



Our District:

Pioneer School District serves approximately 750 P-8 students and encompasses a rural area east of Shelton in the South Puget Sound region. The district is mainly forested, accented by lakes and waterways with multiple recreational opportunities. The district's newer schools (remodeled and rebuilt in 2017) and its quality education coupled with its beautiful setting is attracting young families to the area. Our community is known for having a strong commitment to supporting our schools and our students. Our district is committed to ensuring that every student achieves high levels of learning every day.

Our Community:

Pioneer School District is in a beautiful, rural community in the South Puget Sound region of Washington state – one of the most beautiful and livable areas of the state with numerous recreational opportunities for hiking, boating, and fishing in beautiful Mason County. The Pioneer community offers a balanced lifestyle in a beautiful, family-oriented rural community with easy access to urban areas of the South Puget Sound area and the amenities of the West Coast.

Job Description:

Pioneer Elementary teachers facilitate student success in academic and interpersonal skills through implementing District approved curriculum; documenting teaching and student progress/activities/outcomes; addressing specific educational needs of students; providing a safe and optimal learning environment and providing feedback to students, parents and administration regarding student progress, expectations, and goals.

Essential Responsibilities:

- Foster the intellectual and social development of children in the first phases of their elementary experience by instructing students for the purpose of improving their success in academic, interpersonal, and daily living skills using district approved curriculum
- Provide engaging instruction using research-based effective instructional strategies that are developmentally appropriate for early elementary students
- Create a warm, welcoming, and safe learning environment
- Practice thoughtful, respectful, and effective behavior management to support development of respectful attitudes, behavior, responsibility and self-regulation
- Recognize the special needs of students with learning disabilities and make appropriate individualized physical and instructional accommodations within the classroom
- Maintain inclusive, culturally responsive, and equitable classroom management and instructional methods
- Employ a variety of instructional techniques, instructional media, and performance assessments, to guide the learning process for students to achieve established learning standards
- Assess students for the purpose of providing feedback to students, parents, and administration regarding students' progress, expectations, and goals
- Ensure students are achieving grade level standards and adapt instruction or apply interventions to ensure individual student learning needs are met
- Communicate and collaborate with parents/legal guardians regarding student progress for the purpose of supporting teacher expectations, developing methods for improvement and/or reinforcing classroom or learning goals

Performance Responsibilities:

- Meets and instructs assigned classes in the locations at the time designated
- Develops and maintains a classroom environment conducive to effective learning within the limits of the resources provided by the district
- Prepares for classes assigned and shows written evidence of preparation upon request of immediate superior.
- Insist that students maintain high standards of behavior and exemplifies proper behavior through appropriate modeling
- Takes all necessary and reasonable precautions to protect students, equipment, materials and facilities
- Evaluates and monitors student progress on a regular basis



Performance Responsibilities (cont.):

- Maintains accurate, complete and correct records as required by law, district policy and administrative regulations
- Assists in upholding and enforcing school rules, administrative regulations and board policy
- Makes provision for being available to students and parents for education-related purposes outside the instructional day when required or requested to do so under reasonable terms
- Must attend and participate in all faculty and staff meetings except when excused by the principal
- Participates and cooperates with other members of the staff in planning instructional goals, objectives and methods
- Assists in the selection of books, equipment and other instructional materials according to district policy.
- Accepts a share of responsibility for co-curricular activities as assigned
- Works to establish and maintain open lines of communication with students and their parents concerning both the broad academic and behavioral progress of all assigned students
- Establishes and maintains cooperative relations with others
- Provides for own professional growth through an on-going program of reading, workshops, seminars, conferences and/or advanced course work at institutions of higher learning
- May include lifting, bending, stooping, stretching or other physical activities
- Other responsibilities as assigned by supervisor

Required Qualifications:

- A Washington teaching certificate and endorsement/credential for the instruction level of this position
- Job related experience along with knowledge of age appropriate teaching methods and Washington state learning standards
- Ability to perform a variety of specialized tasks, maintain records, establish and maintain cooperative relationships with students, parents, other school personnel, and meet schedules and deadlines
- Effective verbal and written communication skills including the ability to professionally and respectfully engage in conversations with students, parents, and staff
- Experience successfully using assessment data for instructional decision-making to improve student learning.

Salary schedule is starting rate BA0/0-\$55,153 to MA90/20-106,032 depending on experience and transcripts.

Insurance Benefits Employees who are anticipated to work 630 hours during the school year (September 1 through August 31) are eligible for medical, dental, vision, long term disability and basic life insurance benefits. Pioneer School District benefits are administered by the Washington State Healthcare Authority under the School Employees Benefits Board (SEBB). Click on the link <https://www.hca.wa.gov/employee-retiree-benefits/school-employees> for information on available benefit options.

Retirement and Deferred Compensation

Eligible employees are required to be a member of the Washington State Department of Retirement Systems Plan. For eligibility information, check on the link to the [Department of Retirement Systems'](#) web site. Employees also have the ability to participate in tax deferred 403(b) and 457 Deferred Compensation Plans (DCP). These are supplemental retirement savings programs that allow you control over the amount of pre-tax salary dollars you defer as well as the flexibility to choose between multiple investment options. Click on the link <https://www.drs.wa.gov/plan/dcp/> for information on the 457 plan (DCP) with the Department of Retirement Systems. To enroll in an eligible 403(b) plan, employees must consult with their own financial planner that is an approved vendor.

The Pioneer School District is an equal opportunity education institution and will not discriminate in its educational programs, activities or employment practices on the basis of race, color, national origin/language, creed/religion, sex, sexual orientation-including gender identity, disability, or the use of service animal by a person with a disability, age, marital status, honorably discharged veteran or military status and HIV/Hepatitis C status, or other legally protected classification in accordance with state and federal laws, including Title VI, Title IX, Section 504 and Americans with Disabilities Act and provides equal access to the Boy Scouts and other designated youth groups. The following employee has been designated to handle questions and complaints of alleged discrimination: School District's Title IX Officer, Amy Koster at 112 E Spencer Lake Rd, Shelton, WA 98584, (360) 426-9115

