School Psychologist

at Catalyst Public Schools

School Year: 2026–2027 & 2027–2028

This posting is intended to build a candidate pool for current and anticipated openings across both school years.

POSITION: School Psychologist
GRADE LEVEL: K-12
LOCATION: Bremerton, Washington
SALARY: $85,000 - $123,105
STATUS: Full time school year, benefits eligible, exempt, in-person position.

WHO ARE YOU?

- You have an unwavering belief that all students can succeed, reach their most ambitious post-secondary goals, and lead full lives.
- You demonstrate a deep desire to personally professionally grow in your practice through self-awareness, a regular practice of reflection, and a communicated desire to continuously improve.
- You believe in the power of teamwork and want to work in a collaborative school community where team members support one another in addition to working with our leadership team to support scholar facing initiatives.

WHO ARE WE?

Being a part of the Catalyst: Bremerton team is a unique opportunity. We are deeply committed to achieving our mission of supporting our diverse scholars to live full lives and to succeed in college, career, and life and of finding their purpose and passion so that they can cultivate the critical hope, optimism and leadership essential to be catalysts in their community and world. Our schools are tightly-knit families where every child is known, loved, and challenged. Our strong community is rooted in high expectations, joy and exudes our core values:

- **Belonging.** We are stronger together.
- **Resiliency.** What we do today is what matters most.
- **Achievement.** When you succeed, we all succeed.
- **Vulnerability.** I speak my truth and I listen to yours.
- **Enthusiasm.** We show our spark and bring our hearts.

Since our founding in 2020, Catalyst: Bremerton has proven to be an important part of the educational landscape in Kitsap County. Our scholars have consistently outperformed their peers in our region in both English Language Arts and Mathematics and has been recognized for achieving significant academic growth with a variety of student populations, including scholars with diagnosed learning needs. Catalyst: Bremerton currently serves scholars in grades K-8 and expanded to offer high school programming in the fall of 2024.

Our Mission

We support our diverse scholars to live full lives and to succeed in college, career, and life. Scholars will find their purpose and passion so that they can cultivate the critical hope, optimism and leadership essential to be catalysts in their community and world.

KEY ROLES & RESPONSIBILITIES

Our School Psychologists (SPs) are leaders who play an integral role in ensuring student success through providing triaged direct services to our students, leading through crisis intervention, and supporting our school culture.

Supporting Students with IEPs & 504 Plans

- Complete evaluations for students who may have obstacles in accessing their education due to social emotional impact
- Create IEPs & 504s that address root causes of impact areas by outlining goals and services that will support students in their growth
- Progress monitor direct and indirect services to ensure our services and supports are helping students and adjust accordingly when needed
- Supervise and mentor Support Specialists and Education Specialists

Crisis Response

- Lead on immediate crisis response by using evidence based protocols regarding suicidality, self-harm, and threats to others
- Develop postvention plans that support students in the aftermath of a crisis
- Collaborate with culture leaders to ensure safety and support plans are implemented with fidelity

Additional Responsibilities

In addition to the above foundational responsibilities, our providers have the opportunity to take on projects aligned to their passions. These include:

- Supporting the school's attendance system and providing resources to families facing truancy
- Supporting the school's MTSS system and providing resources to teachers and families involved
- Delivering professional development for staff on trauma informed practices and other social emotional areas
- Holding psychoeducational family trainings
- Leading Social Emotional Learning for the whole school

Support the organizational culture of our school community:

- Uphold all professional responsibilities, including maintaining excellent attendance and punctuality and uphold professional norms of decorum
- Support the ongoing day to day operations of the school, as needed
- Provide coverage across the school, as needed, particularly for lunch, recess, or other times
- Other duties, as assigned

SKILLS AND CHARACTERISTICS

of a Catalyst School Psychologist

- Deep commitment to the Catalyst Public School's mission, program, and community
- Consistently demonstrate professional and ethical judgment in your words, thoughts, and actions
- Be a reliable colleague - attend work regularly and schedule personal events and commitments outside of school hours
- Embrace challenges as opportunities; demonstrate perseverance and tenacity in the face of difficulty
- Enthusiasm and mastery for subject matter
- Strong organizational, planning skills, and time management
- Use of data to drive instructional moves and intervention paths for scholars
- Excellent and culturally relevant classroom management skills
- Commitment to Catalyst's model including social emotional learning integration
- Belief in the importance of working in a diverse, inclusive, and equity driven work place
- Deep desire to grow and learn even when it is uncomfortable
- Collaborate with teammates and families to ensure Catalyst makes good on our mission
- Communicate clearly and effectively with scholars, families, colleagues, and team

MINIMUM QUALIFICATIONS

- Master degree with a major in school psychology
- Have a School Psychologist certificate from another state and have completed three years' experience under that certificate. (If the other state didn't require a certificate, must have three years' experience in that role.) OR hold a NCSP Certificate issued after December 31, 1991 by the National School Psychology Certification Board.

- The applicant must have successfully completed a comprehensive examination of the knowledge included in the course work for the required master's degree in school psychology OR the Praxis II specialty area test (code 5403) with a passing score of 155 (10/1/2022 to current), administered by the Educational Testing Service and used by the National Association of School Psychologists (NASP - www.nasponline.org/).
- See detailed qualifications here.

IDEAL QUALIFICATIONS

- Spanish speaker ideal, but not required
- Training and experience in restorative and trauma-informed approaches
- Has experience working with English Learners
- Demonstrated success working with students of color and students with varied abilities

WE ARE COMMITTED TO DIVERSITY, EQUITY AND INCLUSION

Catalyst Public Schools seeks individuals of all ethnic and racial backgrounds to apply for this position. We believe that maximizing the diversity of our organization and recruiting a team that reflects the diversity of our scholars is good for our whole community.

EQUAL EMPLOYMENT OPPORTUNITY

Equal employment opportunity and respect in the workplace are the foundation of Catalyst Public Schools. We prohibit and do not tolerate harassment, intimidation, bullying, discriminatory, or retaliatory behavior. All aspects of your employment are based upon your personal capabilities and qualifications, without regard to race, color, religion/creed, sex/gender (including pregnancy and gender identity), sexual orientation or perceived sexual orientation, national origin, alienage or citizenship status, disability, age, military status, marital status, partnership status, status as a victim of domestic violence, genetic predisposition or carrier status, or any other protected class as established by federal, state, or local law.

COMPENSATION

Compensation is competitive and commensurate with experience. We provide all teachers a full benefits package and opportunities for professional growth.

Do you see yourself and your passion in what you have read?

To apply please complete a resume and cover lever and submit them to talent@catalystpublicschools.org.