School District Of The City Of Pontiac
OFFICE OF HUMAN RESOURCES

High School ESL Teacher

Reports To	Compensation	Location	Contract	FLSA
Building Principal and District Title I Rep.	Per PEA Salary Schedule	Pontiac High School	185 Days	Exempt

About PSD

The School District of the City of Pontiac serves approximately 3,850 students and is committed to empowering every learner through high-quality instruction, innovative programs, and meaningful support. As a district on the rise, our teachers and staff continue to invest in student success, staff excellence, and a strong future for our community.

Position Summary

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.

Qualifications

- State of Michigan Teaching certification and endorsement in ESL education.
- Experience is preferred but not necessary for hiring.

Pre-Employment Requirements

- Criminal Background Check
- Drug Screen

Essential Duties & Responsibilities

- Deliver high-quality instruction aligned with the Michigan Academic Standards, Pontiac School District curriculum, and established content expectations for English Learners (ELs).
- Plan and implement engaging, standards-based lessons that support English language acquisition while promoting academic achievement across content areas.
- Utilize research-based instructional strategies and best practices to support language development, literacy, and academic success for multilingual learners.

- Scaffold instruction to ensure students actively engage in reading, writing, speaking, listening, and critical thinking through before, during, and after learning strategies.
- Differentiate instruction to meet the diverse linguistic, academic, social, and emotional needs of English Learners and provide equitable access to grade-level curriculum.
- Assess student learning through a variety of formal and informal, formative and summative assessment methods, and use assessment data to inform instruction, monitor progress, and develop targeted intervention plans.
- Develop and implement assessment strategies that accurately measure student growth in English language proficiency, literacy, mathematics, and content-area learning.
- Create fair, equitable, and culturally responsive assessments that promote higher-order thinking, problem-solving, and authentic demonstrations of learning.
- Recognize and respond to individual student strengths, needs, interests, and learning styles, ensuring all students have opportunities to demonstrate their knowledge and skills.
- Provide timely, constructive feedback that supports student growth, self-reflection, and continuous improvement.
- Foster student ownership of learning by modeling effective assessment practices and encouraging self-assessment and peer evaluation.
- Establish and maintain a positive, inclusive, and culturally responsive classroom environment that promotes student engagement, respect, and academic success.
- Recognize and celebrate student achievements, growth, positive behaviors, and contributions to the school community.
- Collaborate with classroom teachers, interventionists, administrators, and support staff to identify student needs, analyze achievement data, implement instructional strategies, and monitor student progress.
- Participate actively in Professional Learning Communities (PLCs), teacher collaboration teams, and other district initiatives focused on improving student outcomes.
- Engage in ongoing professional learning to strengthen instructional practices and support the academic and language development of English Learners.
- Integrate technology effectively to enhance instruction, increase student engagement, and support language acquisition.
- Maintain effective communication with parents, guardians, and families to foster meaningful home-school partnerships and support student success.
- Contribute to the development, implementation, and evaluation of School Improvement Plans and district initiatives.

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.

- Work collaboratively with colleagues and stakeholders to support the mission, vision, and goals of the school and district.
- Maintain accurate student records, documentation, and reports as required by district, state, and federal regulations.
- Perform other duties and responsibilities as assigned by the building administrator.

Benefits of Working with PSD

- Competitive Medical, Dental, and Vision benefits for full-time employees. (Cash-in-lieu option is available for eligible employees, with payments directed to a retirement savings account.)
- Employee Assistance Program (EAP) offering confidential wellness counseling, and support services for employees and eligible family members.
- Paid Time Off (PTO) and Earned Sick Time Act (ESTA) leave for eligible employees.

Physical Requirements

- Regular sitting, speaking, hearing, and use of hands. Occasional standing, walking, reaching, stooping, kneeling, and lifting up to 10 pounds.

Application Process

- Online Employment Application | Open Positions