



## **CARTER COUNTY SCHOOLS**

### **Plan for Hiring Teachers working with English Learners**

CARTER COUNTY COMPLIES WITH STATE REQUIREMENTS AND GUIDELINE IN THE EMPLOYMENT OF TEACHERS OF ENGLISH LANGUAGE LEARNERS. THES GUIDELINES ARE DESCRIBED BELOW AND TAKEN FROM EVERY STUDENT SUCCEEDS ACT (ESSA) 2015:

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 needs to offer help to build the needed fluency.

A teacher's fluency in listening and speaking will be documented and evaluated during the interview process by having one person in the interview responsible for noting listening mistakes, miscues, grammar and syntax mistakes, and making a judgment as to the level for both speech and listening.

Writing fluency can be more difficult to ensure. Unless the application requires a writing sample, the district may encourage a 15 to 20 minutes writing sample during the teacher interview. Ideally the topic will vary. This sample will be completed on site so that the interviewee will have no outside editing.

The district may also have an assessment designed or contract with an outside agency for this screening. The district needs to decide if this is to be used only with English as a Second Language (ESL) teachers or with all hires.