program
- Continuing education stipends to help staff continue to develop their skills and reach their goals
- 100% Paid Family Medical Leave up to 12 weeks
- Loan Forgiveness Program qualified employer
- 1:1 mentoring for new graduates or SLPs new to Birth to Three

Speech-Language Pathologist Duties & Responsibilities:

- Work as a team member of a transdisciplinary early intervention group including families
- Collaborate with other SLPs and each area team regarding caseload
- Provide coaching to parents and direct service to children ages birth to three
- Administer evaluation protocols and/or complete consultations to determine eligibility
- Participate in development, implementation, and monitoring of the IFSP
- Provide thorough and timely written evaluation reports to be accessed by the team members, family & other professionals
- Document and maintain record of services and communication with families in the ESIT database
- Complete documentation of visit by completing home visiting log and distributing to the family and FRC/HV for child file
- Continually monitor effectiveness of treatment and modify goals and/or frequency of service
- Plan and create materials necessary for reaching IFSP goals (PECS, AAC, visual schedules, etc.)
- Complete billing logs ethically and accurately for speech therapy services provided

Education:

- Masters of Science degree in Speech-Language Pathology (Required)

Experience:

- Pediatric experience (Required)
- Feeding and Swallowing experience (Preferred)

License/Certification:

- Must possess a Certification of Clinical Competence by the American Speech and Hearing Association

- Washington State Department of Health Speech and Language Pathologist License. Clinical Fellows may be considered
- Valid Washington State Driver's license with acceptable driving record, car insurance, and reliable transportation (Required)
- CPR Certified (Preferred)

Position Requirements:

- Ability to pass a criminal background check
- Comfortable working within a home-based environment

We are looking for people who:

- Take an inclusive, person-centered approach to work
- Thrives in an atmosphere of fun, positivity, and excitement for life
- Are relationship driven and know how to partner with people from all walks of life to influence great outcomes
- Have solved complex problems with clear, simple, and transparent solutions
- Independent, adaptable and loves what they do
- Values diversity and understands how to collaborate with a variety of different people and roles
- Are comfortable with ambiguity and can break it down as part of a cross-cultural team
- Ability to match energy, read the room, and hold space for the families in our care
- Independent, adaptable and loves what they do
- Understand how to collaborate with a variety of different people and roles
- Measure the impact of their care, iterate and report out the outcomes of the children on their case load (for early support staff)
- Actively listen and learned ability to be comfortable with different people, in different environments
- Creative, you look for solutions that are outside of the box and can leverage the strengths of the team to increase positive outcomes
- Show strong growth mindset and able to learn from setbacks
- Excited to make an impact on children and their family's lives through diversity, equity and inclusion efforts

Please submit resumes or questions to:

Amy Lepien
 HR Coordinator
alepien@ssp2p.org

South Sound Parent to Parent complies with the Americans with Disabilities Act (ADA) in regard to providing reasonable accommodations when needed.

Equal Employment Opportunity Policy:

South Sound Parent to Parent provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic

protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

Loan Forgiveness:

If you are employed by a nonprofit or government agency and have student loan debt through the William D. Ford Federal Direct Loan (Direct Loan) Program, you may be eligible for loan forgiveness, cancellation, and/or consolidation under the Public Service Loan Forgiveness program (PSLF). Please direct your questions regarding your eligibility to your student loan program.