

Speech and Debate Instructor & Coach (6TH – 12TH) Job Description

Northland Christian School, one of the top-rated preschool-12th grade private schools in the Houston area, is seeking an experienced Speech and Debate Instructor/ Coach to lead its well established and Nationally recognized speech and debate program. Top candidates must have a minimum of three years experience teaching and coaching speech and debate. This position requires that the candidate:

- Has excellent teaching, coaching, communication and interpersonal skills.
- Follows and implements necessary TEKS skills for beginner, intermediate and advanced level professional communication, speech and debate curriculum.
- Lesson plans and instructs courses including Middle School Debate (on-level and advanced) and High School Debate (academic and competitive)
- Leads regular, weekly debate practices and tutorial sessions after school.
- Is well versed in coaching different speech and debate events such as: Lincoln-Douglas Debate, Extemporaneous Speech, Congressional Debate, World Schools Debate, and platform events
- Thoughtfully plans and coordinates all aspects of speech and debate tournaments including event registration, lodging, meals, transportation needs, activity schedules and chaperone requirements.
- Has experience planning for and traveling to tournaments throughout Texas and the United States.
- Manages program finance in coordination with the business office and keeps records of expenditures, curriculum and program costs, and submits documentation in a timely manner.
- Is available for extended periods of time and on weekends for tournaments and during the summer months for National tournaments and camps.
- Is a member in good standing with and/or familiar with the standards of the National Speech & Debate Association (NSDA), Texas Forensic Association (TFA), Tournament of Champions (TOC), and Texas Association of Private and Parochial Schools (TAPPS).

CLASSROOM MANAGEMENT:

- Foster a positive and respectful classroom environment where students feel safe, valued, and motivated to learn.
- Manage student behavior in accordance with school policies and expectations, promoting a culture of respect, responsibility, and self-discipline.

SPIRITUAL LEADERSHIP:

- Incorporate biblical principles into lessons, discussions, and activities, encouraging students to understand their faith more deeply.
- Serve as a Christian role model for students, demonstrating Christ-like behavior and attitude.
- A clearly articulated testimony of personal faith in Jesus Christ as Savior, along with active participation in a local church.

COLLABORATION & COMMUNICATION:

- Work collaboratively with fellow teachers, administrators, and staff to create a cohesive and effective team for planning and implementing instructional goals, objectives, and methods according to school requirements.

- Communicate effectively with parents/guardians regarding student progress, concerns, and successes.
- Participate in faculty meetings, professional development opportunities, and school events as required.

STUDENT SUPPORT:

- Provide individualized support and encouragement to students needing extra help in certain areas.
- Assist students in developing strong study habits, critical thinking skills, and personal responsibility.
- Monitor students' academic and emotional well-being and refer to appropriate resources when necessary.

QUALIFICATIONS:

- Bachelor's degree from an accredited university (Master's degree preferred).
- Minimum 3+ years experience as classroom teacher preferred.
- Active teaching certification (state or national certification) is highly desirable.
- Previous experience teaching secondary students in a classroom setting.
- A strong commitment to the mission and values of Northland Christian School, particularly in fostering a Christ-centered environment.
- Excellent interpersonal, communication, and organizational skills.
- Ability to instruct students and manage their behavior.
- Ability to work effectively as part of a collaborative team.

DESIRED SKILLS & ATTRIBUTES:

- Passion for working with middle school-aged students.
- Strong classroom management and organizational skills.
- Creative and flexible approach to teaching and problem-solving.
- Experience with differentiated instruction and/or special education.
- Willingness to engage in continuous professional development and spiritual growth.

WORKING CONDITIONS AND PHYSICAL DEMANDS

The work environment at Northland Christian School is one typically found in a school setting. Duties are typically performed in a setting commensurate with the teaching assignment. Reasonable accommodations will be made to enable individuals with disabilities to perform the essential functions of the position. The physical demands of the position are ones typically found in a school setting.

The employee must have the ability to:

- Sit and stand for extended periods of time.
- Lift and move up to 10 pounds and occasionally lift and/or move up to 25 pounds.
- Frequently move about inside campus buildings and outside on the grounds.
- Exhibit manual dexterity to enter data into a computer.
- Possess close vision, distance vision, and depth perception.



4363 Sylvanfield Drive
Houston, TX 77014-1620
Phone (281) 440-1060
Fax (281) 440-7572
northlandchristian.org

- See and read a computer screen and printed material with or without vision aids.
- Stand, reach, balance, stoop, kneel, crouch, and crawl.
- Hear and understand speech at normal classroom levels.
- Speak in audible tones to be understood clearly in normal classrooms

DISCLAIMER

Requirements stated herein are minimum levels of skill and/or abilities to qualify for the position. This document does not in any way create an express or implied contract of any kind or change the nature of your at will employment. Northland Christian School has the right to revise this job description at any time. This job description is not a contract for employment, and either the employee or the employer (NCS) may terminate employment at any time for any reason.

Updated as of April 22, 2026

Where Excellence is Expected