

**VACANCY ANNOUNCEMENT**

Cumberland County Schools  
P.O. Box 2357  
Fayetteville, NC 28302  
(910) 678-2628

**DATE:** June 4, 2021

**POSITION:** MASTER TEAM REACH TEACHER (MTRT) -ELEMENTARY/MIDDLE/HIGH

**BEGINNING DATE:** August 2022

**QUALIFICATIONS:**

- Have three or more years of teaching experience and a valid teaching license
- Show evidence of superior classroom teaching performance, as measured by teacher evaluation data
  - If the candidate is a North Carolina applicant, "superior teaching performance" is defined as 2 of 5 standards rated at accomplished or distinguished on the most recent NCEES evaluation.
  - Out-of-state candidates must submit their most recent classroom evaluation and a narrative describing their performance.
- Demonstrate a track record of high-progress student outcomes for the past 1-3 years.
  - If EVAAS data is used, candidates must meet or exceed growth with an EVAAS score above 0.
  - If EVAAS data is not available, teachers may substitute data from a nationally normed or standardized assessment
  - If candidates do not teach students directly (i.e. Instructional coaches, facilitators), they must demonstrate that the students and/or teachers they have supported "met or exceeded growth" by submitting relevant student data based on your role. For example, if a candidate was a school wide Instructional Coach for math, then they should submit the entire school's math growth data as part of their data submission.
- Possess the competencies necessary to achieve results despite obstacles, lead and develop other adults, and effectively work with people who have differing cultural backgrounds and/or personal characteristics, including race, religion, gender, sexual orientation, or economic differences.
  - Competencies will be assessed via supervisor/coworker recommendations and the Behavioral Event Interview

**REPORTS TO:** School Principal

**PERFORMANCE RESPONSIBILITIES:**

- Teaches significantly more students, takes on adult leadership responsibilities
- The Master Team Reach Teacher (MTRT) serves on a multi-classroom leader's (MCL's) team, directly teaching more students than usual (typically between 25% and 75% more students), while helping the MCL lead a larger team (e.g., by coaching part of the team) and/or reaching significantly more students than other teachers.
- MTRTs plan and deliver instruction for multiple classes in a school with the support of a paraprofessional known as a reach associate or a teacher resident.
- MTRTs are also responsible for monitoring the effectiveness of instruction supervised by the reach associate(s) and making or recommending changes.
- The MTRT will be held formally accountable for their adult leadership (could include an evaluation of their adult leadership skills on a rubric). The MTRT is also evaluated as a traditional teacher for the students they teach directly.
- Performs other duties and accepts responsibilities as assigned.

**PAY SUPPLEMENT:**

**Master Team Reach  
Teacher**  
\$5,000 (Title I School)  
\$3,000 (Other School)

**CLOSING DATE:** Until Filled

**APPLICATION  
PROCEDURES:**

Applicants must submit the required documents to Kendra Diggs by email  
[kendradiggs@ccs.k12.nc.us](mailto:kendradiggs@ccs.k12.nc.us):

"EQUAL OPPORTUNITY EMPLOYER"

## Job Application

### TEAM REACH

#### Position: Master Team Reach Teacher

#### Position Overview

Role	Master Team Reach Teacher
Reach	Teaches significantly more students, takes on adult leadership responsibilities
Pay Supplement (Title I/Other Schools)	\$5,000/\$3,000
Description	The Master Team Reach Teacher (MTRT) serves on a multi-classroom leader's (MCL's) team, directly teaching more students than usual (typically between 25% and 75% more students), while helping the MCL lead a larger team (e.g., by coaching part of the team) and/or reaching significantly more students than other teachers. MTRTs plan and deliver instruction for multiple classes in a school with the support of a paraprofessional known as a reach associate or a teacher resident. MTRTs are also responsible for monitoring the effectiveness of instruction supervised by the reach associate(s) and making or recommending changes.
Accountability	The MTRT will be held formally accountable for their adult leadership (could include an evaluation of their adult leadership skills on a rubric). The MTRT is also evaluated as a traditional teacher for the students they teach directly.

#### Qualifications

##### To be eligible for the MTRT position, candidates must:

- Have three or more years of teaching experience and a valid teaching license
- Show evidence of superior classroom teaching performance, as measured by teacher evaluation data
  - If the candidate is a North Carolina applicant, "superior teaching performance" is defined as 2 of 5 standards rated at accomplished or distinguished on the most recent NCEES evaluation.
  - Out-of-state candidates must submit their most recent classroom evaluation and a narrative describing their performance.
- Demonstrate a track record of high-progress student outcomes for the past 1-3 years.
  - If EVAAS data is used, candidates must meet or exceed growth with an EVAAS score above 0.
  - If EVAAS data is not available, teachers may substitute data from a nationally normed or standardized assessment.
  - If candidates do not teach students directly (i.e. Instructional coaches, facilitators), they must demonstrate that the students and/or teachers they have supported "met or exceeded growth" by submitting relevant student data based on your role. For example, if a candidate was a school wide

Instructional Coach for math, then they should submit the entire school’s math growth data as part of their data submission.

