



Lafayette Preparatory Academy

St. Louis, MO | est. 2013

Speech Pathologist

Lafayette Preparatory Academy, a charter school, opened in the fall of 2013 initially as a K-2 charter school with 74 students and will grow with its students through 5th grade. In 2015 we expanded to K-4 with over 150 students. Our mission is to build a community that prepares students for academic and collegiate success and equips them to enter the world as active, responsible, and involved citizens and leaders. We utilize a rigorous academic model to implement research-proven curriculum focused on math, literacy, critical thinking, and science. As a community school, serving the needs of students from Downtown/Near Southside neighborhoods, LPA will support social and economic growth and sustainability in the city of St. Louis.

Working at Lafayette Preparatory Academy:

Lafayette Preparatory Academy seeks passionate educators and relentless over-achievers who have proven to be ambitious self-starters and operate with both a sense of urgency and responsibility. Working at Lafayette Preparatory Academy is ideal for an educator with a deep passion for building community within a school and partnering with a team of dedicated individuals. All staff at LPA will receive regular advice, support, guidance, and feedback from a supportive leader.

Summary: Provides all learners an educational opportunity that allows for the development of speech-language skills for the purposes of accessing regular and special education services.

PROFESSIONAL RESPONSIBILITIES:

Instruction and Learning – Student achievement/performance and staff growth

- Schedules and instructs students in assigned schools
- Acts as a member of a diagnostic team to screen, evaluate and diagnose speech-language impairments; attends diagnostic conferences and submits written reports of assessment results to meet with state compliance requirements
- Assesses the strengths and weaknesses of assigned students on a regular basis; collects and analyzes data systematically
- Develops IEPs and implements educational learning plans to meet the speech-language needs, interests, and abilities of the students on caseload. Provides written evidence of daily and long-range instructional planning
- Encourages students to set and maintain appropriate standards of behavior by implementing all district policies and rules governing student conduct, developing reasonable rules of classroom behavior, and maintaining classroom order in a fair and just manner
- Employs a variety of instructional and therapeutic techniques, interventions, and media consistent with the physical limitations of the location and capabilities of the students
- Implements through instruction and action the district's philosophy of education and instructional goals and objectives
- On a regular basis, assesses student's progress toward instructional goals and objectives. Provides progress reports; maintains accurate, complete student records as required by law, district policy, and administrative regulations; provides written evidence of routine data



Lafayette Preparatory Academy

St. Louis, MO | est. 2013

collection and analysis

- Inputs information into Medicaid reporting system
- Takes necessary and reasonable precautions to protect students, equipment, materials and facilities
- Consistent with building requirements for faculty, makes self reasonably available to students and parents for education-related issues outside the instructional day
- Plans, supervises, and evaluates the performance of teacher assistant(s) and/or aide(s) cooperatively with Head of School/Special Education Director, when applicable
- Attends staff meetings and in-service training sessions, serves on staff committees as required, and continues education to enhance professional development
- Performs other duties and responsibilities as assigned

Professional learning, development, and growth

- Collaborates with school leaders and teachers to improve instruction and develop school culture.
- Refines instructional knowledge and skills, engage in data analysis, and refine the school's curriculum.
- Utilizes data analysis protocol, lesson study protocol, and teaching practices inquiry protocol.
- Inquires about innovative teaching practices and models.

QUALIFICATIONS

- A passionate belief in LPA's mission, values, and educational model
- Master's degree in communication disorders; prefer speech/language teaching experience in schools or other comparable setting
- Missouri Certification and/or licensure in Speech Pathology; prefer CCC-SLP (Certificate of Clinical Competence-Speech) but not required
- A bachelor's degree
- Current authorization to work in the United States

EXPERIENCE

Experienced candidates must demonstrate a track record of exceptional student performance, while candidates without teaching experience will be evaluated based on past leadership experience, participation in extracurricular programs, academic performance, and commitment to personal and professional growth.



Lafayette Preparatory Academy

St. Louis, MO | est. 2013

KNOWLEDGE, ABILITIES, AND ATTRIBUTES

- Ability to meet the needs of students learning at widely varied levels
- Ability to develop critical thinking skills in students
- Ability to establish and maintain cooperative relationships with all stakeholders
- A desire to work with a diverse student population
- A willingness to do whatever it takes to ensure that every child succeeds
- Ability to demonstrate loving care for students and their futures yet also a firm personality and belief in a high level of structure.
- A strong commitment to assessment and accountability

PHYSICAL DEMANDS

While performing the duties and responsibilities of this job, the employee is regularly required to talk and hear, stand, move and walk at a brisk pace, sit, and use hands and arms to handle, feel and reach. The employee is occasionally required to stoop or kneel and lift and move up to 50 pounds. Regular attendance on the job is expected and necessary. Additionally, the employee must be physically able to implement all BOE policies, District procedures and to perform Non-Violent Crisis Prevention Intervention (CPI) training and techniques. The employee must be physically able to react and intervene quickly during crisis situations, such as but not limited to the following circumstances: emergency drills, student elopement, physical altercations involving students.

REPORTS TO:

Lafayette Preparatory Academy Head of School

TERMS OF EMPLOYMENT:

Work year is aligned to the school calendar; hours are aligned to the needs of the assigned caseload. Compensation is commensurate with experience (between \$40 and \$50/hour). This is currently a part-time position, with the potential to grow into a full-time, salaried position with benefits.

TO APPLY:

Submit your resume, cover letter, transcripts, a copy of valid certification and/or licensure, question responses, and three letters of recommendation to Sarah Ranney, Head of School sarah.ranney@lafayetteprep.org. In the subject line, write "_____ (your name) Speech and Language candidate."

Submit concise responses to the following questions:

- 1) According to Carol Dweck's research on achievement and success, one's mindset towards learning can be changed. Which mindset must be nurtured in students and how does one develop that mindset in students?
- 2) What is most important to the success of students?
- 3) How do race and class affect how young people experience schools? And what role does a teacher play in affecting the experience?