



School District of the City of Pontiac Human Resources Vacancy Announcement

The City of Pontiac School District is an Equal Opportunity/Affirmative Action Employer and adheres to all district policies, rules, and regulations. No individual shall be excluded from participation in, denied the benefits of, or subjected to discrimination in any program, activity, or employment on the basis of race, color, religion, national origin, sex, age, or disability. The district complies with all applicable federal and state laws, including Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and Michigan Department of Education policies and regulations prohibiting discrimination. For inquiries regarding non-discrimination policies under Title II, Title VI, or Title IX, contact 248-451-6802. For questions related to Section 504, contact 248-451-6825. Complaints may be addressed to 47200 Woodward Ave, Pontiac, MI 48342.

JOB TITLE:	High School ESL Teacher
POSITION DESCRIPTION:	The High School ESL Teacher delivers rigorous instruction based on the Michigan Curriculum Framework and Content expectations and standards aligned with the Pontiac School District curriculum scope and sequence to students identified as English Language Learners. Effective strategies in management, instruction, student motivation and curriculum planning are the basis of instruction. The teacher makes knowledge accessible to all students; develops students' cognitive capacity and respect for learning; and fosters students' self-esteem, motivation and sense of civic responsibility.
TITLE REPORTS TO:	Building Principal and District Title I Representative
COMPENSATION:	Per PEA Master Agreement
LOCATION:	Pontiac High School
LENGTH OF CONTRACT:	185 Days
START DATE:	Upon Hire
FLSA STATUS:	Exempt
DATE OF POSTING	October 29, 2025
QUALIFICATIONS:	• Highly qualified teacher with full State of Michigan certification and endorsement in ESL education. • Knowledge of and experience with the use of behavior and achievement data for the design and implementation of intervention plans for English Language Learners. • Knowledge of effective, research based instructional strategies and best practices for English Language. • Learners and the ability to implement them effectively. • Knowledge of the use of assessments and assessment data to inform instruction and prescribe work plans for students. • Knowledge of the use of technology to support instruction. • Ascribes to the philosophy that all children can succeed and demonstrates the commitment to do what is necessary to make this a reality. • Evidence of the willingness and the ability to comply with the standards for ethical and professional performance established by the State Board of Education. • Interview/file data will include evidence of sensitivity and respect for others and verification of the demonstrated ability to serve as a positive role model for youth. • Possession of the necessary social and academic skills to promote cultural awareness and appreciate individual cultural differences and commonalities.
LICENSES, REGISTRATION OR CERTIFICATIONS:	• Criminal background check • Drug screen required

- ESL endorsement

INTERNAL POSTING
URL:

<https://www.applitrack.com/oaklandschools/onlineapp/JobPostings/view.asp?FromAdmin=true&AppliTrackJobId=14515>

APPLICATION PROCESS:

[Online Employment Application | Open Positions](#)

ESSENTIAL DUTIES AND
RESPONSIBILITIES:

- Effectively deliver the curriculum and content standards identified by the State of Michigan and Pontiac School District.
- Integrate best practices using grade level content standards established by the State of Michigan following the Pontiac curriculum scope and sequence.
- Scaffold student learning so they are required to read, write and think on a regular basis with the inclusion of before, during and after reading strategies.
- Develop a repertoire of assessment strategies consistent with instructional goals, teaching methods, and individual student needs to more accurately assess skills and understandings central to the content as well as literacy (the ability to read and write) and mathematics.
- Use multiple methods of assessment, formal and informal, formative and summative, and a range of assessment strategies including performance, journals, class critiques and discussions.
- Regard assessment as a joint venture through which both student and teacher understanding is enhanced.
- Create fair and equitable assessments to assess higher-order thinking and problem solving as well as individual skills, knowledge, and understandings.
- Recognize the individuality of students and individual responses to assignments.
- Ensure that all students have an equal opportunity to display what they know and can do in class.
- Provide insightful critiques to students considering the learning and creative processes of student work as well as the finished product and in the context of previous work.
- Model good assessment processes that assist students in assessing their own work and their peers.
- Differentiate instruction to meet the needs of individual students and enable student mastery of curriculum content expectations.
- Provide recognition of a variety of student accomplishments and positive behaviors.
- Participate in teacher teams that focus on the: identification of student needs through data analysis, development of research based instructional strategies to address those needs, and the monitoring and evaluation of instruction and student learning.
- Participate in professional development and training to provide student instruction in the core content areas through an enriched academic program that integrates literacy and mathematics under a whole school initiative.
- Effectively use and integrate technology into the curriculum.
- Maintain effective home/school communications to support student success.
- Actively participate in the development, implementation and evaluation of the School-wide/School Improvement.
- Plan and work collaboratively to achieve the overall purposes of the school.
- Regular and predictable attendance is essential.

PHYSICAL ACTIVITIES &
REQUIREMENTS:

- While performing the duties of this job, the employee is regularly required to sit and talk or hear.
 - The employee is frequently required to use hands to finger, handle, or feel.
 - The employee is occasionally required to stand, walk, reach with hands and arms and stoop, kneel.
 - The employee must occasionally lift and/or move up to 10 pounds.
 - Specific vision ability required by this job includes close vision, distance vision, peripheral vision and ability to adjust focus.
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Job Posting Approved by: Ashley Smith, Interim Assistant Superintendent of Human Resources
Approval Date: 10/29/2025