

# UNION COUNTY BOARD OF EDUCATION

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### Union County Public Schools

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

Requirements for employment of teachers for English Learners are specifically addressed in the No Child Left Behind (NCLB) Act of 2001 as follows:

*“TEACHER ENGLISH FLUENCY – Each eligible entity receiving a subgrant under section 3114 shall include in its plan a certification that all teachers 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)]*

#### **Following is Union County’s plan for compliance with the NCLB Act of 2001.**

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. Only applicants who demonstrate these abilities will be considered for employment to work with EL students.

Preference will be given to teachers with a degree or Tennessee certification in English or a related competency. Additionally, fluency in listening and speaking will be documented and evaluated during the interview process per notation of miscues, listening/grammar/syntax errors, and level of fluency in both speech and listening.

Reading will be evaluated via responses that show understanding of the application process. Reading may be satisfied through the college transcript if from an English speaking university. A shelf reading comprehension assessment may be used if deemed necessary by the Supervisor of Federal Programs.

Writing fluency will be ensured via requirement of an onsite 15 to 20 minute writing sample during the teacher interview. The topic will be determined by the interview committee.