

## Dyersburg City Schools

### Plan for Hiring Teachers working with English Learners

Dyersburg City 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.

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

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

A teacher's fluency in listening and speaking is evaluated and documented during the interview process.

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

These are requirements from the No Child Left Behind Act of 2001 which states:

*"TEACHER ENGLISH FLUENCY – Each eligible entity receiving a subgrant under section 3114 shall include in its plan a certification that all teacher 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 communications skills." [3116 (c)]*