

Policies

Westerly Public Schools English as a Second Language (ESL) Staffing Policy

No. 4210

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Westerly Public Schools is committed to providing every child with access to a quality education, consistent with the District's mission statement and applicable federal and state requirements.

Westerly Public Schools recognizes that the essential elements to provide *students whose primary language is other than English* a free *culturally and linguistically appropriate* public education in the least restrictive environment are:

- Recruiting and maintaining highly qualified teachers, related service personnel, and support staff to *provide English Language Learners (ELLs)* with a culturally and linguistically appropriate education.
- Maintaining and providing quality professional development activities to school personnel *in order to increase their knowledge of second language development and culturally responsive teaching practices.*

Westerly Public Schools recognizes that once established, a successful personnel policy requires a staffing policy that aligns with and complements the underlying policy. To that end, Westerly Public Schools *English as a Second Language Program* will maintain an ESL staffing plan that will ensure the appropriate personnel are available to deliver the services and instructions required to fully implement the *needs of diverse learners*. The plan will be based on the linguistic and academic needs of students and will follow the guidelines outlined in this policy. The staffing plan will follow these principles:

- *ESL teacher caseloads and staffing decisions will be based on students' English language proficiency development and academic performance.*
- *ELLs will be provided access to the general curriculum as well as any other support services.*
- *ELLs will make adequate yearly progress in English language development as outlined in the Annual Measurable Achievement Objectives (AMAOs).*
- *ESL staffing will be compliant with Federal and State regulations and policies.*

Westerly Public Schools *English as a Second Language Program* strives to continuously improve the quality of education to all students. To accomplish this, Westerly Public Schools will continuously assess and evaluate the delivery of services to ELL students through an ongoing evaluation of programs and services as well as evaluating the personnel policy and plan.

Adopted: September 15, 2010