



Invitation to Apply for a ARI-Funded Reading Specialist at University Charter School:

We are now accepting applicants for Reading Specialist. The Alabama Reading Initiative (ARI) funded school reading specialist for ARI support will have responsibilities for coordinating efforts to provide training and support to K-3 teachers in the schools where funds have been allocated. The role of the school-level reading specialist will be to function solely as a reading specialist, peer support, and coaching partner for K-3 teachers. Additionally, a proportional amount of the school reading specialist's time, determined by careful data analysis, will be dedicated to working with students identified with the greatest needs (gaps) in reading achievement.

Reports to: Director of Instructional Support

Application Deadline: Until all positions are filled

Start Date: August 1, 2024

Answering the Call

Feeling trapped in the box of the traditional educational model? Ready to rethink rural, K-12 education? Wouldn't it be cool if you could teach in an innovative rural school that cultivates students' creativity and makes learning relevant through real-world experiences? A school in which the content standards are the floor and not the ceiling? A school in which relationships are valued more than compliance? Well, here's your chance!

We are searching for individuals who are comfortable working in an exciting environment, who are risk-takers and are driven to imagine and explore the limitless possibilities for our students, and who are committed to providing an engaging, yet rigorous, project-based/place-based approach to teaching and learning. Successful candidates will be highly collaborative, yet independent thinkers, and will be comfortable "co-working" with their professional peers. Do you want to teach your students on a deeper level and facilitate opportunities for them to develop their passions beyond the core content? You'll be able to do just that at University Charter School. UCS is a diverse, student-centered school that is seeking educators who are prepared to lead and are passionate about UCS's ambitious plans to re-imagine rural education. If you're tired of the box of tradition, apply to teach at University Charter School, where the box does not exist.

University Charter School

University Charter School (UCS) is an innovative PK-12 public charter school that opened in August 2018 in rural Livingston, Alabama. For the 2024-2025 school year, UCS will have ~750 students in grades PK – 12. UCS is designed to be a rural, diverse school that cultivates independent thought, promotes the building of character and civic responsibility, and is committed to preparing all students for personal and professional success through the discovery of

individual learning pathways in a rigorous and integrated Science, Technology, Reading, Engineering, Arts, and Mathematics (STREAM) focused, project-based and place-based curriculum. The vision of University Charter School is to become a rural model for producing adaptable learners that have a strong sense of place, mission, and rural identity, and who recognize the value of collaboration within a school, across a community, and between diverse rural regions. Our graduates will be prepared to continually meet the demands of an ever changing economy and will be perceived as community leaders and catalysts for meaningful change. We see UCS as a purposeful, place-based, and collaborative pathway to encourage growth and retention in and to restore relevance to our rural community.

UCS is strategically and intentionally located on the campus of the University of West Alabama and was created in partnership with the University of West Alabama. UCS faculty and students will leverage the assets of the University through hands-on partnerships and academic projects with participating colleges and divisions that span health care, education, and the arts, to name a few.

UCS's approach to education is unique in a number of ways:

- **Location:** The school's location on the University of West Alabama campus in rural Sumter County, Alabama, will provide students with the opportunity to build rich and ongoing relationships with each other and benefit from the programs and opportunities available on campus and in our community. Sumter County, our rural community, has been challenged by a lack of high quality educational opportunities, a decline in overall child well-being, high poverty rates, high unemployment rates, low per capita income, and depopulation. UCS was created out of a partnership between the University of West Alabama and a rural, impoverished community in an effort to meet the educational needs of the children. By nurturing the diversity of a divided community, UCS presents a solution to the unique educational challenges that face rural communities by providing a blueprint for others to follow, as well as presents opportunities to demonstrate and implement PK-12 best practices in a rural setting.
- **Curriculum:** UCS's curriculum is project-based and place-based, which will provide students with real-world local connections to what they are learning in school. Students will also have the autonomy to direct their course of study, allowing them to pursue academic work and projects that inspire them.
- **Diverse by Design** - Last but not least, UCS will ensure that a diverse group of students can take advantage of all of the opportunities this school will offer.

PURPOSE:

Per the *Alabama Literacy Act*, "An Alabama Reading Initiative local reading specialist **shall be assigned to provide intensive, targeted professional development for elementary school teachers at one school.**

CREDENTIALS OF ARI READING SPECIALISTS:

MINIMUM QUALIFICATIONS: An ARI local reading specialist shall have all of the following minimum qualifications:

- a. The required Alabama Professional Educator Certificate.

