

# HARDEMAN COUNTY BOARD OF EDUCATION

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## **Hiring Plan for ESL Teachers**

All teachers providing language instruction for English Learners (ELs) will be fluent and competent in the four domains of language assessed by the English Language Proficiency Assessment: reading, writing, speaking and listening. As required, the district will evaluate a prospective ESL teacher's fluency in the four domains during the interview process.

The district will evaluate the teacher's fluency in listening and speaking during the interview process. Interviewers will note listening mistakes, miscues, grammar, and syntax and make a determination regarding the level of fluency for both speaking and listening.

The district will evaluate the candidate's reading fluency by reviewing responses provided that demonstrate an understanding of the application process. Furthermore, the district will determine reading fluency by reviewing the applicant's college transcript from an English speaking university and noting ESL Praxis results.

The district will evaluate the candidate's writing skills by providing a writing sample that the team will provide during the interview process.

Prospective teachers must provide evidence of ESL endorsement and highly effective status as indicated by successfully completing ESL Praxis tests.

*"Preparing for the Future, One Child at a Time"*