

## DECATUR COUNTY SCHOOLS

### 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. Personnel hired in Decatur County Schools will be required to prove proficiency as follows:

A teacher's fluency in listening and speaking will be documented and evaluated during the interview process. The person conducting 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 may be satisfied through the college transcript if from an English speaking university.

Writing fluency will be determined through answers required in the teacher application and resume that are submitted to the Board of Education.

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)]*