

WARREN COUNTY'S Plan for Hiring Teachers working with English Learners

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

A prospective ESL teacher's fluency in listening and speaking will be documented and evaluated during the interview process. Factors considered will be: listening mistakes, miscues, grammar and syntax mistakes with the level of fluency for both speech and listening discussed in the post-interview process.

Reading will be evaluated basically through the reading and responses that show understanding of the application process as well as through the college transcript if from an English speaking university. A final option could be a shelf reading comprehension assessment.

Writing fluency should be evaluated based on the application and a brief writing sample done on site as part of the interview process.

The above requirements are necessitated by the following:

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)]

Note: At the present time the district has decided to use this only with the hiring of ESL teachers leaving the option open to be for all hires in the future.