

# Pullman School District is Hiring!

*Susan Weed, School Board President, Director District No. 1*

There seems to be help wanted signs up everywhere, businesses are having trouble finding people to work. The problem also exists for your Pullman School District. If you are looking to work for a dynamic and excellent educational organization, here are some outstanding job opportunities:

- Club Advisors
- Office Support Paraprofessional
- Special Ed Paraprofessionals
- General Education Paraprofessionals
- Coaches
- Nurses
- Custodians
- Mental Health Therapist
- Full-time Substitute Teachers for the remainder of the 2021-2022 school year only, as well as Substitute and Emergency Substitute Teachers.

Your Pullman School District is in need of substitute teachers and paraeducators. We are now at a point where, if we do not have enough substitutes on a day when we need them, we may have to close schools for that day. A troubling situation to say the least and the last thing we want is for our students to miss out on a day of school, then have to make it up later in the school year. If you know a former teacher or someone who has a bachelor's degree or higher and a passion for working with students, please encourage them to contact **Dagny Myers** at [Dmyers@psd267.org](mailto:Dmyers@psd267.org).

Not a certificated teacher? You can be an **“Emergency Substitute Teacher”** to work as an on-call teacher to assist schools on a program need basis. Required qualifications include a bachelor's degree or higher, the ability to obtain a Washington State Emergency Substitute Certificate, including successful completion of a fingerprint/background check, and experience working with children.

Another job that needs filling as soon as possible is **Regular Route School Bus Driver**. A great opportunity for someone looking for part time work (am or pm shifts available). In addition, Pullman School District will provide paid training. A driver must be 21 years or older, have a high school diploma or GED, possess a valid state driver's license with appropriate endorsements (reimbursement will be provided for the cost of obtaining a CDL) a first aid card and other requirements as listed at [PullmanSchools.org](http://PullmanSchools.org).

There also numerous opportunities to volunteer within our district—our food pantries are always looking for help (as well as donations) and our school gardens are always happy to welcome anyone with a green thumb.

I even got my food handlers permit so I could sub as a “lunch lady” if needed.

There are so many opportunities to be involved with our schools and our students. There is nothing more fulfilling than helping a child learn. We aspire to provide the best educational experience possible for the

students of your Pullman Public Schools. From custodians to bus drivers to food service to teachers—everyone is important to help us in this endeavor. I encourage you to join our team.

Pullman School District offers a competitive salary and a comprehensive benefit package. If you or someone you know is looking for an opportunity to work for an outstanding educational organization contact us by phone at (509) 332-3581 or by email at [info@psd267.org](mailto:info@psd267.org). For a complete list of job openings along with the qualifications needed and pay information visit [www.pullmanschools.org](http://www.pullmanschools.org), click on Departments, Human Resources, Employment Opportunities.

THE PULLMAN SCHOOL DISTRICT IS AN EQUAL OPPORTUNITY EMPLOYER

*The opinions expressed in Board Reports are those of individual school board members and do not necessarily reflect the opinions or views of the board as a whole or of Pullman Public Schools.*

## Board of Directors

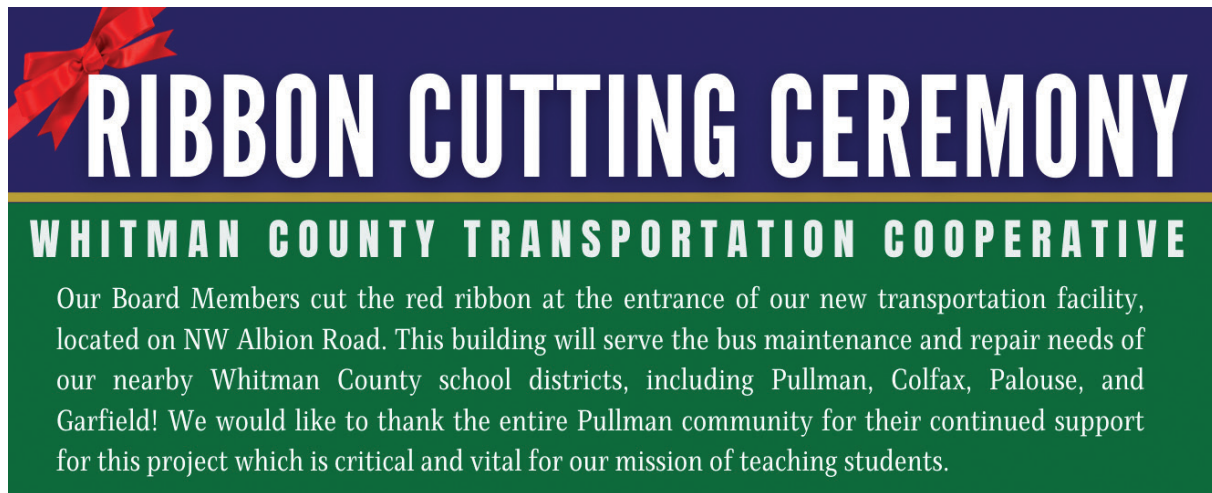
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# RIBBON CUTTING CEREMONY

## WHITMAN COUNTY TRANSPORTATION COOPERATIVE

Our Board Members cut the red ribbon at the entrance of our new transportation facility, located on NW Albion Road. This building will serve the bus maintenance and repair needs of our nearby Whitman County school districts, including Pullman, Colfax, Palouse, and Garfield! We would like to thank the entire Pullman community for their continued support for this project which is critical and vital for our mission of teaching students.





