

Job Opening Announcement & Job Description



The Bridge Director For The Bridge Day Treatment Center

Supervisor: Managing Director of The Bridge and MASH Program

Division: Student Success and Learning
Location/Assignment: The Bridge Day Treatment Center in Moses Lake, Grant County

Salary Range: \$101,071.00 - \$120,143.00 (Level 1)
\$103,255.00 - \$122,738.00 (Level 2)

*Salary based on a 205-day position.
Salary range dependent upon experience and expertise.*

Benefits:

Insurance benefits - Through the [HCA SEBB](#) program, includes medical, dental, vision, life, & LTD (if hired for more than 79 days)

Retirement - Through the [Department of Retirement](#) (DRS)

Sick leave - accrued at 8 hours per month

Personal leave - 2 days per year

[Additional Benefit Information](#)

Conditions of work:

- 205 days per year
- 8 hours per day
- Exempt position

General Description:

The Bridge Director provides administrative leadership and coordination for The Bridge Day Treatment Center, serving students with intensive behavioral and social-emotional needs. The Director oversees day-to-day operations, supports staff in implementing instructional and behavioral practices, and ensures services are aligned and responsive to student needs. This role fosters collaboration among educators, clinical specialists, support staff, families, and community partners, manages program systems, and supports student progress monitoring and compliance with special education processes. The ideal candidate is a dynamic, organized professional committed to inclusive practices, team capacity building, and promoting positive outcomes for students in a structured, therapeutic learning environment. This position is based in Moses Lake, Washington.

Qualifications:

Required:

- Master's degree in Special Education or a similar field
- Current Washington State teaching certificate or administrative certificate, or the ability to obtain
- Valid Washington State Driver's License and ability to commute regularly within the NCESD region
- Minimum of five years of recent experience working with families and children who have behavioral or mental health complexities
- Experience in supervisory skills (i.e., leadership, evaluations, and conflict resolution)
- Experience working with diverse individuals and/or groups
- Experience developing program policies and procedures
- Commitment to proactive advocacy for equitable education and opportunities for students with disabilities through collaborative partnerships with schools and families
- Positive professional references from former supervisors and colleagues
- Capacity to produce high-quality written reports, including evaluations, IEPs, IFSPs, and professional correspondence
- Exceptional verbal communication skills and the ability to engage in complex conversations effectively
- Current knowledge of all relevant state and federal regulations for special education, early intervention, and Medicaid rules and regulations
- Demonstrated ability to establish and maintain effective working relationships in the course of work
- Evidenced professionalism, including organizational skills and a commitment to follow through on tasks
- History of professionalism in maintaining student records accurately and confidentially

Preferred:

- Recent administrative experience serving Special Education populations
- Experience designing and implementing behavior intervention plans and strategies for individuals with disabilities

- Experience serving as a liaison with state and federal agencies, professional organizations, and/or school districts
- Experience coaching staff and working with other mental health professionals, counselors, social workers, and/or psychologists
- Training and/or experience in implementing positive behavior supports, executive function, adverse childhood experiences, trauma-informed care, and attachment
- Background as a teacher of students with special needs, a school psychologist, or a related service provider

Timeline:

Position opens: April 3, 2026

Position open until filled with first screening after 12 pm on April 17, 2026

Screening & Interviews begin as soon as possible

Position begins July 2026

Note: Employment contingent upon successful clearance of a Washington State Patrol, FBI fingerprint criminal history background check, and Sexual Misconduct background check.

NCESD is an Equal Opportunity Employer

Job Responsibilities:

- Provide leadership, supervision, and evaluation of staff to ensure high-quality instructional, behavioral, and therapeutic programming
- Establish, implement, and monitor program guidelines and procedures for enrollment, service delivery, and student supports, ensuring safe and consistent operations
- Design, coordinate, and deliver professional learning (e.g., workshops, in-service trainings, and team meetings) to build capacity across multidisciplinary teams
- Oversee the development and implementation of systems and processes for delivering and progress monitoring special education, social-emotional learning, and related services within a therapeutic setting
- Oversee the development, implementation, and monitoring of individualized behavior intervention plans that incorporate evidence-based and problem-solving approaches
- Implement and model crisis prevention and intervention strategies, including de-escalation and safe restraint, in compliance with Washington State laws, regulations, and Emergency Response Protocols in situations where youth pose an imminent threat or harm to themselves or others
- Maintains liaison and active participation with District staff, parents, students, professional associations, and community-based organizations
- Serve as a certified trainer in Safety-Care and ensure fidelity of implementation across staff
- Support local education agencies (LEAs) in coordinating contracts and aligning services with program goals
- Collaborate with school districts, families, and community partners to coordinate services and ensure alignment across systems
- Maintain ongoing communication with stakeholders, including parents, staff, districts, and partner agencies, to support student success
- Demonstrate strong interpersonal skills, building collaborative and trusting relationships with all stakeholders
- Support school districts in completing OSPI compliance and Safety Net application
- Ensure equal educational opportunities for all students, regardless of race, color, gender, age, marital status, religion, national origin, gender identity, sexual orientation, homelessness, or disability
- Carry out the mandates of the Washington State Legislature, State Board of Education, and the Washington State Office of Superintendent of Public Instruction (OSPI), as they relate to special education and services, and assist in the clarification and dissemination of OSPI information
- Exhibit high commitment to accomplishing tasks with flexibility in scheduling and work responsibilities

Professional Growth and Responsibilities:

- Meets or exceeds performance expectations in the following areas:
 - Lead, Serve, and Support
 - Team Work
 - Problem Solving
 - Communication
 - Adaptability
 - Critical Thinking
 - Time Management
 - Interpersonal
 - Attendance
- Supports, implements, and adheres to NCESD and partnering agency policies, procedures, regulations, and administrative directives

- Submits records, reports, and assignments in a timely, accurate, and efficient manner
- Demonstrates adaptability and a positive approach when navigating challenges, obstacles, and changing priorities
- Demonstrates the ability to adjust to and implement new approaches in service delivery and program implementation
- Communicates clearly and professionally while maintaining a positive, respectful, and student-centered approach with staff, families, and partners
- Seeks and engages in ongoing opportunities for professional growth and development
- Maintains a professional appearance appropriate to a therapeutic and educational setting
- A new employee is subject to a 180-day probationary period and must be evaluated prior to its end. If work is found to be unsatisfactory, the employee is subject to termination.
- Assists with other responsibilities as assigned by the Executive Director of Student Success and Learning, Deputy Superintendent, and/or the Superintendent

Physical Demands:

- Provide service in a behavioral therapeutic education setting
- Physically able to work with students with aggressive and self-injurious behavior; must be capable of wearing protective gear
- Physically able to perform duties of the position, in addition to the ability to get to the child's level, the ability to bend and/or stoop
- Physical ability to transfer and/or lift children and equipment
- Sitting for extended periods of time may be required
- Adequate manual and finger dexterity, hearing, speech, and vision are necessary to perform the essential functions of this position
- Frequent travel within Washington state. Some overnight travel may be required
- Extended or flexible hours as necessary

Application Procedure:

North Central ESD is accepting applications for this position online only. To access our online application, please click the link below.

All completed packets must be submitted online and include:

- Updated Resume
- Cover Letter
- Three Professional Reference Contacts
- Washington State Sexual Misconduct Disclosure Release

[Click here to apply](#)