



### **Invitation to Apply for Substitute Teacher at University Charter School:**

We are now accepting applicants for Substitute Teachers in order to create our substitute list for the school year. We are looking for collaborative and innovative leaders to serve as substitutes.

If you are experienced and interested please send a cover letter and resume to Talitha McVay at [tmcvay@universitycharterschool.org](mailto:tmcvay@universitycharterschool.org) or call 205-652-3848 for more information.

**Reports to:** Principal

**Application Deadline:** Until all positions are filled

**Start Date:** To be determined

### **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!

University Charter School is now accepting applications for teachers and support staff. We are searching for individuals who are comfortable working in an exciting start-up 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 reimagine 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. 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's students and staff will be guided by five core values:

- Communication—Sharing thoughts, questions, ideas, and solutions
- Collaboration—Working together to achieve a goal – putting talent, expertise, and smarts to work
- Critical Thinking—Looking at problems in a new way, linking learning across subjects & disciplines.
- Creativity—Trying new approaches to get things done equals innovation and invention
- Character Education and Development—Implementing whole child education, service learning, social-emotional learning and civic literacy to ensure that young people become responsible, caring, and contributing citizens.

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 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.

### **Roles and responsibilities**

Substitute Teachers will support the instructional program by substituting for our faculty when they must be away from campus. This would be a part-time, as needed position. The substitute teacher delivers the content during the designated hours as well as:

- Collaborates with teacher(s) or other staff as assigned for the purpose of communicating information, resolving issues, and providing services in compliance with established guidelines.
- Maintains materials for the purpose of ensuring students are prepared for instruction.
- Monitors students with special needs across all settings (e.g. classroom, field trips, lunchroom, playground, during life enrichment activities, etc.) for the purpose of providing a safe and positive learning environment.
- Responds to emergency situations (e.g. students that are: running, fighting, displaying inappropriate behavior, etc.) for the purpose of resolving immediate safety concerns.
- Maintain confidentiality.
- Be regular and punctual in attendance.
- Maintain proper and professional relationships with students and other employees.
- Perform duties in a manner that will promote good public relations.
- Assume other duties as assigned by supervisor.
- Establish a positive relationship with parents, co-workers, volunteers and other visitors
- Work collaboratively with colleagues and community partners in a co-taught, interdisciplinary instructional setting
- Develop meaningful and supportive relationships with students through a positive youth development lens
- Develop and maintain positive relationships and communication with parents and families
- Performs other related duties as assigned and deemed necessary by the Principal to meet the needs of the UCS community
- Bring your “A game” and have fun. It’s what we do at University Charter School

### **Qualifications**

The strongest candidates will have the following certifications, skills, and experiences:

- Clear State of Alabama ASBI/FBI criminal history background check
- Educational Requirements:
  - High School Diploma or the equivalent
  - Long-Term substitutes MUST possess a valid and current Alabama Substitute Teacher’s Certificate or Alabama Teacher’s Certificate.
- Desired Qualifications:
  - Valid and Current Alabama Substitute Teacher’s Certification OR
  - Alabama Teacher’s Certificate

- Good physical and emotional health, including the ability to lift as well as to implement a behavioral management program with students of varying ages and sizes.
- Effective interpersonal communication skills.
- Such alternatives to the above qualifications as the Board of Directors may find appropriate and acceptable

### **Salary and benefits**

UCS offers a competitive wage dependent upon degree, licensure and experience.

### **Apply**

If your experiences and passion make you a great fit for the role, send a cover letter and resume to Talitha McVay at [tmcvay@universitycharterschool.org](mailto:tmcvay@universitycharterschool.org)

*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.*