



ORANGE COUNTY SCHOOLS

POSITION DESCRIPTION

POSITION TITLE	Physical Therapist
SCHOOL/DEPARTMENT	Exceptional Children/ Assigned School
SALARY	Salary Grade 78 plus supplement
FLSA STATUS	Exempt
REPORTS TO	Assistant Director of Exceptional Children
SUPERVISES	Physical Therapy Assistants, support personnel working with students
WORK WEEK SCHEDULE	Monday – Friday
WORK HOURS	40
NUMBER OF MONTHS PER YEAR	10

POSITION PURPOSE:

The school Physical Therapist, as a member of the EC team, supports the education of students suspected of and/or diagnosed with a disability in their least restrictive environment. The Physical Therapist develops, implements, and coordinates a physical therapy program with the school system providing screening, evaluation, intervention services, and transition planning. Skilled provision of physical therapy prevents injury (acute or chronic) of both students and educational staff. When working with students with disabilities and serious health impairments, the Physical Therapist is expected to analyze risk, problem solve effectively, and demonstrate a high level of professional judgment when recommending and providing services, making environmental modifications, and training staff to manage physical needs. Direct supervision may be exercised over support personnel and must be provided to physical therapy assistants. Consultation with educational and community personnel is also an essential component of the Physical Therapist's role and responsibilities. The Physical Therapist is also responsible for documenting treatment planning and treatment activities, preparing evaluation reports, documenting student progress, providing documentation for Medicaid/ Fee for Service billing for all eligible students, including the development of a Plan of Care/ Intervention. The Physical Therapist is also responsible for modifications of equipment and or environment and site based in-service training as necessary.

MINIMUM QUALIFICATIONS:

KNOWLEDGE, SKILLS, AND ABILITIES

- Thorough knowledge of principles, practices, and procedures of specialty area
- Thorough knowledge of human development throughout life span, integrated with student's unique developmental status
- Thorough knowledge of the principles and methodology of providing effective physical therapy for special needs students
- Thorough knowledge of school department rules, regulations and procedures
- Considerable knowledge of and adherence to legal procedures contained in federal and state statutes and regulations regarding the provision of services to students with disabilities, including IDEA, HIPPA, and FERPA laws and guidelines
- Considerable knowledge of appropriate evaluation tools
- Ability to establish and maintain standards of behavior
- Ability to interpret evaluation data and write a comprehensive report that reflects strengths and barriers (if any) to student participation and physical therapy performance
- Ability to deliver articulate oral presentations and written reports
- Ability to establish and maintain effective working relationships with other staff, students and parents
- Ability to maintain a consistent schedule and travel between locations where students require services
- Ability to research and determine evidence based practice supporting physical therapy interventions

EDUCATION, TRAINING, AND EXPERIENCE

- Bachelor's or four- year degree from an accredited institution specializing in physical therapy
- Two (2) years of experience serving as a physical therapist in pediatrics and/or public school setting
- Participation in recent continuing education programs related to pediatric and/or school based physical therapy
- Master's Degree from an accredited institution in Physical Therapy for new graduates without the required experience
- Any equivalent combination of training and experience that provides the required knowledge, skills and abilities

CERTIFICATION AND LICENSE REQUIREMENTS

- Current licensure as a Physical Therapist by the NC Board of Physical Therapy Examiners
- Must possess a valid driver's license issued by the NC Department of Motor Vehicles

PREFERRED QUALIFICATIONS:

- Master' Degree from an accredited institution in Physical Therapy
- Five (5) years of experience serving as a Physical Therapist in pediatrics and/or public school setting

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Advise administration and staff regarding bus travel safety; lifting and transfer techniques; architectural barriers and adapted equipment techniques, physical and medical precautions
 - Perform other duties as assigned by the Assistant Director of Exceptional Children
1. Identification, Evaluation, and Planning
 - a. Collaborate with other disciplines to ensure team understanding of student physical performance strengths and needs, through evaluation, educational program planning, and service delivery
 - b. Assess student's ability using appropriate evaluation tools, observations, functional assessments, and review of medical and other agency reports
 - c. Conduct interviews with parents and staff to determine the need for a physical therapy intervention plan
 - d. Synthesize evaluation results into comprehensive written reports that reflect strengths and barriers to student participation in the educational environment directly related to referral concerns
 - e. Develop and implement intervention strategies
 - f. Participate in interdisciplinary meetings to review evaluation results, offer recommendations, and develop individualized education plans (IEPs) and intervention plans to achieve IEP goals
 2. Service Delivery
 - a. Therapist consults with school-based team to achieve student outcomes
 - b. Develop physical management plan for daily classroom routines and train staff in its safe implementation
 - c. Provide instruction in management techniques, use of adapted equipment, and environmental modifications including the identification of architectural barriers
 - d. Educate students, educational personnel, and families to facilitate skills in areas of physical therapy as well as health maintenance and safety
 - e. Monitor and reassess the effects of physical therapy intervention and the need to continue, modify, or discontinue intervention and report student progress to IEP team members
 - f. Document physical therapy services to ensure accountability of service provision and to meet standards for reimbursement of services as appropriate
 - g. Document need and request assistive technology and equipment for students with special needs
 3. Program Administration and Management
 - a. Prioritize and schedule work tasks independently

- b. Manage inventory of therapeutic equipment that is checked out to the therapist and /or assigned school(s)
 - c. Maintain clinical and administrative records in accordance with professional standards, state guidelines, and school system policy
 - d. When assigned, provide legal and ethical supervision of physical therapy assistant assuming responsibility for the students served by the assistant
 - e. Submit accurate and timely caseload information to supervisor based on monthly, quarterly or semester reporting periods
 - f. Log physical therapy services in electronic data management system for each session provided
 - g. Complete quarterly progress notes for students who receive direct physical therapy
4. Education
- a. Teach, monitor, and collaborate with educational personnel, community agencies, parents and students to increase understanding of the student's physical performance
 - b. Participate in continuing education for professional development to ensure practice is consistent with established best practices and NC licensure requirements
 - c. Contribute to the planning of safe transportation of students with disabilities
 - d. Provide clinical, educational opportunities for students of physical therapy
 - e. Provide consultation regarding emergency evacuation of students with disabilities
 - f. Contribute to discussions involving school accessibility and planning appropriate environmental modifications
 - g. Use professional Code of Ethics and standards of practice to guide ethical decision making in practice area

WORKING CONDITIONS	
PHYSICAL DEMANDS	Work is considered moderate physical work requiring the exertion of up to 40 pounds of force occasionally with constant ability to carry, push, pull, or otherwise move objects. Must be physically able to push wheelchairs, assist with standers and walkers, switches and other assistive technology used in physical therapy, etc.
WORK ENVIRONMENT	Employees in this position are required to work in indoor and outdoor environments, and come into direct contact with OCS staff, students and the public.
ACKNOWLEDGEMENTS	
The following signatures acknowledge that the supervisor has verified the accuracy of the position description, has discussed position requirements with the employee, and has advised the employee of work performance expectations	
<i>Reviewed by: Employee's Signature</i>	<i>Date</i>
<i>Approval by: Supervisor's Signature</i>	<i>Date</i>
The completed and signed position description shall be maintained at the employee's work location, shall be reviewed with the employee by his or her immediate supervisor, should be revised as required, and shall serve as the basis for all required evaluations.	

DISCLAIMER: *The above statements are intended to describe the general purpose and responsibilities assigned to this position. They are not intended to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and skills that may be required of the employees assigned to this position. This description may be revised by the supervisor, with HR review and approval, any time.*