

Advanced Teaching Roles

“Opportunity Culture in Chatham”



What is “Opportunity Culture” and Advanced Teaching Roles?

Chatham County Schools received the NC Department of Public Instruction “Advanced Teaching Roles” four-year grant to implement Opportunity Culture beginning with the 2024-2025 academic year.

If you are interested in applying for Opportunity Culture roles in Chatham County Schools, please review the previously recorded Zoom session linked below:

[Opportunity Culture information session \(linked here\)](#)

Access passcode: 3x3JWJ%9

Session recorded May 6, 2024

Specific information, including the employment application, for our Multi-Classroom Leader (certified) and Reach Associate (non-certified) positions is available from our online Frontline employment application [linked here](#). Select “Opportunity Culture” from the Categories list and apply today!

The concept of Advanced Teaching Roles in North Carolina is rooted in extending the reach of highly effective classroom teachers to positively impact learning for all students, expanding teacher leadership opportunities for professional learning, and implementing new instructional models to improve school-wide performance.

Opportunity Culture, a nationwide initiative of Public Impact, is one model associated with Advanced Teaching Roles.

Opportunity Culture is centered upon the following five principles:

1. Reach more students with excellent teachers and their teams.
2. Pay teachers more for extending their reach.
3. Fund pay within regular budgets.
4. Provide protected in-school time and clarity about how to use it for planning, collaboration, and development.
5. Match authority and accountability to each person's responsibilities.

Why did we apply for a grant to use the Opportunity Culture model?

Chatham County Schools is designing and implementing Opportunity Culture to inspire and empower ALL students with access to consistent, high-quality instruction at all levels by leveraging and distributing the talent of high-quality educators through innovative staffing models.

Opportunity Culture roles will lead on-the-job professional learning to support teachers' instructional excellence while providing an enhanced career ladder that offers new opportunities to recruit, retain, and develop excellent educators.

The following five schools will participate in our initial Opportunity Culture cohort for the implementation of the state grant:

- Bonlee School (K-8)
- Chatham Middle School
- Chatham Central High School
- George Moses Horton Middle School
- Virginia Cross Elementary School

Opportunity Culture roles will ensure teachers have the support they need to create rigorous, innovative, and equitable learning spaces that set students up for bright and prosperous futures.

What new Opportunity Culture roles will participating schools be using?

Implementation of Opportunity Culture in Chatham County Schools will focus on the following new roles for participating schools:

- **Multi-Classroom Leaders (certified):** Multi-Classroom Leaders, or MCLs, are teachers with records of high-growth student learning who lead a small teaching team in lesson planning, data analysis, instructional changes, and the creation of a tutoring culture, for higher pay. MCLs observe and coach team teachers, co-teach with them, and model instruction, while continuing to teach some portion of the time. MCLs will receive differential supplemental pay ranging between \$10,000-\$15,000 depending on the size of the teacher team. These positions require an application and interview process at the district level to be considered for employment.
- **Reach Associate (non-certified):** Reach Associates, or RAs, are non-certified Instructional Assistants supporting the MCL school team by providing key support and release time to the participating teachers, with a focus on small-group tutoring and targeted instructional support. These positions require an application and interview process at the district level to be considered for employment. These positions are considered part of our Dual Role employment category and must obtain the CDL bus driver endorsement within one year of employment. The Reach Associate role is eligible for an additional supplement ranging from \$1,000 to \$2,500 depending on the size of the multi-classroom team.
- **Team Reach Teacher (certified):** The Teach Reach Teacher, or TRT, refers to the group of teachers serving on the team led by a Multi-Classroom Leader. TRTs are identified at the participating schools and do not require a district level application. The TRT directly teaches more students than normally assigned and is eligible for additional supplemental pay. TRTs participate in scheduled professional learning to support implementation of highly effective instruction for all students. The TRT role is eligible for an additional supplement of \$5,000 when directly teaching an increase of 30% or more of their current teaching role.

Specific information, including the employment application for our Multi-Classroom Leader (certified) and Reach Associate (non-certified) positions, is available from our online Frontline employment application [linked here](#).

Select “Opportunity Culture” from the Categories list and apply today!