

VACANCY ANNOUNCEMENT

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

DATE: June 4, 2021
POSITION: MULTI-CLASSROOM LEADER(MCL)-ELEMENTARY/MIDDLE/HIGH
BEGINNING DATE: August 2021

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 3 of 5 standards rated at accomplished or distinguished on the most recent NCEES evaluation. Standard 4 must be rated as accomplished or better.
 - 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 2-4 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:

- The Multi-Classroom Leader (MCL) leads a team of teachers.
- The MCL sets team goals and organizes the team to fit each teacher’s strengths, content knowledge, and professional development goals.
- Additional responsibilities include: observing, giving feedback and coaching; co-teaching and modeling lessons for team teachers; leading, co-planning, and analyzing data for the team; teaching students directly.
- The MCL will be held formally accountable for their team leadership and for the student results for each teacher whom they support (could include an evaluation of their adult leadership skills on a rubric and an average of student growth data from teachers on their team). A partial-release MCL who still teaches students directly is additionally evaluated as a traditional teacher.
- Performs other duties and accepts responsibilities as assigned.

PAY SUPPLEMENT:

MCL I	MCL II	MCL III
Leads 2-3 Teachers	Leads 4-6 Teachers	Leads 7-8 Teachers
\$10,000 (Title I School)	\$12,000 (Title I School)	\$15,000 (Title I School) \$13,000
\$8,000 (Other School)	\$10,000 (Other School)	(Other School)

CLOSING DATE: Until Filled

APPLICATION PROCEDURES: Applicants must submit the documents to Jennifer Rancour by email jenniferrancour@ccs.k12.nc.us:

“EQUAL OPPORTUNITY EMPLOYER”

Job Application
MULTI-CLASSROOM LEADERSHIP
Position: Multi-Classroom Leader

Position Overview

Role	MCL I	MCL II	MCL III*
Reach	Leads 2-3 teachers	Leads 4-6 teachers	Leads 7-8 teachers
Pay Supplement (Title I/ Other Schools)	\$10,000/\$8,000	\$12,000/\$10,000	\$15,000/\$13,000
Description	The Multi-Classroom Leader (MCL) leads a team of teachers. The MCL sets team goals and organizes the team to fit each teacher’s strengths, content knowledge, and professional development goals. Additional responsibilities include: observing, giving feedback and coaching; co-teaching and modeling lessons for team teachers; leading, co-planning, and analyzing data for the team; teaching students directly.		
Accountability	The MCL will be held formally accountable for their team leadership and for the student results for each teacher whom they support (could include an evaluation of their adult leadership skills on a rubric and an average of student growth data from teachers on their team). A partial-release MCL who still teaches students directly is additionally evaluated as a traditional teacher.		
*note: MCL III will not be available in year 1			

Qualifications

To be eligible for the MCL 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 3 of 5 standards rated at accomplished or distinguished on the most recent NCEES evaluation. Standard 4 must be rated as accomplished or better.
 - 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 2-4 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

Screening Process

- HR will screen MCL 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 MCL 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 Jennifer Rancour at jenniferrancour@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	
Phone Number	
Current Address	

Email Address	
Current Role	
Current School	
Current Certification Area(s)	
Preferred Placement (select all that apply)	<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)	
Sex	<input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Other: <input type="checkbox"/> Declined to answer
Ethnicity	<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
Race (Check all that apply)	<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