

Job Opening Announcement & Job Description



School Psychologist For The Bridge Day Treatment Center

Supervisor: The Bridge Program Manager	Division: Student Success and Learning Location/Assignment: The Bridge Day Treatment Center in Moses Lake, Grant County
Salary Range: \$88,168.00 - \$104,808.00 (Level 1) \$93,225.00 - \$110,814.00 (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 • 5 days a week, M-T with some Fridays • Exempt position

General Description:

This position is a rare opportunity to join an exciting team. The regional North Central Educational Service District 171 (NCESD 171) is seeking a dynamic team player interested in making an impact in the lives of staff, students, and families as the School Psychologist. The School Psychologist will provide a full range of school psychological services to children ages 3-21, including screening, assessment, and designing remedial educational programs. This position functions as a member and leader of the multidisciplinary team to determine a student's eligibility for special services, appropriate programming, and ongoing progress. The School Psychologist helps implement all procedures to meet compliance standards as outlined in the WAC's in concert with NCESD procedures and due process forms.

Qualifications:

Required:

- Current WA State Education Staff Associate (ESA) certification in School Psychology, or the ability to obtain
- Current DOH License or ability to obtain
- Master's degree in School Psychology
- Valid Washington State Driver's License and ability to commute regularly within the NCESD region
- Equity mindset and a desire to advocate for students with disabilities and their families
- Positive professional references from former supervisors and colleagues
- Capacity to produce high-quality written reports, including evaluations, IEPs, 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 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
- Ability to learn and utilize the latest technologies within the field of education
- History of professionalism in maintaining student records accurately and confidentially
- Eagerness to participate in ongoing professional development
- Attend essential agency and district meetings as well as conferences as necessary

Preferred:

- 5 years of experience working as a school psychologist
- Bilingual (English/Spanish) preferred
- National Association of School Psychologists (NASP) certified

Timeline:

Position opens: October 07, 2026

Position open until filled

First screening after 12 pm on October 21, 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:

- Collaborate effectively with multidisciplinary teams, contribute to shared goals, and support a culture of collective responsibility and belonging
- Provide direct mental health, behavioral, and therapeutic services to students experiencing social-emotional, trauma-related, behavioral, developmental, and mental health challenges
- Communicate clearly and professionally using two-way communication with students, families, staff, administrators, and community partners
- Deliver individual counseling, therapeutic interventions, crisis response, risk assessments, de-escalation support, and post-crisis follow-up services designed to reduce aggressive, disruptive, self-injurious, and other high-impact behaviors.
- Demonstrate strong problem-solving and critical-thinking skills by analyzing student needs, researching evidence-based practices, and implementing effective solutions
- Manage time, caseloads, schedules, and documentation efficiently while adapting to shifting priorities and frequent interruptions
- Facilitate therapeutic groups focused on emotional regulation, coping skills, executive functioning, social skills, self-advocacy, problem-solving, and resilience
- Exhibit adaptability, resilience, and openness to change in complex and evolving educational environments
- Build and maintain trusting, respectful interpersonal relationships that support student success and inclusive practices
- Teach and reinforce self-regulation, emotional awareness, replacement behaviors, coping strategies, and adaptive life skills using evidence-based and trauma-informed practices.
- Demonstrate reliability, professionalism, and accountability through consistent attendance, punctuality, and proactive communication
- Develop, implement, and monitor individualized therapeutic treatment plans aligned with students' educational, behavioral, and transition goals.
- Work independently under broad organizational guidelines while aligning practice to district, NCESD, state, and federal requirements
- Conduct regular student check-ins, collect and analyze progress-monitoring data, evaluate intervention effectiveness, and adjust supports as needed.
- Conduct comprehensive psychoeducational evaluations using multiple assessment tools and data sources to identify student strengths, needs, and areas of suspected disability
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- Interpret and synthesize assessment data to support eligibility determinations, educational planning, and instructional decision-making
- Participate as a member of evaluation teams, IEP teams, and problem-solving teams by contributing assessment findings, recommendations, and educational impact statements
- Provide consultation and evidence-based intervention support addressing academic, behavioral, social-emotional, and mental health needs
- Interpret and synthesize assessment data to support eligibility determinations, educational planning, intervention selection, and instructional decision-making.
- Support development and implementation of functional behavior assessments and behavior intervention plans using data-driven and culturally responsive practices
- Conduct Functional Behavior Assessments (FBAs) and collaborate in the development, implementation, and monitoring of Behavior Intervention Plans (BIPs) using data-driven and culturally responsive practices.
- Collaborate with educational teams to design and implement prevention, early intervention, and intensive supports within MTSS frameworks
- Participate as an active member of multidisciplinary teams, including special education, behavioral health, related services, and educational staff, to develop coordinated supports and individualized interventions.
- Use progress-monitoring data to evaluate intervention effectiveness and adjust supports as needed
- Support staff implementation of trauma-informed, neurodiverse practices

- Provide guidance regarding trauma-informed practices, social-emotional learning, and positive behavior supports
- Maintain accurate, timely, and confidential psychoeducational records and documentation in compliance with NCESD, district, state, and federal requirements
- Coordinate with families, community providers, and outside agencies to support continuity of services
- Contribute to professional learning and systems-level problem-solving related to student behavior, mental health, and learning

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
- Supports, implements, and abides by the NCESD and partnering agencies' policies, regulations, procedures, and administrative directives; demonstrates loyalty to the NCESD and other administrators
- Supports and follows the policies and procedures of the agencies served
- Submits records, reports, and assignments promptly and efficiently.
- Deals with obstacles and constraints positively.
- Demonstrates ability to adjust to and use new approaches in the performance of his/her duties.
- Seeks and takes advantage of opportunities for professional growth
- Demonstrates open, clear communication, a positive, caring attitude, and the ability to work with students, staff, and parents
- Assists in upholding and enforcing school rules, administrative regulations, and board policies and procedures
- Maintains dress and appearance appropriate to a professional office setting
- Works cooperatively with NCESD and school district staff to coordinate services and solutions for the assigned district
- A new employee is subject to a 180-day probationary period and must be evaluated before 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 Special Services, Executive Director of Student Success and Learning, Deputy Superintendent, or the Superintendent

Physical Demands:

- Frequent travel within the NCESD region. Some overnight travel may be required.
- Sitting for extended periods of time may be required.
- Lifts and carries a maximum of 40 pounds
- Adequate manual and finger dexterity, hearing, speech, and vision are necessary to perform the essential functions of this position.

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 References
- Washington State Sexual Misconduct Disclosure Release

[Click here to apply](#)