

POSITION TITLE:	Speech Therapist
NATURE OF POSITION:	Full Time / Part Time / Casual
LOCATION:	Hohepa School, Poraiti
REPORTING TO:	School Principal
FUNCTIONAL RELATIONSHIP TO:	College of Teachers, House Parents & Therapy Group

GENERAL DESCRIPTION:

Hohepa Children's Communities has an aim to provide a therapeutic environment for children and young people with special needs based on the work of Rudolf Steiner. To this end, it is essential that inspiration and vision evolve from Social Therapy and Curative Education to ensure the Hawkes Bay Community has a strong anthroposophical character.

To develop a programme of therapy for children in the areas of Speech the perspective of the understanding of the human being brought by Rudolf Steiner should inform the work. Personal study will be expected in this area, and attendance at courses/workshops, etc. organized for teachers.

PRIMARY OBJECTIVES OF THE POSITION

- To work with children individually and in small groups
- To keep accurate records of all therapy sessions
- To develop good working relationships with colleagues
- To support and work within the vision/culture and principles

KEY RESULT AREAS

- **Individual Children**
 - Screening and following up the development of the children and adolescents especially with respect to their communicative abilities.
 - Providing individual speech therapy to the children and young adults aiming to enhance and support their communicative abilities.
 - Providing individual curative speech therapy to the children and adolescents aiming at other things, improving their posture, breathing, strength, self-awareness, self-esteem, social and emotional coping skills.
 - Setting up systems of supported communication, depending on the individual needs of the child or adolescent.
- Groups/Classes
 - Providing drama therapy to children and adolescents in small groups, aiming at supporting and enhancing their social and emotional coping skills.
 - Providing drama education within the context of the curriculum.
- **Co-workers**

Advising and coaching teachers and house parents with respect to:

 - Stimulating the communicative skills of their pupils in the classroom or home environment;

- Setting up gestural or visual communication aids to be used in the classroom and home environment;
 - Challenging behaviour of children and young adults
 - Drama and speech education in the classes
 - Providing speech or drama classes for co-workers on request.
- **Home School Community**
 - Contributing to the child studies and taking active part in the teams that support the children
 - To share in the meetings, activities and responsibilities with therapists, teachers, house parents, doctor
 - Contributing to the cultural life of the school, through regular artistic presentations, speech, eurythmy, drama)
- **Records**
 - To keep current Individual Therapy Plans (I.T.P.)
 - Keep accurate records regarding therapy progress
 - Prepare end of year reports for parents
- **Relationships**
 - To develop effective collaborative relationships with colleagues
 - To form a healthy liaison with House Parents to achieve an awareness of each child's Hohepa home life.
 - To maintain open and regular relations with parents and to contribute towards the parents' annual weekend.
- **Cleaning**
 - To be responsible for a clean and orderly classroom.
 - To assist with school cleaning tasks as required.
- **Training**

The therapist will be expected to explore and pursue with energy learning opportunities and personal study in the area of work, in consultation with the Therapy Group and Principal.

Therapists are expected to involve themselves in ongoing personal development in their areas of work, and participate in/contribute to the various learning opportunities that are offered by the school and community.

These will include:

 - College study courses
 - Artistic activities
 - Lectures/seminars
 - To participate in appropriate on-going training and professional development.
- **Meetings**

Therapists are expected to attend the following weekly meetings: (if fitting within the schedule)

 - Therapists Meeting
 - College Meeting
 - Co-workers meeting
 - Child Studies & Clinics and follow up meeting
 - Other meetings called by the College from time to time.
- **Confidentiality**
 - Information pertaining to Hohepa Homes and/or residents may be of a confidential nature. This confidentiality is to be respected at all times.

- **Paramountcy:**
 - The welfare and interests of the children and young people at Hohepa Homes shall be the first and paramount consideration.

- **Skills**

The applicant is able to:

 - Have a high level of communication skills, be an excellent listener and
 - Be able to work collaboratively and effectively with a range of professional colleagues
 - Observe and diagnose communicative, social and emotional development of children and young people with intellectual disability;
 - Develop and apply individual speech therapy to children and young people with intellectual disability.
 - Develop a picture of a child or adolescent from an anthroposophical point of view, and develop curative speech therapy within that context.
 - Take part in a team of therapists, teachers and residential co-workers;
 - Contribute to the IEP's of the children and adolescents;
 - Coach and support co-workers around communication and behaviour problems of the children or adolescents.
 - Have relevant background, experience or qualifications
 - Be enthusiastic and self-motivated in seeking out learning opportunities to increase understanding and skills relevant to the task.
 - Be in good health
 - Be willing to declare any existing criminal or psychiatric history.

General Conditions of Employment

Any offer of employment will be subject to a satisfactory Police Clearance. Hōhepa takes up a police vetting report on all employees at the start of employment and then every two years. If you are convicted of an offence after being employed by Hōhepa it is important that you declare this promptly; if an undeclared conviction shows up on a future police report, this could be regarded as a breach of trust and may lead to disciplinary action including potential dismissal.

You confirm that you have the right to work in New Zealand, and agree to provide documentary proof (eg through a birth certificate or passport).

Smoking, Drugs and Alcohol:

Hōhepa is a fully non-smoking environment, including buildings, grounds and vehicles. If you accept employment with us you guarantee that you **will not smoke** (even during break times) during work hours.

This is a **safety-sensitive role**. You must agree to attend work **free of any adverse effects of alcohol or drugs** (including illegal drugs and similar substances); the way this is assessed is that a drug test would be negative. You must consent to pre-employment testing, then random testing if you are employed.

Days/hours of work:

Full time work is 40 hours per week during the Monday – Friday working week. Shifts are normally between the hours of 8:30 am and 5 pm. Shift length and timing can be changed to meet operational needs. Part time working patterns can be mutually agreed.

Rest Breaks: Two 10-minute paid rest breaks each shift, plus an unpaid meal break.

Review of job description:

As with all Hōhepa job descriptions, the contents of this JD will be kept under review and will be subject to change, in the light of experience. Any substantial changes will be discussed with you before being implemented; however you are required to work flexibly and accept that any JD is an indicator only – you agree to any reasonable duties that are asked of you.

Signature: