



Fremont Union High School District

Position: English Learner Instructional Lead

Department/Site:	FUHSD	Compensation:	FUHSD Salary Schedule
Reports to/ Evaluated by:	Coordinator of Curriculum & Teacher Leadership		

Summary of Basic Functions & Responsibilities

To support English Learners in the district, both “Newcomers” and “Long-term English Learners,” a teacher will lead the design, implementation, and evaluation of **professional learning** for teachers of English Learners. The EL Instructional Lead will focus on the ELD Standards and Framework, research scholarship, teacher needs, student needs, and other resources to inform his/her work. Through this effort, the EL Instructional Lead will work with teachers of ELD, sheltered (aka “integrated ELD”), and other courses to enact **quality learning** for English Learner students, which include explicit language development that integrates subject-matter content, English literacy, academic vocabulary, an inclusive, strengths-based learning environment that recognizes the cultural and linguistic assets of diverse student groups, a learning environment where students experience intentionally scaffolded lessons, simultaneous development of conceptual (content), analytical (skills) and language practices, student tasks that call for participation and active engagement in the form of talk/social interaction, writing and other media.

Essential Duties & Responsibilities

Incumbents may perform any combination of the essential functions shown below. This position description is not intended to be an exhaustive list of all duties, knowledge, or abilities associated with this classification, but is intended to accurately reflect the principal job elements.

- Collect and examine data (quantitative and qualitative) to determine highest areas of need
- Gather input from various stakeholders about prospective professional learning (Note: Professional learning could take on multiple approaches. Examples include workshops, coaching, round-tables, book clubs.)
- Implement and facilitate the professional learning
- Evaluate the effectiveness of professional learning and adjust accordingly
- Attend monthly PLATE meetings as a non-voting member
- Attend bi-weekly meetings with Curriculum Leads and T&L Administrators
- Work with District T&L staff and site leaders (administrators and teachers) to align work with district and school goals

Qualifications

- Commitment to the FUHSD Belief Statements about Teaching and Learning

English Learner Instructional Lead Job Description

Approved by FUHSD School Board on 01-27-2026

- Knowledge of culturally and linguistically responsive pedagogy
- Substantial experience in teaching ELD, Sheltered, or other courses with English Learners
- Experience in coaching and/or mentoring
- Experience in leading professional collaborations focused on classroom practice and improvement of student learning
- Knowledge of the characteristics of effective professional learning
- Experience planning and implementing effective professional learning
- Familiarity with CA ELD Standards and Framework

Education, Licenses & Certificates:

- **California Credential:** A Clear California Single-Subject teaching credential
- **Education:** BA or BS degree
- **EL Authorization**

Working Conditions:

- Ability to work independently as well as with small groups
- Includes travel to and from sites in order to meet and work with various staff

Physical Abilities:

- Must be able to function indoors and outdoors in a school environment that alternates between standing and walking