

PART I

HAWAII HEALTH SYSTEMS CORPORATION  
STATE OF HAWAII

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Class Specifications  
for the Classes:

SPEECH PATHOLOGY SERIES

SR-20; SR-22; SR-24

BU:13

Series Definition:

This series includes all classes of positions the duties of which are to administer, direct, supervise and perform professional work in speech pathology.

Speech pathology involves the science which deals with the identification, evaluation, treatment, remediation and prevention of speech-language disorders. Speech pathologists are responsible for providing, improving, evaluating, administering and coordinating services for the identification, study, evaluation and treatment of individuals with disorders in the comprehension and production of speech and language. This is accomplished through such means as developmental screening, threshold tests, research programs and demonstrations, speech and language evaluation and direct treatment services.

The speech pathologist may work with individuals with one or more types of handicaps such as mental retardation; emotional; orthopedic; neuromuscular; hearing impaired; and sensory motor dysfunction.

Positions in this series work toward rehabilitation of the individual in conjunction with physicians, audiologists, social workers, nurses, psychologists, families, other therapists and persons in allied fields.

This series of classes encompasses direct service, consultant and supervisory positions performing work in speech pathology. The levels of classes are distinguished on the basis of nature and extent of supervision received; and/or the scope and variety of operations supervised as indicated by volume, type and intensity of services offered.

Policies and procedures of the department, texts, journals and other periodicals are often referred to as references for the speech pathologist. Relying on judgement and knowledge, the speech pathologist may frequently research and experiment with new techniques and/or approaches.

SPEECH PATHOLOGIST III

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Duties Summary:

Under general supervision, conducts evaluations and plans for and administers treatment programs pertaining to all varieties of speech-language disorders; assists higher level speech pathologists in planning and developing overall programs; and performs other related duties as assigned.

Distinguishing Characteristics:

A position at this level independently provides for speech-language evaluations and treatments for the full range of cases involving such disorders. A high degree of professional judgment is exercised in determining goals and selecting techniques.

Supervision over the work of the class is provided by a higher level speech pathologist or therapist and normally received through conferences and reviews of reports. Recommendations which pertain primarily to the treatment and general program area are made to the supervisor and as a member of a diagnostic team.

The personal contacts of a position in this class are with patients, medical personnel, psychologists, social workers, audiologists, other therapists, personnel in allied fields and the general public in such situations as patient treatment, family consultation, etc.

Examples of Duties:

Conducts speech-language diagnostic and treatment services; evaluates speech motor systems; attends clinics and conferences; serves on diagnostic teams; provides consultative services to parents, nurses, etc.; prepares reports; may supervise subprofessional personnel.

Knowledge and Abilities Required:

Knowledge of: Principles and practices of speech pathology; various kinds of speech-language disorders, their causes and treatment; anatomy, physiology, etiology and basic sciences of communications disorders; child growth and development, and the physical and emotional problems of handicapped children; community resources; current developments and trends in speech-language therapy.

Ability to: Effectively treat patients with speech-language disorders; administer and interpret a variety of tests designed to evaluate speech-language disorders; prepare reports; deal effectively with patients and other individuals and groups.

SPEECH PATHOLOGIST IV

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Duties Summary:

Participates in and is responsible for the speech-language programs of a region, involving planning, organizing, coordinating and assisting in the conduct of a program; or as a highly independent and competent worker, provides diagnostic evaluation and/or therapeutic services in the area of speech-language under the general supervision of a non-technical supervisor; and performs other related duties as assigned.

Distinguishing Characteristics:

Speech Pathologist positions at this level are generally of two distinct types:

Type I: Positions working independently under general supervision and responsible for providing a program of services for a region. This may involve coordinating testing programs, making diagnostic evaluations, coordinating and participating in research projects and offering consultative services. Recommendations pertaining to administrative and technical aspects of the program as well as decisions on treatment areas and routine administrative matters may be made by the incumbent of a position in this class.

