

Job Opening Announcement & Job Description



Speech Language Pathologist	
Supervisor: Managing Director of Special Services	Division: Special Services Location/Assignment: Serving Districts in Chelan, Douglas, Grant, and/or Okanogan counties
Salary Range: \$85,934.00 - \$102,152.00 (Level 1) \$90,863.00 - \$108,006.00 (Level 2) <i>Salary based on a 191-day position</i> <i>Salary range dependent upon experience and expertise</i> Benefits: <u>Insurance benefits</u> - Through the HCA SEBB program, includes medical, dental, vision, life, & LTD (if hired for more than 79 days) <u>Retirement</u> - Through the Department of Retirement (DRS) <u>Sick leave</u> - accrued at 8 hours per month <u>Personal leave</u> - 2 days per year Additional Benefit Information	Conditions of work: <ul style="list-style-type: none"> ● 191 days per year ● 8 hours per day ● Exempt position

<p>General Description: This position is a rare opportunity to join an exciting team. The regional North Central Educational Service District 171 (NCESD 171) is seeking a dynamic team player interested in making a positive impact on the lives of staff, students, and families as a Speech-Language Pathologist. The SLP will provide a full range of speech services to children ages 3-21. Responsibilities will include screening and assessment, designing treatment programs, providing direct therapy, consulting with school staff, parents, and outside agencies as appropriate, and functioning as a member of the multidisciplinary team to determine the child’s eligibility for services, appropriate programming, and ongoing progress.</p>
<p>Qualifications:</p> <p>Required:</p> <ul style="list-style-type: none"> ● Current WA State Education Staff Associate (ESA) certification in Speech Language Pathology, or the ability to obtain ● Current WA Department of Health License in Speech-Language Pathology, or the ability to obtain ● Master’s degree in Speech Pathology ● Valid Washington State Driver’s License and ability to commute regularly within the NCESD region ● Equity mindset and a desire to advocate for students with disabilities and their families ● Positive professional references from former supervisors and colleagues ● Capacity to produce high-quality written reports, including evaluations, IEPs, and professional correspondence ● Exceptional verbal communication skills and the ability to engage in complex conversations effectively. ● Current knowledge of all relevant state and federal regulations for special education and Medicaid rules and regulations ● Demonstrated ability to establish and maintain effective working relationships in the course of work ● Evidenced professionalism, including organizational skills and a commitment to follow through on tasks ● Ability to learn and utilize the latest technologies within the field of education and Speech Language Pathology ● History of professionalism in maintaining student records accurately and confidentially ● Eagerness to participate in ongoing professional development ● Attend essential agency and district meetings as well as conferences as necessary <p>Preferred:</p> <ul style="list-style-type: none"> ● 3 years of successful experience in the field ● Bilingual (English/Spanish) preferred ● American Speech-Language-Hearing Association (ASHA) certified

Timeline:

Position opens: April 1, 2026

Position open until filled with first screening after 12 pm on April 15, 2026

Screening & Interviews as soon as possible

Position begins September 2026

Note: Employment contingent upon successful clearance of a Washington State Patrol, FBI fingerprint criminal history background check, and Sexual Misconduct background check.

NCESD is an Equal Opportunity Employer

Job Responsibilities:

- Collaborate effectively with multidisciplinary teams, contribute to shared goals, and support a culture of collective responsibility and belonging
- Communicate clearly and professionally using two-way communication with students, families, staff, administrators, and community partners
- Demonstrate strong problem-solving and critical-thinking skills by analyzing student needs, researching evidence-based practices, and implementing effective solutions
- Manage time, caseloads, schedules, and documentation efficiently while adapting to shifting priorities and frequent interruptions
- Exhibit adaptability, resilience, and openness to change in complex and evolving educational environments
- Build and maintain trusting, respectful interpersonal relationships that support student success and inclusive practices
- Demonstrate reliability, professionalism, and accountability through consistent attendance, punctuality, and proactive communication
- Work independently under broad organizational guidelines while aligning practice to district, NCESD, state, and federal requirements
- Conduct timely, compliant speech-language evaluations in areas of suspected disability impacting educational performance
- Develop, implement, and document individualized speech-language therapy services aligned with IEP goals and IDEA requirements
- Provide evidence-based direct and consultative services addressing articulation, language, fluency, voice, and pragmatic communication
- Design and supervise treatment programs implemented by speech-language pathology assistants and other trained staff
- Collaborate with educators to support communication access and language development across instructional settings
- Participate fully in IEP teams through assessment interpretation, goal writing, progress monitoring, and data-based decision-making
- Maintain clear, accurate, and confidential records, including treatment logs, progress reports, and compliance documentation
- Communicate effectively with families, administrators, and community agencies to support coordinated services

Professional Growth and Responsibilities:

- Meets or exceeds performance expectations in the following areas:
 - Lead, Serve, and Support
 - Team Work
 - Problem Solving
 - Communication
 - Adaptability
 - Critical Thinking
 - Time Management
 - Interpersonal
 - Attendance
- Supports, implements, and abides by the NCESD and partnering agencies' policies, regulations, procedures, and administrative directives; demonstrates loyalty to the NCESD and other administrators
- Supports and follows the policies and procedures of the agencies served
- Submits records, reports, and assignments promptly and efficiently
- Deals with obstacles and constraints positively
- Demonstrates ability to adjust to and use new approaches in the performance of her/his duties.
- Seeks and takes advantage of opportunities for professional growth

- Demonstrates open, clear communication, a positive, caring attitude, and the ability to work with students, staff, and parents
- Assists in upholding and enforcing school rules, administrative regulations, and board policies and procedures
- Maintains dress and appearance appropriate to a professional office setting
- Works cooperatively with NCESD and school district staff to coordinate services and solutions for the assigned district
- A new employee is subject to a 180-day probationary period and must be evaluated before its end. If work is found to be unsatisfactory, the employee is subject to termination
- Assists with other responsibilities as assigned by the Managing Director of Special Services, Executive Director of Student Success and Learning, Deputy Superintendent, or the Superintendent

Physical Demands:

- Frequent travel within the NCESD region. Some overnight travel may be required.
- Sitting for extended periods of time may be required.
- Lifts and carries a maximum of 40 pounds.
- Adequate manual and finger dexterity, hearing, speech, and vision are necessary to perform the essential functions of this position.

Application Procedure:

North Central ESD is accepting applications for this position online only. To access our online application, please click the link below.

All completed packets must be submitted online and include:

- Updated Resume
- Cover Letter
- Three Professional References
- Washington State Sexual Misconduct Disclosure Release

[Click here to apply](#)