Employee Value Proposition: Citizens of the World Kansas City
Updated Jan. 24, 2021

Working at CWCKC

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<th>Who We Are</th>
<th>Who You Are</th>
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| **We are an intentionally diverse and welcoming community.** CWCKC was founded on a belief that we live in a richly diverse world and that diversity makes our experience better. | • You value **diversity** in all its dimensions and are excited to be part of a school community where that diversity is **authentically encouraged and celebrated**.  
 • You understand that **identity** is an important part of who we are - for both adults and students. |

| We believe education is about more than test scores. Student learning matters and goes beyond just academics. Our teachers focus on the whole child by building our students' socio-emotional skills and helping them develop a deeper understanding of themselves. | • You know that **academic learning** is important and have experience helping students develop their **social-emotional skills**.  
 • You understand how to **balance** academic rigor with the development of the whole child. |

| Our teaching approach centers students' interests and needs within projects and real-world experiences. We strive to provide learning experiences that are meaningful and make a difference in our school and community. Our teachers engage students in projects based on their interests and individual learning needs. | • You are excited about designing **project-based learning experiences** for students grounded in their interests, experiences, and identity.  
 • You value students **constructing** their own learning to develop a deeper understanding of the world around them.  
 • You **embrace** creativity and risk-taking in lesson planning. |

Compensation and Benefits
We value our team, and one way that we show that is through compensation and benefits. For teachers, we offer competitive compensation with a starting salary of $41,000-52,000 (based on experience). We also offer a comprehensive benefits package including:

- Health insurance (Citizens covers almost all of an employee’s premium on either plan)
- Dental insurance
- Vision insurance
- Employer-Paid Life Insurance
- Employer-Paid Short-Term & Long-Term Disability
- Participation in KCPS’ retirement pension plan
- Supplemental, optional Aflac insurance
- Supplemental, optional 403(b) retirement plan
- Full-time 10-month employees receive 4 holidays off, 4 weeks of calendared breaks (Thanksgiving, Winter Break x2, Spring Break), 9 PTO days.
- Full-time 12-month employees receive 1 additional holiday and 10 additional PTO/vacation days.