

Speech Coach

Grade Level	6-12
School Year	2025-2026
Time	Part-Time, Start 3/2/2026
Duration	Seasonal (Spring)
Type	Stipend
Other	
Reports To	Director of Athletics and Extended Learning Program
Salary	Stipend

Organizational Description

Community School of Excellence (CSE) is a Pre-Kindergarten to 12th grade Hmong Language and Culture Charter school that is a family. Our schools offer an environment where students feel safe, welcomed, and cared for while learning and preparing for their future. We believe in academic success for all students. We are a PBIS school that focuses on positivity. We continuously learn about and celebrate each other's cultures, languages, and achievements while providing a world-class education through a safe and innovative environment that fosters inquiring, critical thinking, knowledgeable, and compassionate students who embrace the Hmong culture and celebrate intercultural understanding and respect.

Culture of Learning

CSE believes that every scholar has the right to learn, be engaged, and grow in a healthy school environment. We embrace every scholar's strengths and explore ways to strengthen our relationships with our scholars and their families. CSE is committed to building collaborative leadership and effective capacity between and among staff, parents, and scholars. All CSE employees must share, understand, and implement a culture of learning at all levels of the organization. Our consistent focus on a culture of learning is paramount to the growth and success of our students. CSE seeks individuals who will optimistically and confidently abide by this culture of learning.

The core values that drive this new culture of learning are:

1. Aiming for High Academic Achievement
2. Embracing Cultural Pride and Identity
3. Modeling the Excellent Way of respect, responsibility, and reflection.
4. Implementing Data Driven Decisions
5. Having High Expectations
6. Creating a safe Social-Emotional Learning Environment

The above responsibilities are not a complete compilation of this position's responsibilities but provide a broad basis of what is expected from the person in this position. This organization reserves the right to revise or change job duties and responsibilities as the need arises. This job description does not constitute a written or implied contract of employment.

Interested applicants should apply by sending the following credentials and completed application to hr@csemn.org or to the school address at:

**Community School of Excellence School
District #4181, 270 Larpenteur Ave West, St. Paul, MN 55113**

Job Summary

The primary role of a Speech Coach is to coordinate, organize, and promote a comprehensive program designed to meet the needs and interests of the school; to provide effective leadership that will enhance the learning environment for students by providing effective, personalized attention; engaging in appropriate instructional and behavioral support; and, modeling "The Excellent Way" with respect, responsibility, and being reflective. The Community School extended learning programs are designed to offer our students the opportunity to participate in co-curricular activities that complement and integrate the school's mission.

The Speech Coach is responsible for organizing, directing, and coaching students in competitive speech events. This position provides students with opportunities to develop communication, performance, and critical thinking skills while representing the school in local, regional, and state competitions. The coach fosters an environment of growth, creativity, and excellence aligned with school values and competition guidelines.

Essential Duties and Responsibilities:

Program Leadership:

- Plan, organize, and manage the school's speech program. Recruit and encourage student participation across a variety of speech categories.
- Develop a practice and competition schedule in coordination with the Director of Athletics and Extended Learning Program.
- Communicate clearly with students, parents, staff, and administrators about expectations, events, and schedules.

Instruction & Coaching:

- Teach techniques in speech composition, delivery, interpretation, and performance.
- Provide individualized coaching to students in their selected categories (e.g., Original Oratory, Dramatic Interpretation, Informative Speaking, Extemporaneous Speaking).
- Conduct group and one-on-one practices focusing on skill-building, feedback, and competition readiness.
- Support students in writing, refining, and rehearsing speeches.
- Promote a positive, inclusive team culture that values learning, effort, and sportsmanship.

Please submit the following:

1. Letter of interest
2. Current Resume
3. Completed [CSE Application](#)

www.csemn.org/employment

Professionalism:

- Model integrity, responsibility, and professionalism for students.
- Adhere to all school and district policies.
- Promote academic success and maintain communication with teachers to support student balance between academics and extracurricular activities.
- Foster a supportive environment that celebrates student growth and achievement.

Required Qualifications:

- Experience in competitive speech, performance, communication, or education preferred.
- Knowledge of speech categories, event rules, and competition formats.
- Strong communication, organization, and motivational skills.
- Ability to engage students from diverse backgrounds and experience levels.
- Must pass a background check and meet district employment standards.
- Ability to maintain confidentiality with regard to student and other information as required by FERPA

Time Commitment:

- Seasonal position (typically winter through spring).
- Practices scheduled after school hours; tournaments generally held on weekends.

DESIRABLE QUALIFICATIONS AND SKILLS:

- Adherence to Community School of Excellence policies and procedures
- Current Adult/Pediatric First Aid with CPR/AED certification or willingness to obtain