

# Literacy Coach

Citizens of the World Charter Schools - Kansas City

## SUMMARY

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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.

The English Language Arts Instructional Coach provides targeted coaching and support to K-3 teachers in implementing Wit & Wisdom, Foundations, and writing curriculum effectively. This role involves assisting teachers in lesson planning, instructional strategies, and the assessment of student progress in foundational literacy skills. Additionally, the Coach will oversee reading success plans to ensure all students are on track to meet grade-level standards.

This is a full-time position for the 2026-27 school year and is located in Kansas City, MO. For more information on Citizens of the World Charter Schools – Kansas City, please visit [www.cwckansascity.org](http://www.cwckansascity.org).

## RESPONSIBILITIES

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Responsibilities will include, but are not limited to:

### Instructional Support

- Collaborate with teachers to develop effective lesson plans, strategies, and interventions aligned with Wit & Wisdom, Foundations, and writing curriculum goals.
- Model best practices in literacy instruction; including phonics, phonemic awareness, vocabulary development, and comprehension.
- Support teachers in integrating instructional technology and differentiated learning approaches.

### Curriculum and Assessment

- Guide teachers in implementing Wit & Wisdom and Foundations with fidelity, ensuring alignment with grade-level standards.

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- Assist teachers in creating and using formative and summative assessments to gauge student progress and adjust instruction as needed.
- Provide feedback on instructional materials and methods to improve student outcomes.

### **Reading Success Plans**

- Oversee and support the development of individualized reading success plans for students needing additional support.
- Analyze assessment data to identify students at risk and guide teachers in implementing interventions.
- Monitor the progress of students receiving reading interventions and provide regular updates to teachers and school leaders.

### **Professional Development**

- Plan and facilitate – in collaboration with the Director of Curriculum and Instruction – ongoing professional development sessions focused on literacy instruction, the Wit & Wisdom and Foundations curricula, and effective writing practices.
- Provide resources and tools to enhance teacher understanding of evidence-based literacy instruction.
- Mentor teachers in reflective practices to improve instructional effectiveness and student engagement.

### **Collaboration and Communication**

- Foster a collaborative environment among teachers and school administrators to create a cohesive approach to literacy instruction.
- Act as a liaison between the instructional team and school leadership, sharing insights and progress updates on literacy initiatives and student performance.
- Engage families and caregivers in supporting literacy development through workshops, resources, and regular communication

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## QUALIFICATIONS & TRAITS

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The ideal Literacy Coach will have:

- Bachelor's degree (Master's preferred) in Education, valid Missouri Teaching Certification
- A minimum of 3-5 years teaching or coaching in K-3 literacy
- Proficiency in literacy, science of reading, and K-3 literacy standards
- Strong knowledge of reading assessment tools and intervention strategies
- A clear record of elevating student achievement in an academically high-achieving classroom for at least two years, with a strong understanding of pedagogy that drives results, and exceptional leadership working with young people in urban communities
- Experience working in a mixed socio-economic school preferred
- Alignment with the philosophy and mission of the school and organization
- Have an entrepreneurial spirit and be capable of managing many complex tasks with competing priorities
- Possess strong leadership, team management, and community building skills
- Be organized and self-managed, and be able to handle many responsibilities simultaneously
- Have excellent problem-solving skills
- Be committed to building a community of collaboration with a diverse group of stakeholders
- Be a self-aware leader who knows how to treat all members of the school's community with respect, appraises accurately his or her strengths and weaknesses, and is perceptive about how he or she is regarded
- Be dependable and have excellent follow-through
- Maintain strong personal commitment to ongoing learning and growth
- Be an effective and persuasive communicator, orally and in writing

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## COMPENSATION & BENEFITS

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*This position will be placed on the "A: Entry," "B: Bachelor's," "M: Masters," or "D: Doctorate/EdS," schedule 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

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Please apply online through the BambooHR Application Portal on our website at [www.cwckansascity.org/employment](http://www.cwckansascity.org/employment). No phone calls, please.

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## EMPLOYEE VALUE PROPOSITION

Who We Are	Who You Are
<p><b>We are a welcoming community.</b> 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"> <li>You value creating an engaging school community where students feel seen, supported, and challenged.</li> </ul>
<p><b>We believe education is about more than test scores.</b> 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"> <li>You know that <b>academic learning</b> is important and have experience helping students develop their <b>social-emotional skills</b>.</li> <li>You understand how to <b>balance</b> academic rigor with the development of the whole child.</li> </ul>
<p><b>Our teaching approach centers students' interests and needs within projects and real-world experiences.</b> 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"> <li>You are excited about <b>designing project-based learning experiences</b> for students grounded in their interests, experiences, and identity.</li> <li>You value students <b>constructing</b> their own learning to develop a deeper understanding of the world around them.</li> <li>You <b>embrace</b> creativity and risk-taking in lesson planning.</li> </ul>

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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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