

**Maury County Public Schools
Hiring Plan
Teachers of English Language Learners**

In Tennessee, an ESL teacher must be certified or have an endorsement. Additionally, he/she must be fluent in all four domains of English (i.e., reading, writing, speaking, and listening).

The ESL teacher:

- Creates and maintains an instructional climate that is conducive to learning; • assists with the identification of ELs using the W-APT;
- Plans and implements ESL instruction based on diagnosed needs of each individual student; • develops a student's ILP;
- Evaluates student performance in the ESL class and provides classroom teachers with input regarding progress;
- Maintains records on each student attending the ESL class;
- Attends professional development to increase knowledge and understanding of ESL strategies and methodologies;
- Assists ELs in understanding American culture and encourages all students to understand other cultures; and
- Conducts in-service training for staff on ESL intervention and instructional strategies.

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

Reading will be evaluated by the candidate's reading and responses that show an understanding of the application process, as well as completion of the ESL Praxis. This requirement may also be satisfied through college transcripts.

Writing fluency will be evaluated upon review of the writing portions of the district employment application. If fluency is questionable, the applicant may be asked for a writing sample during the interview process. If a prompt is assigned, the topic will be the following: *Please write a brief paragraph describing a memorable experience you have had working with a limited English proficient student.*

The exact requirement from the No Child Left Behind Act of 2001 is

"TEACHER ENGLISH FLUENCY – Each eligible entity receiving a subgrant under section 3114 shall include in its plan a certification that all teacher in any language instruction educational program for limited English proficient child that is, or will be, funded under this are fluent in English and any other language used for instruction, including having written and oral communications skills." [3116 (c)]