



## Job Description

<b>Position Title:</b>	ESL Teacher
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<b>Function:</b>	Instruction
<b>Family:</b>	Instructor

<b>Reports to:</b>	Campus Principal	<b>FLSA Classification:</b>	Exempt
<b>Terms of Employment:</b>	<ul style="list-style-type: none"><li>Follow the instructional calendar as approved by the School Board and no less than 187 days per school year.</li><li>Probationary Teacher contract.</li><li>Salary is in the Teacher Salary Schedule on the SAISD Compensation Plan as applicable with additional consideration for directly related experience.</li><li>Additional stipend of \$2,000 provided, additional detail regarding eligibility and responsibilities can be found in the <a href="#">ESL Stipend Agreement</a>, located <a href="#">here</a>.</li></ul>		
<b>Funding Source:</b>	This position is locally funded.		

### Position Summary

Provide identified, beginner, and intermediate English Learners (ELs) with focused, targeted, and systematic second language acquisition instruction that provides them with the foundation of English language vocabulary, grammar, syntax, and English mechanics necessary as well as the knowledge and skills outlined in the state standards for English Language Arts and Reading. Support campus-wide systems that ensure English Learners' cognitive, linguistic, and affective development designed to fulfill their maximum potential and prepare them for success in higher education and society. Ensure a safe and welcoming environment for English Learners.

### Essential Functions / Key Responsibilities

1. Analyze performance data to provide targeted instruction based on students' individual needs.
2. Develop and implement lesson plans that fulfill the requirements of the district's curriculum program, reflect accommodations for learning style differences, and show written evidence of preparation as required.
3. Create focused, targeted, and systematic second language acquisition instruction to provide the student a foundation of English language vocabulary, grammar, syntax, and mechanics necessary to support content-based instruction and accelerated learning of English.
4. Present subject matter according to the guidelines established by the Texas Education Agency, board policies, and administrative regulations.
5. Collaborate with other staff members to determine instructional goals, objectives, and methods according to district requirements.
6. Collaborate with special education teachers to modify curricula as needed for special education students as identified in Individual Education Plans (IEP).



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7. Plan and monitor the workflow of instructional assistants and volunteers.
8. Provide students with guidance to analyze and improve study methods and habits.
9. Conduct ongoing assessments of student achievement through formal and informal testing.
10. Create a classroom environment conducive to learning and appropriate for the physical, social, and emotional development of students.
11. Support teachers in learning and implementing instructional accommodations for ELs and socio-cultural competence.
12. Assist in coordinating events that foster awareness of multi-culturalism and resources in the school and surrounding community for our students and their families.
13. Assist in ensuring that ELs new to the campus are properly identified and scheduled and monitor the progress of ELs who are not obtaining passing grades.
14. Support beginner and intermediate ELs in core content classes.
15. Attend LPAC and ARD/LPAC meetings.
16. Perform other related duties as assigned within the appropriate skill and experience capabilities expected for this position.

### Minimum Requirements

- Bachelor's degree from an accredited college or university.
- Valid Texas Teaching Certificate with required endorsements for subject and level assigned.
- Student teaching or approved internship.
- **No Teaching Experience:** Favorable recommendation from an educational program supervisor.
- **1-2 Years of Teaching Experience:** The summative evaluation scores must be at "proficient" or above in four of sixteen dimensions with no "improvement needed" in any dimension using TTESS or a comparable performance evaluation tool.
- **3 or More Years of Teaching Experience:** The summative evaluation scores must be at "proficient" or above in nine of sixteen dimensions with no "improvement needed" in any dimension using TTESS or a comparable performance evaluation tool.
- Candidate must have satisfactory outcome of fingerprinting background check. Non-refundable fee (approximately \$50.00) paid by the employee.

### Knowledge, Skills & Abilities

- Effective communication skills, both oral and written, with diverse groups of individuals utilizing tact and diplomacy.
- Knowledge of second language acquisition instruction.
- Knowledge of Spanish or a second language.
- Knowledge of core academic subject assigned.
- Knowledge of curriculum and instruction.
- Knowledge of the Language Proficiency Assessment Committee Framework.
- Demonstrate ability to instruct students and manage student behavior.
- Strong organizational, communication, and interpersonal skills.
- Ability to adjust and adapt to a multitude of situations in the school environment.
- Excellent ability to establish and maintain positive working relationships with students, families, district personnel, business partners, and the community.
- Demonstrated ability to utilize technology to strengthen the teaching/learning process.
- Demonstrated ability to manage student behavior in accordance with the Student Code of Conduct and



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student handbook.

### **Working Conditions**

#### Work Environment:

- Computer, computer software programs and peripherals, teacher resource materials and equipment, copier, fax, and other equipment applicable to position.
- Frequent exposure to: temperature extremes (hot and cold), humidity extremes, noise. Occasional exposure to: biological hazards (communicable diseases, bacteria, insects, mold, fungi, etc).

#### Physical Demands/Requirements:

- Maintain emotional control under stress; work with frequent interruptions/deadlines; frequent sitting, standing, walking, climbing, balancing, pulling and pushing; reaching, repetitive hand motions, hearing, speaking clearly, visual acuity and prolonged data input; occasional lift/carry light, moderate 15-44 pounds.

### **Supervisory Responsibilities / Direct Reports**

- Supervise students and monitor workflow of instructional assistants as appropriate.

**It is the policy of San Antonio ISD not to discriminate on the basis of race, color, religion, national origin, age, sex, gender identity, gender expression, sexual orientation or disability in its vocational programs, services or activities as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973, as amended, and SAISD's board policies DIA, FFH, and FFI.**

Employee Signature: \_\_\_\_\_

Date: \_\_\_\_\_