Type II: Positions of this type reflect highly competent and experienced workers whose assignments involve a high degree of independence in their performance. Work primarily involves providing diagnostic evaluations and/or direct services in speech-language under a non-technical supervisor and having continuing responsibilities for developing and maintaining understanding, sound working relationships and coordination of services with clients, parents, physicians, nurses, social workers, other agency personnel, etc. Technically sound recommendations and decisions on diagnostic evaluations and treatment plans are independently made at this level. Initiative in seeking technical consultation, from within and outside the department, rests with the incumbent of a position in this class.

Personal work contacts at this level are the same as with prior levels but is additionally maintained for purposes of organization of rehabilitative and therapeutic programs. Positions in this class may supervise other speech pathologists and subprofessional positions.

Examples of Duties:

Plans, develops and coordinates various programs; arranges for clinics; provides therapy; consults with personnel in allied fields; administers a variety of speech-language assessment instructions and interprets test results in conducting diagnostic evaluation; participates in research projects; provides advisory and consultative services to parents, other therapists, diagnostic team members, etc.; may testify in court to justify diagnostic or treatment procedures or recommendations; may supervise lower level speech pathologists and others; coordinates and utilize testing and other services provided by other departments and agencies.

Knowledge and Abilities Required:

Knowledge of: Principles and practices of speech pathology; various kinds of speech-language disorders, their causes and treatment; anatomy, physiology, etiology and basic sciences of communication disorders; child growth and development, and the physical and emotional problems of handicapped children; community resources; current developments and trends in speech-language therapeutic and diagnostic services; programs policies and procedures.

Ability to: Evaluate and interpret a variety of speech-language disorders; prepare reports; maintain records and data; instruct and guide lower level speech pathologists; deal effectively with patients, individuals, groups and the general public; plan, conduct and coordinate speech-language programs and direct the work of others.

SPEECH PATHOLOGIST V

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Duties Summary:

Under general direction, is responsible for the development, extension, improvement, evaluation and the coordination of services of the speech, language and hearing therapy program for a large region; provides consultative services; and performs other related duties as assigned.

Distinguishing Characteristics:

A position in this class is reflective of a program specialist, responsible for developing and promoting a program of speech, language and hearing consultative, diagnostic and treatment services for a large region. This involves participating with administrative staff in formulating policies, plans, standards, coordinating work of speech pathologists and audiologists, offering consultative services and organizing and directing projects. The

position works under a higher level administrative position and supervision received is general and primarily administrative in nature.

The incumbent of a position in this class is often consulted for professional advice and recommendations which may be administrative and technical in nature. Administrative and technical decisions may be final.

Personal contacts are extensive, including those maintained at the administrative level for purposes of organization, planning and coordination.

Examples of Duties:

Participates in administrative planning; offers consultative services, supervises subordinates; plans, organized and directs projects; plans and conducts staff development and training programs; monitors and evaluates the effectiveness of speech, language and hearing programs for a large region; participates in diagnostic evaluations; prepares reports.

Knowledge and Abilities Required:

Knowledge of: The principles and practices of speech pathology and audiology; various kinds of speech and hearing disorders, their causes and treatment; anatomy, physiology, etiology and basic sciences of communication disorders; child growth and development, and the physical and emotional problems of handicapped children; community resources; current developments and trends in speech, language and hearing therapy; principles and practices of supervision.

Ability to: Evaluate and interpret a variety of speech language and hearing disorders; prepare reports; instruct and guide lower-level speech pathologists and audiologists; deal effectively with patients, individuals, groups and the general public; maintain cooperative working relationships; keep records; prepare reports; formulate policies for, plan, conduct and coordinate speech-language and/or hearing programs.

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This is an amendment to the class specification for the classes SPEECH PATHOLOGIST II – V to delete level II as all Speech Pathologists must be licensed, effective March 19, 2013.  
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This is the first class specification for the class SPEECH PATHOLOGIST II.  
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This is the first class specification for the classes SPEECH PATHOLOGIST III, IV & V, adopted March 12, 2004.

DATE APPROVED: March 19, 2013

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Director of Human Resources