

Job Opening Announcement & Job Description



The Bridge Specialist <i>Special Ed or General Ed Teacher for The Bridge Day Treatment Center</i>	
Supervisor: Managing Director of MASH/SPED	Division: Student Success and Learning Location/Assignment: The Bridge Day Treatment Center in Moses Lake, Grant County
Salary Range: \$98,748.00 - \$117,381.00 (Level 1) \$104,410.00 - \$124,111.00 (Level 2) <i>Salary based on a 191-day position. Salary range dependent upon experience and expertise.</i> Benefits: <u>Insurance benefits</u> - Through the HCA SEBB program, includes medical, dental, vision, life, & LTD (if hired for more than 79 days) <u>Retirement</u> - Through the Department of Retirement (DRS) <u>Sick leave</u> - accrued at 8 hours per month <u>Personal leave</u> - 3 days per year Additional Benefit Information	Conditions of work: • 191 days per year • 9 hours per day • 4-day weeks, M-T with some Fridays • Exempt position

General Description:

The Bridge Specialist is a General Education Teacher or a Special Education Teacher at Bridge Day Treatment Center, providing direct instruction and support to students with intensive behavioral and social-emotional needs. This role includes maintaining a caseload, delivering specially designed instruction, and collaborating with parents, caregivers, educators, and other members of the multi-disciplinary student support team. The Bridge Specialist participates in IEP meetings, progress reporting, and program planning to ensure that each student's educational program is responsive, strengths-based, and aligned with best practices. This position may involve both in-person and virtual support, with occasional travel as needed. This position is based in Moses Lake, Washington.

Qualifications:

Required:

- Master's degree in Special Education or General Education or a similar field
- Current WA State Teaching Certificate or Staff Associate (ESA), or the ability to obtain
- Valid Washington State Driver's License and ability to commute regularly within the NCESD region
- Minimum of three years of recent experience working with families and children who have behavioral or mental health complexities
- Experience in supervisory skills (i.e., paraeducators)
- Experience working with diverse individuals and/or groups
- Commitment to proactive advocacy for equitable education and opportunities for students with disabilities through collaborative partnerships with schools and families
- Ability to lead teams through the development and implementation of social/emotional/behavioral goals for children with 504s, IEPs, or other children in need of special programming
- Positive professional references from former supervisors and colleagues
- Capacity to produce high-quality written reports, including IEPs, BIPs, 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
- 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:

- Experience designing and implementing behavior intervention plans and strategies for individuals with disabilities
- Comfort and experience working both virtually and in K-12 school settings with students with intensive social/emotional or behavioral needs

- 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

Timeline:

Position opens: September 11, 2026

Position open until filled

First screening after 12 pm on September 25, 2026

Position begins: As soon as possible

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:

- Design, implement, and monitor specially designed instruction and therapeutic supports in alignment with each student's IEP to promote academic, behavioral, and social-emotional growth
- Use data, research, and best practices to design and implement specialized educational programming that ensures a free and appropriate public education within the therapeutic setting
- Implement and monitor behavior intervention plans, integrating problem-solving and social-emotional skill-building strategies
- Participate fully in IEP teams, contributing to assessments, goal development, SDI, accommodations, progress monitoring, and data-driven decision-making
- Maintain ongoing communication with parents, caregivers, school staff, districts, and community partners to coordinate services and support student success
- Manage caseloads, schedules, and documentation efficiently while adapting to shifting priorities and frequent interruptions
- Maintain accurate and compliant records, including evaluations, IEPs, progress reports, and professional correspondence, using both manual and electronic systems
- Demonstrate strong interpersonal skills, professionalism, reliability, and accountability while building trusting, collaborative relationships with students, staff, and families
- 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
- Maintain certification as a Safety-Care Specialist and implement safe behavioral practices
- 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 Managing Director of The Bridge and MASH Program, 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:

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

[Click here to apply](#)