

With 55 schools, over 25,000 students and more than 4,500 employees, the Simcoe Muskoka Catholic District School Board (SMCDSB) is an education community bound together by our beliefs. Our facilities are located in some of the most beautiful natural settings in the province. Our Board encompasses a large and dynamic mixture of urban centers, small towns and rural areas throughout Central Ontario. We offer excellent programs, resources and supports so that students are provided with every opportunity to reach their future goals and aspirations. At this time of reconciliation through education, we are committed to meaningful and respectful relationships as we live, work, learn, play and pray together on this traditional territory.

Speech-Language Pathologist Supporting Students of First Nation, Métis and Inuit Ancestry

This role is supported through the Board Action Plan. This funding is allocated by the Ministry of Education to support the academic success and wellbeing of First Nations, Métis and Inuit students, and build the knowledge of all students and educators on First Nation, Métis and Inuit histories, cultures, perspectives, and contributions.

Open To:	Open Competition
Job Location:	Academic Services, 345 Livingstone Street East, Barrie
Position Type / Hours:	Full Time, Monday to Friday, 8:30am to 4:30pm, 35 hours weekly Starting Immediately until June 30, 2027
Rate of Pay:	10 Month Salary Grid Level 7 - $76,934 to $94,454 Commensurate with experience

Under the guidance of the Senior Psychologist, the Speech-Language Pathologist (S-LP) dedicated to serving students of First Nation, Métis and Inuit ancestry plays a vital and culturally responsive role in enhancing the educational experience and success of student of First Nations, Métis and Inuit ancestry, with speech, language, and literacy difficulties. The SLP assesses and treats communication disorders while building the capacity of educators and families to support students in an inclusive environment, ensuring their needs are effectively met. As the board's communication expert, the S-LP conducts assessments, provides identification insights within their scope, and recommends educational identifications. The Speech-Language Pathologist designs individualized intervention plans, offers professional development and consultation to school staff, and facilitates referrals to external agencies, all with the goal of promoting the academic, social, cultural, and emotional well-being of students of First Nation, Métis and Inuit ancestry with communication and literacy challenges.

Key Responsibilities

- Perform comprehensive evaluations of students' speech, language and literacy abilities using standardized test, clinical observations and interviews, with the aim to identify specific needs, determine treatment planning, recommend necessary equipment and software per Special Education Amount (SEA) guidelines
- Make referrals to external agencies, support learning in regular classrooms and recommend educational identification
- Provide tailored support for minimally verbal or nonverbal students by assessing individual communication needs and designing effective communication systems.
- Collaborate with classroom teachers, educational assistants and families to ensure these systems are seamlessly integrated into the classroom environment.
- Implement a range of augmentative and alternative communication tools and strategies to enhance students' communication access, foster literacy development, and encourage active engagement for students with complex communication needs within inclusive classroom settings
- Ensure compliance with legislative and regulatory requirements by maintaining detailed clinical files, which include comprehensive records of assessments, treatment plans, therapy sessions and student progress
- Annually conduct screenings for year one kindergarten students for articulation, fluency and voice difficulties
- Manage assessment and intervention materials, perform caseload management, review policies, write proposals and liaise with vendors for necessary materials and technology
- Guide Speech-Language Assistants in line with professional standards, ensuring compliance with ethical responsibilities and clinical protocol
- Contribute to the Speech-Language team's internal capacity by sharing culturally affirming speech-language practices to support students of First Nation, Métis and Inuit ancestry.
- Contribute to SMCDSB schools team's capacity to support students of First Nation, Métis and Inuit ancestry by sharing culturally affirming speech-language practices.

Required Skills and Qualifications:

- Master's degree in Speech/Language Pathology or related field or equivalent
- Registered with CASLPO (College of Audiologists and Speech/Language Pathologists)
- At least 3 years experience, with previous School Board experience preferred

Simcoe Muskoka Catholic District School Board

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- Demonstrated experience working with First Nation, Métis and Inuit communities and youth in the field of Speech-Language Pathology
- Knowledge of the language structures, oral traditions, and communication patterns common to students of First Nation, Métis, and Inuit ancestry
- Knowledge of the Ministry of Education's commitment to reconciliation with First Nation, Métis and Inuit people
- Proficiency in assessing speech, language and literacy skills using standardized tools and informal assessments
- Skilled in evaluating speech, language and literacy disorders in children and adolescents to identify areas for intervention
- Knowledgeable in evidence based interventions for speech, language, and literacy issues in children and youth of First Nation, Métis, and Inuit ancestry
- Proficiency in collecting and interpreting data to track student progress and adjust intervention strategies as needed
- Understanding of brain, mouth, larynx and lung anatomy as it relates to speech, language and literacy skills
- Experience providing clinical supervision in the field of Speech-Language intervention
- Strong leadership and interpersonal skills
- Proficiency in assistive technologies and record keeping software
- The ability to provide reliable transportation across the school district

Interested candidates must forward, in confidence, a cover letter, resume and supporting documentation to hr@smcdsb.on.ca by Wednesday, November 11, 2026 at 4:00pm. Please quote job posting number 46/26-27 in the subject line.

Accessibility accommodations are available for all parts of the recruitment process upon request. Accommodation queries should be directed to the Human Resources Department at hr@smcdsb.on.ca or (705)722-3555 Ext. 330.
Only those candidates selected for an interview will be contacted.

As a condition of employment, new employees to SMCDSB are required, by legislation, to submit a satisfactory Criminal Background Check with Vulnerable Sector Screening.

The Simcoe Muskoka Catholic District School Board is deeply committed to promoting Reconciliation through Education, Human Rights, Equity and Anti-Racism, and the elimination of Oppressive Practices, in our schools, our workplace and in the communities we serve. We strongly encourage applications from all individuals including those with varied lived experiences that can contribute to the diversification of the workforce at the SMCDSB.

THE BOARD IS AN EQUAL OPPORTUNITY EMPLOYER