- b. A bachelor's degree and advanced coursework or professional development in the science of reading, such as multisensory language instruction, or comparable alternative training approved by the Alabama State Board of Education.
- c. A minimum of two years of experience as a successful elementary or literacy teacher.
- d. A knowledge of scientifically based reading research, special expertise in quality reading instruction and intervention, dyslexia- specific interventions, and data analysis.
- e. A strong knowledge base in the science of learning to read and the science of early childhood education.
- f. Excellent communication skills with outstanding presentation, interpersonal, and time management skills.

DUTIES AND RESPONSIBILITIES:

In order to ensure that all students are reading on or above grade level by the end of third grade, the job of the ARI-funded local reading specialist(s) outlined in the Alabama literacy Act will include the following as evidenced by student reading achievement and growth:

- a. Collaborating with the principal to create a strategic plan for coaching to support and measure the impact of reading instruction according to the science of reading, school baseline data, and data from approved early reading assessment systems.
- b. Facilitating school wide professional development and monitoring and measuring the impact of transfer to practice.
- c. Modeling effective science of reading instruction for teachers that is explicit, systematic, inclusive of detailed explanations and more extensive opportunities for guided practice, error correction, and feedback.
- d. Coaching and mentoring teachers daily via planned coaching cycles based on data and gradually releasing responsibility to teachers.
- e. Facilitating data analysis discussions and supporting teachers by using data to differentiate instruction according to the needs of students by adhering to the framework of tiered instruction.
- f. Fostering multiple areas of teacher professional learning, including exceptional student education and content area knowledge, and making adjustments based on data.
- g. Prioritizing time for those teachers, activities, and roles that will give the greatest impact on student reading achievement, such as coaching and mentoring in classrooms, as evidenced by coaching logs, student impact data, and site visit data.
- h. Monitoring the reading progress of all students a minimum of three times per year and making recommendations for the adjustment of instruction according to student-specific needs identified from multiple data points and aligned with the science of reading as specified in the strategic plan for coaching.

Salary and benefits

UCS offers a competitive salary dependent upon degree, licensure and experience and

comprehensive benefits package including health insurance and retirement.

Apply

If your experiences and passion make you a great fit for the role, please complete an application. UCS uses an online application system designed to be an easy and efficient way for you to apply. All available positions are listed in [TeachInAlabama](#). Applicants interested in vacancies with UCS must complete an online application. If selected for a position, additional information is required including a background check/fingerprint review, proof of citizenship, and valid identification.

Online Application Instructions

First Time Users

Step 1: Go to Applicant Login

Step 2: Click on Create an Account

Step 3: Select a Username and Password. You will use this login information any time you want to apply.

Step 4: Build an application by clicking on the Create Application link. This application can be saved and used to apply to more than one job opening.

Step 5: If you are ready to apply, complete the application with information and materials for the specific job opening. Make sure you have attached your resume, cover letter and any other pertinent documents in the add attachment section before you apply to a specific job.

Apply Now

Step 1: Scroll through the job postings and click on the Job Title to which you want to apply.

Step 2: Click on Apply

Step 3: Login in using your username and password.

Step 4: Complete your application with information and materials for the specific job opening. Make sure you have attached your resume, cover letter and any other relevant documents in the add attachment section.

Important Notes

- Make sure your application is complete and all required materials are attached. Once an application is submitted to a job, it cannot be edited.
- When applying to multiple job postings, your main application will carry forward the information and the attachments of prior applications. Remember to delete the previous cover letter/information you attached and replace them with the new appropriate documents.
- It is important that your application show all the relevant education and experience you possess. Applications may be rejected if incomplete

Online applications are stored on a secure site

Only authorized employees and hiring authorities have access to the information submitted.

UCS does not discriminate on the basis of age, race, color, sex, sexual orientation, religious preference, marital status, disability, national origin, or any other reason prohibited by state or federal law. Employees of the District are required to comply with the provisions of Title VII of the Civil Rights Act and Title IX of the 1972 Educational Amendments. Alabama school boards are required by state law to verify the employment eligibility of newly hired employees by using the federal E-Verify program. New employees are required to provide a Social Security number, an unexpired identity document that contains a photograph, and other acceptable documents that establish employment eligibility. In addition to determining whether a new hire is authorized to work in the United States, E-Verify will confirm that the employee's name and Social Security number match. All applicants must pass a background check through the Alabama State Department of Education to be eligible for employment.