Student Performance Data and ESOL Teacher Evaluation

A presentation to the Maryland Council on Educator Effectiveness

Dr. Karen C. Woodson, Director
ESOL/Bilingual Programs
Montgomery County Public Schools
January 10, 2011

Karen_C_Woodson@mcpsmd.org

Who is the ESOL Teacher?

- In Maryland, certified English for Speakers of Other Languages (ESOL) teachers have specialized, graduate level training in the academic content area of **English as a new language**
  - ➢ Second language acquisition
  - ➢ ESOL teaching methods
  - ➢ English grammar (academic & interpersonal)

What do ESOL teachers do?

- Teach interpersonal and academic English to students who are learning English as a new language
- Provide explicit, structured, and systematic English language development (ELD) instruction in the four language skills: *listening, speaking, reading and writing*

How is ESOL instruction organized?

- In Maryland, federally mandated English language proficiency (ELP) standards are aligned to English and Reading/Language Arts
- In MCPS, the ESOL curriculum is aligned to the Maryland ELP standards and the reading and writing standards in the MCPS English and Reading/Language Arts curricula

How is ESOL instruction provided?

- In MCPS, the ESOL teacher provides explicit, structured, systematic ELD instruction to ESOL students using the ESOL curriculum
- ELD occurs during the student's English or Reading/Language Arts time
- ELD may also be content-based, i.e., occur in the content areas of math, science, social studies, or English Reading/Language Arts
- ESOL teachers focus on teaching *English as a new language,* **NOT** academic content

Considerations for ESOL Teacher Evaluation

- All states have federally mandated Annual Measureable Achievement Objective (AMAO) I and II targets in English language proficiency (ELP)
  - ✓ AMAO I: Progress toward ELP
  - ✓ AMAO II: Attainment of ELP
- The students of ESOL teachers should meet or exceed AMAO I and II targets each year

Considerations for
ESOL Teacher Evaluation

- ESOL teachers should provide evidence of data-driven decision making by:
  - ✓ Using a variety of formal and informal assessment techniques to measure listening, speaking, reading and writing skills in English.
  - ✓ Analyzing student information and results and planning ELD instruction accordingly.

Considerations for
ESOL Teacher Evaluation

- ESOL teachers should provide evidence of commitment to continuous improvement and professional development by:
  - ✓ Reflecting upon their practice in promoting ELD and adjust instruction accordingly.
  - ✓ Drawing upon educational research and research-based strategies in planning and delivering ELD instruction.
  - ✓ Being active members of professional learning communities.

Considerations for
ESOL Teacher Evaluation

- ESOL teachers should provide evidence of professionalism by:
  - ✓ understanding and supporting the vision of the school system.
  - ✓ Viewing themselves as a leader in the educational community.
  - ✓ Contributing to the smooth functioning of the school environment.

Questions