



**PULLMAN
COMMUNITY
MONTESSORI**

**PUBLIC
FREE
K-9**

Adopted **November x, 2023**

Out of Endorsement Teaching Staff

Title - Out of Endorsement Teaching Staff (Crawford, Roger)

Resolution #: 14

Last Revised - 8/2023

Employee Start Date: August 2023 (2023-24 SY)

Pullman Community Montessori (PCM) acknowledges that Roger Crawford, hired as one of PCM's SPED Instructional Assistants, will be considered "Out of Endorsement". As an Instructional Assistant, per PCM best practice, Roger is also required to submit for Emergency Substitute Certification. We believe Roger to be a highly qualified SPED Instructional Assistant and prospective substitute. Roger has extensive experience working in special education as a paraprofessional. PCM's Head of School and Montessori Instructional Coach, as well as Roger's peers, will work alongside Roger, 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. The progress of the Timothy's Emergency Substitute Certification 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