



**PULLMAN
COMMUNITY
MONTESSORI**

**PUBLIC
FREE
K-9**

Adopted **December x, 2022**

Out of Endorsement Teaching Staff

Title - Out of Endorsement Teaching Staff (Roberts, Demond)

Last Revised - 10/2022

Employee Start Date: December 2022 (2022-23 SY)

Pullman Community Montessori (PCM) acknowledges that Demond Roberts, hired as one of PCM's younger elementary guides, will be considered "Out of Endorsement". Demond has the appropriate Montessori credentials to fulfill this role but is in need of Washington State Teaching Certification. We believe him to be a highly qualified teacher. PCM's Head of School and Montessori Instructional Coach, as well as his peers, will work alongside Demond, just like with other staff, to ensure that the resources, materials, and curriculum used all meet the standards of high quality teaching and learning, and are aligned with standards and expectations. PCM will sponsor Demond for conditional certification so he can earn his Washington State Teaching Certification (to be attained within 2 years of hire) through a reputable alternative route program such as Northwest Educational Development. Demond's progress will be monitored by the Head of School and Montessori Instructional Coach and the board will be updated no less than annually on his progress.

Adopted and approved this _____ day of _____.

By: _____
Board President or Designee

Attest: _____
Head of School