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## Indigenous-focused Speech-Language Pathologist

### District Overview

Driven by our desire to help students thrive in their academic and personal lives, the Saanich School District provides quality educational programs and a safe and nurturing learning environment for the over 7,000 culturally diverse students within its 18 schools. Serving the Saanich Peninsula located just north of Victoria, BC, the district has a well established reputation of excellent student achievement as well as a culture of caring and respect. The collaborative working environment in Saanich is a core strength and has been a foundation for ongoing school improvement and meeting the diverse needs of all students. Parent and community satisfaction with Saanich schools is extremely high.

### Position Overview

The Saanich School District is seeking up to **1.6 temporary FTE** Speech-Language Pathologists starting as soon as possible. These temporary positions will focus on district support of Indigenous learners or a combination of support between Indigenous learners and Non-Indigenous learners to June 30, 2026.

The Saanich School District has obtained grant funding to provide consistent speech-language and literacy support to Indigenous Learners. The successful candidates will work as Indigenous-focused speech-language pathologists, which will address language and literacy needs for a manageable caseload size at two Elementary Schools and one Middle School within the district. The successful candidate will work collaboratively with school teams, district staff, parents, and children within K-8. The successful candidate will be involved in the assessment, diagnosis and intervention of the whole range of speech and language-related challenges experienced by students. The speech-language pathologist will consult with parents and members of the School-Based Team regarding appropriate intervention, strategies, accommodations, and modifications. Working with teachers and Educational Assistants within classrooms and in consultation is expected as Saanich School District promotes an inclusive environment. The speech-language pathologist is a member of the District Itinerant Learning Services Staff and reports to the Director of Diversity and Inclusion.

The successful applicant will possess a Master's degree in Speech-Language Pathology or equivalent academic training and must be eligible for registration with the [College of Speech and Hearing Health Professionals of BC](#). Experience in the public school setting is an asset. Possession of a valid driver's license and a personal vehicle is required.

IN ACCORDANCE WITH HUMAN RIGHTS COMMISSION EXEMPTION SECTION 19(2), PREFERENCE WILL BE GIVEN TO APPLICANTS WITH INDIGENOUS ANCESTRY WHO HAVE KNOWLEDGE OF LOCAL HISTORY AND CULTURE; THE APPLICANT MUST BE ABLE TO RELATE POSITIVELY WITH THE INDIGENOUS COMMUNITY ON A DAILY BASIS.

### How to Apply

Interested applicants should send a cover letter and resume to [hr\\_teaching@saanichschools.ca](mailto:hr_teaching@saanichschools.ca).

***We thank applicants for their interest, however, only those selected for interview will be contacted.***

**Job Description**  
**District Speech-Language Pathologist**  
**School District No. 63 (Saanich)**

Speech-Language Pathologists will demonstrate:

- A knowledge of or a desire to learn culturally safe speech-language and literacy practices in order to deliver culturally safe language and literacy support.
- A knowledge of speech-language pathology theory, assessment and intervention strategies and practices;
- The ability to deliver speech, language and literacy service to students in a manner that recognizes and reflects a range of service delivery models such as individual, small group and whole class instruction;
- Strong communication and interpersonal skills to work effectively with students, parents, teachers, administrators, other professionals and support workers;
- A desire to help maintain and build strong relationships between families, students, communities and schools;
- A knowledge and commitment to the consultative, collaborative process in working with school teams, parents and other relevant people;
- The confidence to mentor teachers and educational assistants to ensure universal and students specific strategies are embedded within lessons.
- Ongoing professional development as specified by the College of Speech and Hearing Health Professionals and required to offer a culturally-responsive approach
- The Speech-Language Pathologists will support students' communication and/or literacy development by:
  - Coordinating their speech-language services with the teams in their assigned school or schools;
  - Identifying, assessing and evaluating those children suspected of having significant communicative impairment with a culturally safe approach;
  - Planning, developing, providing and/or directing appropriate and effective intervention programs;
  - Supporting students with evidence-based language intervention and structured literacy support.
  - Providing ongoing monitoring of children with communicative disorders through informal and formal assessments, and giving suggestions for at home and in the classroom;
  - Collaborating with school teams to support language goals in the curriculum (e.g. team teaching, I.E.P. Adaptations and modifications);
  - Acting as supportive personnel and counsel for school teams to better understand the needs of the children who are identified as benefiting from communication and/or literacy support;
  - Performing recording and reporting tasks necessary to maintain effective communication with all involved in the child's program and monitor students' response to support

**MINIMUM ACADEMIC QUALIFICATIONS/EXPERIENCE**

Speech-Language Pathologists must have the following qualifications:

- Eligible for membership in the College of Speech and Hearing Health Professionals;
- Master's degree in Speech-Language Pathology from a recognized university;
- Recent experience in a school setting is preferred.
- Experience working with Indigenous communities is an asset.

**Salary Range:** \$72,174 - \$109,520