

Plan for Hiring ESL (English as a Second Language) Teachers for ELLs (English Language Learners)

Capstone Education Group

All teachers of any language instruction program for English Language Learners (ELLs) need to be fluent and competent in the four domains of language assessed by the English Language Proficiency Assessment: reading, writing, speaking, and listening.

In order to hire highly qualified ESL teachers, CEG uses the following process:

- Candidates will be required to write answers to the following questions:
 - 1. What characteristics, skills, and passions should an effective ESL teacher possess?
 - 2. Capstone Education Group is currently converting Priority Schools to Achievement School District schools. That means CEG is charged with moving schools from a school currently ranked in the bottom 5% of all schools in Tennessee to one in the top 25% in less than five years. What are some critical elements for an ESL teacher in converting a priority school to a high-performing school?
 - 3. Why do you want to invest long days serving ESL students in priority schools?
- Candidates will be interviewed by the existing ESL teachers and the school principal, who will look for strength in the critical areas
- Candidates who pass the first two steps in the process will be required to write a lesson plan
- Candidates who pass the first three steps will be required to provide a teaching demonstration
- Candidates who pass all the steps will be required to show proof of academic achievement with ESL students and provide references which will be checked
- Candidates successful in all steps will be offered positions