

Johnson County Schools
ESL Plan for Hiring Teachers to Work with English Language Learners

Johnson County School System recognizes that teachers of any language instruction program for English Language Learners 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 teachers have been previously hired without these skills, the district will provide the training to build the needed fluency.

A teacher's fluency in listening and speaking are documented and evaluated during the interview process. Any speech and listening mistakes, miscues, grammar errors and syntax mistakes are noted. The applicant's reading is assessed through the required reading and comprehension that is necessary in completing the application packet. In addition the applicant's college transcripts are reviewed for coursework that reflects reading and language competence. If more data is needed, the district may use a shelf reading comprehension assessment. The application requires a writing sample that is evaluated. If more data is needed, the district may require an additional on-site writing sample. While conducting reference checks on applicants, information relating to fluency and competency in reading, writing, speaking and listening is sought.

This requirement is from the No Child Left Behind Act of 2001:

“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 children that is, or will be, funded under this are fluent in English and any other language used for instruction, including having written and oral communication skills.” 3116 (c)