



Crockett County Schools

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DIRECTOR OF SCHOOLS

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Crockett County Schools ESL Program Teacher Hiring Plan

Crockett County Schools will assure that all teachers of any language instruction program for English Learners (ELs) are fluent and competent in reading, writing, listening and speaking.

An applicant's reading fluency is evaluated through the scores on the Praxis test, using the passing scores assigned by the Praxis testing company.

During the interview process, each applicant competes a writing sample to assess the writing fluency.

The listening and speaking fluency of an applicant is evaluated and documented during the interview process using an oral communication skills form.

Personnel, which have been previously hired, will be assessed during the yearly evaluation process.

SEC. 3116. [20 U.S.C. 6826] LOCAL PLANS.

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 English learners that is, or will be, funded under this part are fluent in English and any other language used for instruction, including having written and oral communications skills.

Oral Communication Skills for ESL Teachers

Interview Date _____ Name _____

Listening Skills

_____ Actively Listening- restates/ rephrase statements and questions

Notes _____

_____ Reaction/ focus to communication

Notes _____

_____ Eye Contact

Notes _____

_____ Wait Time/ Use of Silence

Notes _____

Speaking Skills

_____ Projects energy, confidence and a friendly demeanor

Notes _____

_____ Does he/she use natural gestures or is he/she clenching fists, fussing or seem stiff?

Notes _____

_____ Easily understood in voice

Notes _____

_____ Uses correct English

Notes _____

_____ Uses slang or colloquialisms such as "you know"

Notes _____

_____ Positive in nature and answers

Notes _____

Comments _____

Completed by _____