



KANNAPOLIS CITY SCHOOLS

100 Denver Street
Kannapolis, North Carolina 28023
(704) 938-1131
www.kcs.k12.nc.us

POSITION

CAREER & TECHNICAL EDUCATION TEACHER

APPLICATION DEADLINE

Screening will begin with the applications that are on file, but acceptance and review of materials will continue until the position is filled.

QUALIFICATIONS

Bachelor's degree required
NC Teaching License in appropriate subject area or have qualifications to obtain a NC teaching License - [NCDPI Licensure](http://www.ncdpi.com)

- Bachelor's degree from an accredited college or university in education, a related CTE field, or a combination of education and relevant industry experience.
- Valid North Carolina Teaching Certificate with appropriate CTE endorsement (or eligibility to obtain one).
- Industry certification(s) as required by the CTE program area (where applicable).
- Demonstrated knowledge and/or work experience in the CTE subject area.

For complete licensure requirements, please refer to the current Career & Technical Education (CTE) Licensure Policies and Procedures Manual.

SALARY & BENEFITS

Ten-month, full-time position
[North Carolina Teacher Salary Schedule](#) + 9% supplement
Full State Benefits Package

REPORTS TO

Principal or designee

ESSENTIAL FUNCTIONS

The Career and Technical Education (CTE) Teacher delivers career-focused instruction in a specific career pathway (e.g., business, health science, construction, IT, agriculture) to prepare students for college, careers, and industry certifications. The teacher will use industry-relevant curriculum, technology, and hands-on instruction aligned with state and district standards.

- Develop and deliver engaging, standards-based CTE curriculum aligned with local, state, and national frameworks.

- Provide instruction in industry-specific knowledge and technical skills relevant to the designated CTE pathway.
- Use a variety of instructional strategies to support diverse learners, including project-based learning and real-world applications.
- Manage a safe and effective classroom/lab/shop environment, ensuring proper use and maintenance of equipment and materials.
- Assess student progress regularly and adjust instruction accordingly to ensure mastery of content and skills.
- Collaborate with colleagues, counselors, and administrators to support students' career exploration and planning.
- Prepare students for industry-recognized certifications, technical assessments, or dual enrollment opportunities when applicable.
- Coordinate with local businesses, community partners, or post-secondary institutions to provide work-based learning opportunities (e.g., internships, job shadowing, guest speakers).
- Maintain accurate student records, including grades, attendance, and certification progress.
- Participate in professional development to stay current with industry trends and best practices in CTE instruction.
- Comply with school district policies, state guidelines, and federal requirements related to CTE programs.
- Other duties as assigned.

KNOWLEDGE, SKILLS & ABILITIES

STANDARD I: Teachers Demonstrate Leadership

The Teacher:

- Leads in the classroom by taking responsibility for all students' learning.
- Demonstrates leadership in the school by working collaboratively with all school personnel to create a professional learning community.
- Leads the teaching profession by striving to improve the profession.
- Advocates for schools and students by promoting positive change in policies and practices affecting student learning.
- Demonstrates high ethical standards by upholding the Code of Ethics and Standards for Professional Conduct.

STANDARD II: Teachers Establish a Respectful Environment for a Diverse Population of Students

The Teacher:

- Provides an environment in which each child has a positive, nurturing relationship with caring adults by encouraging a climate that is inviting, respectful, supportive, inclusive, and flexible.
- Embraces diversity in the school community and in the world by demonstrating knowledge of diverse cultures.
- Treats students as individuals by maintaining high expectations for all students; and by appreciating differences and valuing contributions.
- Adapts teaching for the benefit of students with special needs by collaborating with specialists.
- Works collaboratively with the families and significant adults in the lives of their students by improving communication and collaboration between the school and the home and community.

STANDARD III: Teachers Know the Content They Teach

The Teacher:

- Aligns instruction with the North Carolina Standard Course of Study.
- Knows the content appropriate to teaching specialty by bringing a richness and depth of understanding to the classroom.
- Recognizes the interconnectedness of content areas/discipline by knowing the links and vertical alignment of grade or subject taught.
- Makes instruction relevant to students by incorporating 21st century life skills into teaching deliberately, strategically, and broadly.

STANDARD IV: Teachers Facilitate Learning for Their Students**The Teacher:**

- Knows the ways in which learning takes place and the appropriate levels of intellectual, physical, social, and emotional development of students by knowing how students think and learn.
- Plans instruction appropriate for students by collaborating with colleagues and using a variety of data sources for planning.
- Uses a variety of instructional methods by choosing methods and techniques that are most effective in meeting the needs of students.
- Integrates and utilizes technology in instruction by knowing when and how to use technology to maximize student learning.
- Helps students develop critical thinking and problem-solving skills by encouraging students to ask questions, think creatively, and draw conclusions.
- Helps students work in teams and develop leadership qualities by teaching the importance of cooperation and collaboration.
- Communicates effectively in ways that are clearly understood by students.
- Uses a variety of methods to assess what each student has learned by using multiple indicators to evaluate student progress.

STANDARD V: Teachers Reflect on Their Practice**The Teacher:**

- Analyzes student learning by thinking systematically and critically about student learning.
- Links professional growth to professional goals by participating in continued, high quality professional development that reflects a global view of educational practices.
- Functions effectively in a complex, dynamic environment by understanding that change is constant.
- This work requires the occasional exertion of up to 20 pounds of force occasionally and a negligible amount of force frequently or constantly to move objects.
- Work regularly requires speaking or hearing, using hands to finger, handle or feel and repetitive motions, frequently requires sitting and occasionally requires standing, walking, stooping, kneeling, crouching or crawling, reaching with hands and arms, pushing or pulling and lifting.
- Work has standard vision requirements.
- Vocal communication is required for expressing or exchanging ideas by means of the spoken word.
- Hearing is required to perceive information at normal spoken word levels.

**PHYSICAL
REQUIREMENTS**

- Work requires preparing and analyzing written or computer data, operating machines, operating motor vehicles or equipment and observing general surroundings and activities.
- Work occasionally requires exposure to outdoor weather conditions.
- Work is generally in a moderately noisy location (e.g. business office, light traffic).

APPLICATION PROCEDURE

Whether you are a new applicant, a former applicant, or a current employee, please be sure that Human Resources has an up-to-date and complete application online. All applications will be reviewed and qualified finalists may be called for an interview. To complete an application, please visit:

<https://www.applitrack.com/kannapolis/onlineapp/>