

**After-School Debate League Middle School Program Manager**  
Boston, Massachusetts

**The Organization:**

The Boston Debate League (BDL) is a non-profit organization that works in partnership with the Boston Public Schools (BPS) to support academic policy debate teams in Boston public middle and high schools and to train BPS teachers to use policy debate as part of their classroom practice. The BDL has been bringing together an active community of students, teachers, administrators, volunteers, and community leaders devoted to improving education and the life skills of youth in Boston for over ten years. The BDL's mission is to integrate argumentation and competitive debate into BPS schools to develop critical thinkers ready for college, career, and engagement with the world around them. The following organizational values explain who we are and how we go about fulfilling our mission and engaging with our partners and stakeholders: *Accountability, Appreciation, Belief in Students, Diversity, Power of Language, and Racial Justice.*

The BDL's focus is to make a significant impact on the BPS schools with whom it partners by implementing two core programs, each with a proven track record of success over the last several years. The After-School Debate League (ASDL) builds debate teams open to all students who have the opportunity to develop their debating skills and compete with students across the city in monthly debate tournaments. Through the Evidence-Based Argumentation (EBA) program, the BDL supports all teachers in a school with professional development sessions and observations as they use debate and argumentation to transform the academic atmosphere and expectations in their classrooms. Results have consistently shown the positive impact of debate and argumentation on students and classrooms. BDL's long-term vision is to promote and support entire schools made up of classrooms of debaters and an entire educational system made up of such schools.

More information can be found at [www.bostondebate.org](http://www.bostondebate.org).

**The Position:**

The After-School Debate League Middle School Program Manager is a member of the After-School Debate League (ASDL) team, whose primary work involves the training and support of teacher debate coaches from BDL member schools in service of strengthening their students' experience in debate. The person in this position will specifically support a portfolio of middle school debate teams and will run middle school debate tournaments. The ASDL Middle School Program Manager will report to the Director of After-School Programs.

**Key Opportunities:**

The After-School Debate League Middle School Program Manager will be responsible for and engaged in the following opportunities:

**BDL Member School Support**

- Maintain clear and consistent communication with the coach community, particularly within his/her assigned portfolio of member schools
- Provide regular support to coaches in person and/or by phone or email, including sharing debate resources, observing and/or co-planning practice lessons, and troubleshooting squad-specific issues as they arise
- Assist coaches in strategizing student recruitment and retention plans for each school

- Attend meetings with Director of ASDL, school leadership, and coaches concerning squad goals, progress, outcomes, and concerns
- Track budgets, tournament participation, and progress of each member school within his/her assigned portfolio
- Invite, record, and exchange feedback with coach community members in an ongoing effort to collaboratively improve ASDL programs

#### **Debate Tournaments and Programming Support**

- As Tournament Director, oversee the planning and implementation of debate tournaments to ensure a positive experience for all constituencies
- Organize logistics of 6-8 weekend tournaments throughout the school year and inform both the internal and external BDL community of results
- Contribute to additional middle and high school program offerings and brainstorm new innovations with ASDL team

#### **Curriculum Development and Facilitation**

- Throughout the year, develop curricula and resources for debate practices, coach professional development and summer camps
- During the month of August, facilitate one group of adults at “Coach Camp” (summer coach PD) and one group of middle school students at BDL Summer Camp
- Research and create evidence packets and supporting materials around the annual debate topic

#### **ASDL Team Collaboration/Organization-Wide Work**

- Demonstrate cultural competence in all interactions with community stakeholders - students, families, coaches, volunteers, school leaders and BDL staff - and respect for a broad diversity of backgrounds, perspectives, and experience
- Handle stressful situations with calmness and grace
- Maintain a sense of humor and a desire to build a positive team environment
- Collaborate productively with the ASDL team and full BDL staff to share feedback, assess program efficacy, and support one another’s other’s growth

#### **The Ideal Candidate:**

Although no one candidate will likely possess all of these qualities, the ideal candidate will bring the following personal and professional characteristics to the position:

- Bachelor’s degree required, Master’s degree preferred
- Minimum of 3 years of professional experience highly preferred
- Experience as a policy debater or policy debate coach highly preferred
- Experience teaching or facilitating middle and/or high school students within an urban education setting, either in- or out-of-school time
- Experience leading adults in professional development activities
- Proficiency in Microsoft Office applications
- Exceptional interpersonal and superior written and verbal communication skills
- A high level of organization, ability to prioritize tasks, attention to detail, and follow-through, including strong event-planning and logistical skills for directing tournaments and leading multiple

programmatic efforts throughout the year

- Passion for upholding the mission and values (*Accountability, Appreciation, Belief in Students, Diversity, Power of Language, and Racial Justice*) of the Boston Debate League
- Saturday availability during debate tournament season required (October - March) and availability for occasional evening activities throughout the year

**Salary Range:** \$60,000-\$75,000 in accordance with applicant's relevant experience. Competitive benefits including health/dental and generous paid time off are provided. Please note that some evening and weekend work is required for this position.

**To Apply:**

Applications accepted on a rolling basis with interviews likely to begin in April 2017. The estimated start date for this position is mid-July. This is a year-round position.

Confidential inquiries, nominations, referrals, and resumes with a detailed cover letter outlining how skills and experience demonstrate an ability to meet the challenges and opportunities of this position, should be forwarded in Word or PDF format to:

Kimberly Bartlett-Ra, Director of Operations  
Boston Debate League  
54 Canal Street 4<sup>th</sup> Floor  
Boston, Massachusetts 02114  
[kbartlett-ra@bostondebate.org](mailto:kbartlett-ra@bostondebate.org)

The Boston Debate League is an Equal Opportunity Employer. The BDL values having a diverse staff that reflects the experiences and backgrounds of the students and teachers it serves. For more information about the Boston Debate League, please visit <http://www.bostondebate.org>.

**Why BDL?**

The Boston Debate League is a great place to work. Our mission is inspiring and of urgent importance. Our community of staff, students, educators, volunteers, and supporters is vibrant, passionate, and engaged. Our core values of *Accountability, Appreciation, Belief in Students, Diversity, Power of Language, and Racial Justice* guide the work we do and enrich our staff culture. BDL employees enjoy:

- Working for a mission-driven organization with passionate staff and an inspiring student, coach, teacher, and volunteer community
- Competitive salaries
- Generous benefits, including health (75% employer paid) and dental (50% employer paid) insurance, pre-tax commuter benefit, retirement plan match, and ample paid time off, including office closure the week between Christmas and New Years
- A family-friendly work environment
- Flexible schedules and work arrangements