



## CHOCTAW TRIBAL SCHOOLS

MISSISSIPPI BAND OF CHOCTAW INDIANS  
P.O. BOX 6008  
CHOCTAW, MS 39350  
PHONE (601) 650-7302  
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### JOB ANNOUNCEMENT #433284

**JOB TITLE:** Speech/Language Pathologist  
**OPENING DATE:** MARCH 10, 2021 MAR 10 2021  
**CLOSING DATE:** MARCH 24, 2021 OR UNTIL FILLED  
**SALARY RANGE:** Education Compensation Plan  
**TYPE OF EMPLOYMENT:** Regular Full Time, 210 Days  
**SUPERVISOR:** School Principal  
**JOB LOCATION:** Pearl River Elementary School

#### SCOPE OF SERVICE AND EFFECT:

The Speech/Language Pathologist will be part of a centralized, professional service provider and evaluative staff for the Choctaw Special Education Program. In this capacity, the speech therapist works directly with 40-55 students diagnosed as speech and/or language impaired at the Choctaw Tribal School assigned. Additional functions will include those of speech/language evaluations and consultation with parents, other service providers and classroom teachers. Also, the speech therapist must demonstrate understanding of, and respect for, the unique characteristics of the Choctaw culture.

#### DUTIES AND RESPONSIBILITIES:

1. Inform faculty and community of speech-language program services.
2. Provide speech/language therapy to students at the location and time designated.
3. Prepare for therapy as assigned and show written evidence of preparation.
4. During therapy, create an environment that is conducive to learning and appropriate to the maturity and interest of the students.
5. Organize therapy sessions to take into account individual differences among learners and specific goals listed on individualized education plans.
6. Obtain and use information about the needs and progress of individual learners to revise therapy sessions.
7. Strive for excellence in education standards and demonstrate high expectations with instructional goals and objectives.
8. Conduct and/or assist with complete speech-language evaluations for students as referred or as observed as needing such evaluation.
9. Assist in the implementation of an annual screening program for the school district.

10. Develop a work schedule which will fit the need of the student, school and faculty.
11. Use materials for therapy compatible with student age and student interest
12. Develop an individualized education plan with long range goals and short term objectives for each child assigned for therapy.
13. Revise therapy as needed using evaluation results and observation data.
14. Demonstrate enthusiasm for teaching and learning.
15. Integrate Choctaw-specific content into instruction.
16. Reinforce student responses and relate to achievement of objectives and long range goals.
17. Demonstrate ability to work with individuals, small groups and large groups.
18. Demonstrate ability to work with parents, central office staff members, classroom teachers, and principals.
19. Assist the administration in the implementation of all policies and school rules governing student life and conduct; for therapy sessions, develop reasonable rules of behavior and maintain order in a fair and just manner.
20. Maintain accurate, complete and correct records as required by law, district policy and administrative regulations.
21. Keep abreast of changes and developments in the profession by attending professional meetings, reading professional journals and other publications and discussing problems of mutual interest with others in the field.
22. Adhere to professional standards and confidentiality regulations outlined by P.L. 94-142 and the school system.
23. Use acceptable written and oral expression in speech language reports and communications with parents and educators.
24. Provide consultation services to parents, teachers, and educational personnel upon request.
25. Serve as member of the special education screening team.
26. Participate in program orientation for non-Choctaw staff as a means of becoming familiar with the unique cultural and linguistic characteristics of Choctaw students and with the Choctaw communities.
27. Participate in school local survey committee meetings on initial placement of students into special education.
28. Participate in staff development activities and attend staff meetings as required by supervisor.
29. Demonstrate sensitivity to the Choctaw community by participating in community functions.
30. Perform other duties as assigned by the supervisor.

**QUALIFICATIONS:**

1. Possess a valid Education License issued by the Mississippi State Department of Education with the appropriate Speech Therapist endorsement.
2. Certification of Clinical Competence (CCC) is preferred.
3. Ability to work in a rural school system with bilingual students.

4. Excellent communication skills and an academic record that can withstand critical review.
5. Knowledge of and demonstrate experience in the development of individualized educational plans for handicapped students in accordance with the provisions of P.L. 94-142.
6. Employee is subject to random drug testing.
7. Complete a criminal background check on county, state, and national levels. Any record of conviction of criminal or child abuse will result in immediate termination.
8. A valid Mississippi Driver's License, reliable transportation and personal liability insurance.

**NOTE: The Administrative Personnel Policy & Procedures of the Mississippi Band of Choctaw Indians, Native American Preference, Section II, (A), have been revised and approved as follows:**

**Further bolstering this Native American Preference to promote employment of MBCI members, it is the policy of MBCI to employ person(s) who are not members of MBCI only when no qualified member of MBCI, who has applied for the position, can be trained or upgraded to fill a given job vacancy within a reasonable period of time at a reasonable cost, and then only when a Waiver of Native American Preference has been secured from the Committee on Human Resources, Training and Development on a case-by-case basis.**

**The Authority to waive Native American Preference Laws can only be exercised by the Committee on Human Resources, Training and Development. The Committee will exercise its discretion to do so only when a motion is made by a committee member to support such waiver and the Committee determines by reviewing the facts and appropriate written documentation that a waiver is justified. A waiver to allow the employment of a person who is not a member of MBCI, or to employ a person who is Native American outside the order of preference set forth in this Policy, can be made by the Committee only for as long as the person who is granted the waiver remains in the position for which the waiver was granted. That waiver does not apply to other openings which the person who is granted the waiver may request a promotion or transfer for, or apply for. The Committee only has the right to approve or disapprove a waiver that has been requested by Executive Branch supervisors, and has no right to direct, demand, or coerce any Executive Branch supervisor or personnel that any specific applicant other than the one for which waiver is sought, be employed. Supervisors who do not follow the Native American Preference Policy are subject to disciplinary action up to termination.**

**IF INTERESTED, SEND APPLICATION TO:**

**Mississippi Band of Choctaw Indians  
Human Resources  
P.O. Box 6033 – Choctaw Branch  
Choctaw, Mississippi 39350**