# Student Success and Equity

*Evan Hecker, Kamiak Elementary Principal*

As we begin the 2021 school year, Covid-19 continues to disrupt many aspects of our “normal” home, school, work, community relationships, expectations, and routines, but a lot has changed in Pullman Public Schools since last fall. This time last year all of our K-12 students participated in distance learning, but we started this year with a return to in-person school for all students. As students return to in-person school, the ultimate outcome of work is to support students during the transitions back to school during and following the pandemic in a manner that prioritizes their health and safety, social emotional needs, and behavioral and academic needs. To fully support all students, we must increase the sense of belonging our students feel within their school communities.

Last year our administrative team spent a considerable amount of time reflecting on how each students’ sense of safety and knowledge that they truly matter will allow us to help unlock achievement and accelerate learning for our students. As we planned to reshape equity initiatives, we decided to embark on a school district wide study of *Belonging Through a Culture of Dignity: The Keys to Successful Equity Implementation* by **Floyd Cobb** and **John Krownapple**, after our administrative teams’ successful deep dive into the text last school year.

As we now unpack *Belonging Through a Culture of Dignity: The Keys to Successful Equity Implementation* as a school district staff, we share our experiences with equity initiatives or equity focused professional development to assess whether or not the experience produced the change that was hoped for and why or why not.

Our district wide book study is showing us our answers are in plain sight—the keys to student success start and end with believing that inclusion, belonging, and dignity for all students is vital. We strive to foster learning environments that focus on shaping inclusive environments intentionally designed to foster a sense of belonging by honoring the dignity of each and every person and continue to plan how to celebrate, respect, and value the experiences of all.

As we continue to focus on equity, we realize we have the capacity to transform our schools, and provide students, families, and educators in Pullman Public Schools with inclusive, relationship-first learning opportunities rather than focusing solely on content. Inclusion is about transforming our current systems and structures to make school better for everyone. We want to remain focused on who we are teaching, and will partner with families to develop human beings who are capable of success, and affirm the talents, beliefs, and backgrounds of all.



## FAQ ABOUT

# WINTER WEATHER

Automated phone calls and/or text messages will be made to all parents/guardians by approximately 6:00 a.m. An announcement will also be made local radio/tv stations, on the district website and district social media pages.

### How do you decide whether or not to close school when it snows?

The staff monitors or receives weather and highway information from the National Weather Service, State and local law enforcement, the City of Pullman Transit Department, and the Department of Transportation. District transportation, maintenance, and administrative staff assess the travel and snow removal conditions throughout the district. They report to the superintendent or designee with recommendations regarding the safety on transportation routes and feasibility and snow removal. A decision is made regarding school opening and communications with staff and media are initiated before 6:00 am, if possible.

### What if the District operates school but the parent decides it is unsafe for their child to go to school?

The decision to operate schools is one that is made after reviewing general conditions and the District’s ability to respond to snow removal, maintain safe parking lots and sidewalks at the schools, and move buses safely on streets, roads and highways. Unique conditions at a child’s home, a parent’s individual judgment about the safety of driving conditions, and the parent’s individual judgment about his/her child’s ability to maneuver in and cope with the conditions will be honored as it is when a parent makes a judgment for other health and safety reasons to keep their child at home.

### Why are some districts open and others closed?

We make our decision based on available information about conditions within our district. Every district has their own unique resources and conditions (equipment, staff, topography, etc.) to cope with winter conditions. The weather conditions can vary considerably from one district to another, and even within a district with a large geographic area such as the Pullman School District.

### When would you close school early because of snow?

If the weather conditions deteriorate during the school day such that the District is unable to adequately respond to snow removal, maintain reasonably safe conditions at the schools, or move buses safely on streets, roads, and highways a decision will be considered to close school early. Typically, once children are at school it is generally safer to keep them there until the end of the school day since there may not be anyone at home to receive some children.

### When do you cancel outdoor recess?

Decisions regarding outdoor recess are made based on a number of factors including, but not limited to, temperature, wind chill, precipitation, and the ability of students to dress for the conditions. Experts agree that outdoor exercise benefits student learning and behavior, as long as the students are properly dressed for the conditions. We use a “temperature with wind chill” measure to determine if the temperature is appropriate to hold outdoor recess (other factors are also taken into account). Individual schools will base decisions on their schools microclimate.

**Temperature with wind chill:**

- 32 degrees and above – Outdoor recess can be held
- 13-31 degrees – Students can participate in outdoor recess, and should return indoors after 20-30 minutes
- 12 degrees or less – Students will have indoor recess

For more information about district Winter Weather Protocols, please visit [www.pullmanschools.org](http://www.pullmanschools.org)

The Pullman School District Board of Directors and the Pullman School District shall provide equal educational opportunity and treatment for all students in all aspects of the academic and activities programs without regard to race, religion, creed, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation (including gender expression or identity), marital status, the presence of any sensory, mental or physical disability, participation in the Boy Scouts of America or the use of a trained dog guide or service animal by a person with a disability. The district will provide equal access to school facilities to the Boy Scouts of America and all other designated youth groups listed in Title 36 of the United States Code as a patriotic society. District programs will be free from sexual harassment.

The following employees have been designated to handle questions and complaints of alleged discrimination: Civil Rights Coordinator and Title IX Coordinator, Assistant Superintendent, (509) 332-3144, and Section 504 Coordinator, Director of Special Services, (509) 332-3144. 240 SE Dexter Street, Pullman, WA 99163. Applicants with disabilities may request reasonable accommodations in the application process by contacting the Personnel Coordinator at (509) 332-3584.