

Role Description



Diocese of Toowoomba
Catholic Schools

Position details

Title	Speech Language Pathology Advisor
Classification	TCSO Level 8
Agreement	Toowoomba Catholic Schools Office Enterprise Agreement 2024 – 2027
Reports to	Manager: Inclusive Education

About Toowoomba Catholic Schools

Toowoomba Catholic Schools is a progressive and distinctive community of 32 schools and central office spread across Toowoomba, the Darling Downs and South-West Queensland. Our values of dignity, potential and life support a culture of high standards, hard work and life-giving relationships. Staff experience a strong sense of belonging, of being valued and being successful at what they do. It is through this commitment to uphold the dignity of all, nurture potential and enable full and flourishing lives, that we are distinctively Catholic communities.

About the role

The Speech Language Pathologist works as part of an Education Services team to improve learning outcomes for students with speech, language and communication vulnerabilities. The role focuses on enhancing students' communication skills to enable access to, participation in and progression through their learning.

Working within an Inclusive Education team and using a Multi-Tiered System of Support (MTSS) framework to lead and deliver educational speech language pathology services across schools in the Toowoomba Diocese.

Key duties and responsibilities

Fulfil the accountabilities of the role in accordance with Toowoomba Catholic Schools purpose and objectives, as outlined below.

1. Support students to achieve their potential by applying evidence-based speech pathology knowledge and practice a Multi-tiered System of support framework. Assist schools to identify and implement reasonable adjustments and inclusive teaching strategies, enabling students with speech, language and communication vulnerabilities to access the curriculum and participate fully in school life.
2. Communicates with school leadership to support the planning, reviewing and delivery of Speech Language Pathology services at both school and Diocesan levels, ensuring alignment with the TCS Strategic Plan.
3. Effectively communicates, collaborates and builds relationships with school leaders, teachers, students, Education Services specialists, and external service providers, to assess school and student needs and to deliver speech language pathology services across allocated schools.
4. Implements and evaluates structured coaching cycles with class teachers to strengthen oral language teaching practices, in alignment with the TCS strategic plan and Teaching and Learning Framework.
5. Identifies Diocese professional learning priorities to strategically facilitate the planning, design and delivery of professional learning resources that builds teacher and school leader capacity to identify, plan and respond to students with speech, language and communication vulnerabilities.

We value



Dignity



Potential



Life

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Belief in a better world

6. Supports the Senior Speech language pathologist to review reporting and record management practices related to the speech pathology service, modelling best practice, ensuring compliance with TCSO and professional standards, and contributing to continuous improvement of documentation processes.
7. Facilitates and contributes to specialised projects and innovative initiatives to continuously improve speech language pathology services, including the review of data at school and student levels.
8. Engage in professional learning and clinical supervision to ensure high quality, evidence-based Speech Language Pathology services.
9. Provide mentoring, coaching and clinical support to other Speech Language Pathology Advisors and school leaders, to build their capacity to deliver and implement evidence-based Speech Language Pathology practice and services.
10. Coordinates University student placements by organising, supervising, and mentoring Speech Pathologists who supervise students in collaboration with the Senior Speech Pathologist.
11. Supports the Senior Speech Language Pathologist to onboard and orientate new Speech Language Pathologists to ensure understanding and effective implementation of the TCS Speech Language Pathology service delivery model.

About you

To achieve in this role, you will be required to demonstrate the following.

Eligibility criteria

Essential

- Possession of a Bachelor degree in Speech Pathology from a recognised tertiary institution, or other equivalent formal qualifications which is acceptable.
- Eligibility for certified practising membership with Speech Pathology Australia.
- Willingness to travel to provide services in rural and remote locations.
- Current Working with Children Clearance (Blue Card).
- A current C class Drivers Licence.
- A minimum of 3 years' experience working in Paediatric Speech Pathology practice.

Desirable

- Knowledge of educational frameworks, including Multi-Tiered System of Support and inclusive practices.
- Ability to deliver professional learning, coaching and mentoring that builds teachers' and school leaders' capacity to support students with speech, language and communication needs.
- Coaching, mentoring and supervising experience.

Key success criteria

- Demonstrated empathy and understanding of the values and ethos of the Catholic faith.
- Communicates and collaborates effectively across schools and Education Services, building strong professional networks that result in improved educational outcomes for students with speech, language and communication vulnerabilities. Builds and sustains strong partnerships and relationships with school staff and Education Services teams, supporting coordinated approaches that maximise student outcomes.
- Supports student outcomes through appropriate assessment and the design and implementation of evidence-based interventions within a Multi-tiered System of Support (MTSS) framework.

We value



- Collaborates with Education Services staff to design, facilitate and deliver practical, evidence informed resources and professional learning to build staff capability.
- Provides mentoring, coaching and clinical support to Speech Pathologists and school staff, strengthening professional practice, building networks and supporting consistent, evidence-based service delivery.
- Contributes to projects and innovation that enhance the service delivery model, including using data to inform decision making.
- Coordinate and support Speech Language Pathology University student placements.

Responsibilities of all TCS staff

1. Support the values and Catholic ethos of the school.
2. Maintain personable and cooperative working relationships with colleagues and relevant stakeholders.
3. Engage in appropriate professional development opportunities to upskill knowledge and understanding related to the role.
4. Uphold the TCS Code of Conduct and all work health and safety requirements in accordance with policies and procedures.
5. Complete other duties that are directed by your employer as needs change or grow. All requested duties will be consistent with the purpose and classification of this position and any relevant legal and/or industrial obligations.