

Federal Requirements for Hiring ELL Teachers
Macon County

1. All teachers of any language instruction program for English Learners (ELs) need to be fluent and competent in the four domains of language assessed by the English Language Proficiency Assessment:
 - a. Reading
 - b. Writing
 - c. Speaking
 - d. Listening

If personnel have been previously hired without these skills, the district needs to offer help to build the needed fluency.

2. A teacher's fluency in listening and speaking will be documented and evaluated during the interview process. The following will be monitored and documented:
 - a. Listening mistakes
 - b. Miscues
 - c. Grammar
 - d. Syntax mistakes
 - e. Level of fluency in speech and listening
3. Reading will be evaluated through a process of reading and showing understanding of the application process. College transcripts will be reviewed for reading. If necessary, a shelf reading comprehension assessment will be administered.
4. Writing fluency is required as well. The applicant may be asked to give a 15 to 20 minute writing skills sample. This will be done on-site during the interview process.

No Child Left Behind Act of 2001 states:

“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 child 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 ©]