

Middle School Forensics & Debate Teacher

Citizens of the World Charter Schools - Kansas City

SUMMARY

The mission of CWC Kansas City is to provide an excellent public education focused on developing and demonstrating **understanding** while building **connections** within the school community.

We are seeking a passionate and dynamic Forensics and Debate Teacher to join our middle school faculty. This role is ideal for an educator who believes in the power of student voice, critical thinking, and persuasive communication. The ideal candidate will create an engaging and rigorous classroom environment where students build confidence, articulate ideas effectively, craft speech performance, and develop a strong sense of civic responsibility.

This role will be a 0.5 FTE and combined with another 0.5 FTE role for a 1.0 FTE position.

For more information on Citizens of the World Charter Schools – Kansas City, please visit www.cwckansascity.org.

RESPONSIBILITIES

Responsibilities will include, but are not limited to:

Instruction & Curriculum Development

- Design and implement a standards-aligned curriculum in speech, debate, and competitive forensics.
- Teach foundational skills in argumentation, research, rhetoric, public speaking, and performance.
- Foster a classroom culture that promotes respectful discourse, collaboration, and critical analysis.

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Team Leadership & Competition

- Serve as coach of the middle school forensics and debate team(s), preparing students for local, regional, and state competitions.
- Organize and chaperone student participation in tournaments (including some evenings and weekends).
- Develop individualized coaching plans to support diverse student strengths and needs.

Classroom Environment

- Create a student-centered learning space that encourages participation and builds confidence.
- Uphold high expectations for student behavior and academic performance with consistent, restorative practices.
- Integrate culturally responsive teaching practices to honor and elevate diverse perspectives.

Collaboration & Professional Growth

- Work closely with colleagues to integrate debate skills into interdisciplinary projects and humanities coursework.
- Communicate regularly with families about student progress and team opportunities.
- Engage in ongoing professional development and reflection to improve teaching practices.

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QUALIFICATIONS & TRAITS

The ideal Middle School Forensics & Debate Teacher will have:

Required

- Bachelor's degree in Education, Communication, English, or related field.
- Strong background in competitive speech and debate—either as a coach, teacher, or competitor.
- Excellent communication, classroom management, and organizational skills.

Preferred

- Valid teaching certification (or eligibility) in relevant content areas.
- Experience working with middle school students in urban, diverse, or charter school settings.
- Familiarity with forensics leagues (e.g., NSDA, MSHSAA) and tournament structures.

COMPENSATION & BENEFITS

This role is placed on the “A: Entry,” “B: Bachelor’s,” “M: Master’s,” or “D: Doctorate/Ed.S.” as appropriate.

CWC Kansas City offers competitive salaries commensurate with experience and a comprehensive benefits package. CWC Kansas City is an equal opportunity employer and does not discriminate on the basis of race, color, religion, sex, national origin, age, disability, or veteran status.

CONTACT

CITIZENS
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CHARTER SCHOOLS

KANSAS CITY

Middle School Forensics & Debate Teacher
Please apply online through the BambooHR Application Portal on our website at
No phone calls, please.
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EMPLOYEE VALUE PROPOSITION

Who We Are	Who You Are
<p>We are a welcoming community. CWCKC was founded on a belief that we live in a richly connected world, and we strive to create a school community that reflects this reality.</p>	<ul style="list-style-type: none"> You value creating an engaging school community where students feel seen, supported, and challenged.
<p>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.</p>	<ul style="list-style-type: none"> 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.
<p>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.</p>	<ul style="list-style-type: none"> 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.

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Compensation and Benefits

We value our team, and one way that we show that is through compensation and benefits. **For certified teaching positions**, we offer competitive compensation with a starting salary of \$47,000-70,000 (based on experience and education). We also offer a comprehensive benefits package including:

- Health Insurance (Citizens covers almost all of an employee's premium on a choice of two plans)
 - Dental & Vision Insurance
 - Employer-Paid Life Insurance
 - Employer-Paid Short-Term & Long-Term Disability
 - Participation in the KCPSRS 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.
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