- Possess the competencies necessary to achieve results despite obstacles, effectively work with people who have differing cultural backgrounds and/or personal characteristics, including race, religion, gender, sexual orientation, or economic differences, and believe all students can learn.
  - Competencies will be assessed via supervisor/coworker recommendations and the Behavioral Event Interview

### Screening Process

- HR will screen MTRT candidates for required basic qualifications (complete application, years of experience, student data, evaluation data).
- If the candidate meets the basic screening criteria for the role, they will be invited to a Behavioral Event Interview at the district. If the candidate does not meet the criteria for the role, they will be notified by HR.
- After completing the BEI interview, candidates who demonstrate the competencies necessary for success in the role will be placed in the district MTRT pool. Being placed in the pool is NOT a guarantee of a position. Candidates who do not meet the competencies will be notified.
- Principals will invite candidates from the district pool to their school level selection process and will make offers for positions at their school. Candidates who do not receive offers will remain in the district pool for 3 years.

### Application

**Directions:** Please complete the following questionnaire and assemble the required documents. Your completed application should include:

- ✓ **Applicant Questionnaire**
  - Please note: the demographic information section is optional
- ✓ **Teaching certificate**
- ✓ **Resume**
- ✓ **Summative Evaluation**
- ✓ **Summary of High-Growth Student Data and Narrative Explanation**
- ✓ **Colleague Recommendations**

Save your completed questionnaire and all required additional documents as one PDF file with the following naming convention: **LASTNAME\_FIRSTNAME\_POSITION APPLYING FOR.pdf**

Email your completed application to Kendra Diggs at [kendradiggs@ccs.k12.nc.us](mailto:kendradiggs@ccs.k12.nc.us). *Please note:* if your file does not contain the required components or is incomplete, you will not be considered for the position.

Applicant Questionnaire: Contact Information & Certification	
First Name	
Last Name	

<b>Phone Number</b>	
<b>Current Address</b>	
<b>Email Address</b>	
<b>Current Role</b>	
<b>Current School</b>	
<b>Current Certification Area(s)</b>	
<b>Preferred Placement (select all that apply)</b>	<input type="checkbox"/> Lower elementary (K-2). Choose preferred subject area(s): <input type="checkbox"/> Math <input type="checkbox"/> ELA <input type="checkbox"/> Science <input type="checkbox"/> Social Studies <input type="checkbox"/> Other (please describe): <input type="checkbox"/> Upper elementary (3-5). Choose preferred subject area(s): <input type="checkbox"/> Math <input type="checkbox"/> ELA <input type="checkbox"/> Science <input type="checkbox"/> Social Studies <input type="checkbox"/> Other (please describe): <input type="checkbox"/> Middle school (6-8) <input type="checkbox"/> Math <input type="checkbox"/> ELA <input type="checkbox"/> Science <input type="checkbox"/> Social Studies <input type="checkbox"/> Other (please describe): <input type="checkbox"/> High School (9-12) <input type="checkbox"/> Math <input type="checkbox"/> ELA <input type="checkbox"/> Science <input type="checkbox"/> Social Studies <input type="checkbox"/> Other (please describe):

### Required Additional Documents

Be sure to save all required documents and the completed application questionnaire as one PDF file with the following naming convention: **LASTNAME\_FIRSTNAME\_POSITION APPLYING FOR.pdf**

- **Teaching certificate**
- **Resume** (no more than 2 pages)
- **Summative Evaluation** (please attach a copy of your 3 most recent summative evaluation)
- **Summary of High-Growth Student Data and Narrative Explanation:** Please follow the instructions on this [guidance document](#). Your submission must include all relevant components (data & narrative) to be considered.
- **Colleague Recommendations:** Please provide completed [recommendation forms](#) from two (2) people who can speak to your teaching and/or leadership practices. At least one of these people must be a current or former supervisor. Please do not attach additional recommendations as they will not be considered in the selection process.

## Optional Demographic Information Section

CCS is committed to ensuring a diverse candidate pool that reflects the students our district serves. This information is used to determine if our equal employment opportunity efforts are reaching all segments of the population, consistent with Federal equal employment opportunity laws. Responses to these questions are voluntary. Your responses will not be shown to the panel rating the applications, to the official selecting an applicant for a position, or to anyone else who can affect your application. This form will not be placed in your Personnel file nor will it be provided to your supervisors in your employing office should you be hired. The aggregate information collected through this form will be kept private to the extent permitted by law. See the Privacy Act Statement below for more information. Completion of this form is voluntary. No individual personnel selections are made based on this information. There will be no impact on your application if you choose not to answer any of these questions. Thank you for helping us to provide better service.

Demographic Information (Optional)	
<b>Sex</b>	<input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Other: <input type="checkbox"/> Declined to answer
<b>Ethnicity</b>	<input type="checkbox"/> Hispanic or Latino - a person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.  <input type="checkbox"/> Not Hispanic or Latino  <input type="checkbox"/> Declined to answer
<b>Race (Check all that apply)</b>	<input type="checkbox"/> American Indian or Alaska Native - a person having origins in any of the original peoples of North or South America (including Central America), and who maintains tribal affiliation or community attachment.  <input type="checkbox"/> Asian - a person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, or Vietnam.  <input type="checkbox"/> Black or African American - a person having origins in any of the black racial groups of Africa.  <input type="checkbox"/> Native Hawaiian or Other Pacific Islander - a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific islands.  <input type="checkbox"/> White - a person having origins in any of the original peoples of Europe, the Middle East, or North Africa.  <input type="checkbox"/> Declined to answer