

Plan for Hiring Teachers Working With English Learners

All teachers of any language instruction program for English Learners (ELs) must be fluent and competent in the four domains of language assessed by the English Language Proficiency Assessment: reading, writing, speaking and listening. If personnel have been previously hired without these skills, the district will provide training to build the needed fluency.

A teacher's fluency in listening and speaking will be documented and evaluated during the interview process. One person in the interview will be responsible for noting listening mistakes, miscues, grammar and syntax mistakes, and judge the level of fluency for both speech and listening.

Reading will be evaluated through the reading and responses that show understanding of the application process. Reading will be satisfied through the college transcript if from an English speaking university. The district will also use a shelf reading comprehension assessment.

Writing fluency is more difficult to ensure. The district will require a 15 to 20 minutes writing sample during the teacher interview. The topic will vary. This sample will be done on site so that the interviewee will have no outside editing.

In the future if the above mentioned process is determined by the district not to meet the needs of the district and requirements of the state an outside agency will be contracted to design an assessment for this screening.