



High School Speech and Debate Coach Job Description

Purpose of Position

The academic coach is responsible for fulfilling the mission of Des Moines Christian School by equipping minds through mentoring young people as spiritual leader and role model. This position oversees implementation of program/club specific fundamentals and content area that is appropriate for the grade level being coached.

Position:

- Part-time
- Seasonal- According to activity season
- Stipend Pay

Reports To: Head of Activities

Qualifications:

- High School diploma or equivalent, preferred.
- Professing believer in Jesus Christ as Lord and Savior and committed to growing in a relationship with Him.
- In agreement with the Des Moines Christian School Statement of Faith.
- In agreement with the Des Moines Christian School Biblical Convictions for Christian Education.
- Regularly attends and is actively involved in a church that affirms historic Christian orthodoxy (doctrine, faith, teaching, practice), consistent with the DMC Statement of Faith, through that church's public creed, confession, core beliefs, or statement of faith.

Professional Profile:

- Committed to the mission of DMC: *Equipping minds and nurturing hearts to impact the world for Christ.*
- Relates well to children in a positive and nurturing manner.
- Ability to work with diverse groups, including teachers, students, administrators, and parents.
- Characterized with integrity and maintains confidentiality.
- Maintains effective communication with students, parents, and administration.
- Upholds school policies regarding student eligibility and/or code of conduct violations.

Responsibilities:

Coach and prepare team for competitions including:

- Instructs students in IHSSA and NSDA-sanctioned events with emphasis on rules, categories, and performance standards.
- Fosters a positive, disciplined, and engaging practice environment that promotes teamwork, creativity, and competitive excellence.
- Guides students in research, writing, argumentation, interpretation, and delivery of speeches and debates aligned with IHSSA rules and NSDA event standards.

Administrative Duties:

- Creates and manages practice schedules; coordinates facilities, materials, and resources needed for rehearsals and preparation.
- Registers students, submits entries, and completes required forms for IHSSA contests and NSDA tournaments in a timely manner.
- Coordinates logistics for competitions, including transportation, supervision, and required judging commitments when applicable.
- Maintains active program participation in IHSSA and, when applicable, NSDA membership, recognition programs.
- Communicates schedules, expectations, tournament information, and results with students, parents, and administration.

Student learning and development:

- Develops trusting, productive relationships with students in order to create a safe, positive, and productive team environment.
- Encourages excellence, accountability, and sportsmanship in alignment with IHSSA and NSDA standards of competition.
- Seeks opportunities to help students develop mentally, emotionally, and spiritually through participation in the club / program.

Coach and prepare team for IHSSA and NSDA speech and debate competitions including:

- Instruct students in IHSSA and NSDA-sanctioned events (Individual Speech, Large Group Speech, and Debate) with emphasis on rules, categories, and performance standards.
- Guide students in research, writing, argumentation, interpretation, and delivery of speeches and debates aligned with IHSSA rules and NSDA event standards.
- Teach students to analyze multiple perspectives, construct evidence-based arguments, and engage in effective persuasion and refutation.
- Provide individualized and group coaching to develop communication, critical thinking, collaboration, and leadership skills.
- Evaluate performances using IHSSA ballots and NSDA judging criteria; provide timely, constructive feedback for improvement.
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- Ensure student compliance with IHSSA and NSDA eligibility rules, event limitations, and contest procedures.
- Model and enforce ethical coaching practices, including good sportsmanship, respect for judges, and adherence to competition rules.

Administrative Duties:

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Student Learning and Development:

- Develop meaningful relationships with students to cultivate a safe, inclusive, and growth-oriented team culture.
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- Support students' intellectual, emotional, and (as applicable within your school context) spiritual growth through participation in speech and debate.
- Promote student recognition, goal setting, and achievement through IHSSA competitions and NSDA merit-based advancement systems.