

KERSHAW COUNTY SCHOOL DISTRICT, SOUTH CAROLINA

JOB DESCRIPTION, SEPTEMBER 2024

JOB TITLE: MULTILINGUAL LEARNER/ESOL TEACHER

GENERAL STATEMENT OF JOB

Under limited supervision, provides professional services to identify, teach, and evaluate students with limited English proficiency skills and provide students with specialized instruction, tutoring, support services and classroom adaptations as needed. Reports to the Coordinator for the Arts.

SPECIFIC DUTIES AND RESPONSIBILITIES

ESSENTIAL JOB FUNCTIONS

Provides specialized instruction, tutoring, and support services, special classroom adaptations and consultation to students with limited English proficiency.

Develops, organizes, and delivers lesson plans that utilize a broad range of appropriate teaching techniques and strategies; provides instruction that meets state and federal standards.

Develops an Individualized Language Acquisition Plan (ILAP) for each Multilingual Learning (ML) student.

Addresses all aspects of communication through appropriate instruction in the appropriate content area; supports the development of each ML student to focus on the ability to read, write, and speak.

Administers academic and language assessments to evaluate student progress, meet academic learning targets, and make progress in language acquisition.

Maintains and keeps accurate records of student progress and evidence of growth. Communicates progress to parents and guardians.

Provides a nurturing and supportive learning environment that encourages student responsibility and incorporates challenging instructional strategies.

Manages allotted learning time to maximize student achievement and incorporates current technology into the classroom environment.

Collaborates with colleagues, including classroom and other multilingual teachers, with acceptable personal and interpersonal communication skills.

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Establishes and maintains standards of student behavior that are required to facilitate an orderly and productive teaching environment. Oversees assigned out-of-classroom activities during the school day and 1-2 after-school activities, as needed.

Attends continuing education courses to update professional knowledge, skills and abilities; conducts research to keep abreast of changes, trends and innovations in the field.

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Coordinates and/or participates in special projects or programs as assigned.

Receives and responds to inquiries and concerns from staff, parents and students regarding special services.

Performs various office duties as necessary, including preparing reports and correspondence, compiling information and data for reports, attending meetings, copying and filing documents, answering the telephone, ordering materials and supplies, etc.

Receives and reviews student records, reports, test results, technical manuals, etc.

Refers to policy and procedure manuals, curriculum guides, texts and reference material, computer manuals, professional journals, etc.

Interacts and communicates with the immediate supervisor, other District administrators and staff, school administrators and staff, students, parents, community organizations, and the general public.

Operates various types of machinery and equipment including a vehicle, computer, printer, typewriter, calculator, copier, telephone, auditory trainers, hearing aids, audio-visual equipment, various other learning aids, etc.

Uses clerical, copier and computer supplies; hearing screening supplies and instruments, other therapy aids, etc.

ADDITIONAL JOB FUNCTIONS

Performs related duties as required.

MINIMUM TRAINING AND EXPERIENCE

Requires Bachelor's degree and certification or endorsement in English for Speakers of Other Languages (ESOL), or Master of Arts degree in teaching ESOL or equivalent degree, or three to five years of experience teaching ESOL or an equivalent combination of education, training and experience that provides the required knowledge, skills and abilities.

Knowledge on Frontline and WIDA ACCESS would be beneficial.

SPECIAL REQUIREMENTS

Must possess a S.C. teacher's certificate or endorsement in ESOL; must possess a valid state driver's license.

Must be willing to work in 2-3 schools.

Must be willing to work with students K-12.

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MINIMUM QUALIFICATIONS OR STANDARDS REQUIRED TO PERFORM ESSENTIAL JOB FUNCTIONS

Physical Requirements: Must be physically able to operate a variety of automated office machines and equipment including a computer, calculator, telephone, hearing aids and related equipment and supplies, etc. Tasks involve the regular, and at times sustained, performance of moderately physically demanding work, typically involving some combination of standing and walking for periods of time, stooping, kneeling, crouching, crawling, and involving the lifting, carrying of objects and materials of moderately heavy weight (20-50 pounds).

Data Conception: Requires the ability to compare and/or judge the readily observable functional, structural or compositional characteristics (whether similar to or divergent from obvious standards) of data, people or things.

Interpersonal Communications: Requires the ability of speaking or signaling people to convey or exchange information. Includes receiving assignments and/or direction from supervisor.

Language Ability: Requires ability to read a variety of reports and documentation, policy and procedure manuals, texts, technical manuals, professional journals, etc. Requires the ability to prepare IEP plans, reports, records, recommendations, correspondence, etc., with proper format, punctuation, spelling and grammar, using all parts of speech. Requires the ability to speak with and before others with poise, voice control and confidence.

Intelligence: Requires the ability to apply principles of logical thinking to define problems, collect data, establish facts and draw valid conclusions; to deal with several abstract and concrete variables. Requires the ability to apply to learn and understand relatively complex principles and techniques; to make independent judgments in absence of supervision; to acquire Knowledge of topics related to primary occupation. Must have the ability to comprehend and interpret received information.

Verbal Aptitude: Requires the ability to record and deliver information, to explain procedures, to follow and give verbal and written instructions; to counsel and teach employees, parents and students. Must be able to communicate effectively and efficiently with persons of varying ages and educational/cultural backgrounds and in a variety of technical and/or professional languages including special education, medical, counseling, sign language, etc.

Numerical Aptitude: Requires the ability to add and subtract totals, to multiply and divide, to determine percentages and decimals and to determine time. Must be able to use practical applications of geometry and statistics.

Form/Spatial Aptitude: Requires the ability to inspect items for proper length, width and shape; to identify degrees of similarity or differences in form, shape, movement, etc.; and visually read various information.

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Motor Coordination: Requires the ability to coordinate hands and eyes using office and special therapeutic equipment/machinery; to operate motor vehicles.

Manual Dexterity: Requires the ability to handle a variety of items, keyboards, office equipment, control knobs, buttons, switches, catches, therapy aids, etc. Must have moderate levels of eye/hand/foot coordination.

Color Discrimination and Visual Acuity: Requires the ability to differentiate colors and shades of color; requires the visual acuity to determine depth perception, peripheral vision, inspection for small parts; preparing and analyzing written or computer data, etc.

Interpersonal Temperament: Requires the ability to deal with people beyond giving and receiving instructions. Must be adaptable to performing under stress when confronted with emergency situations or tight deadlines. The worker may be subject to danger or risk to a slight degree and to tension as a regular, consistent part of the job.

Physical Communications: Requires the ability to talk and hear: (talking: expressing or exchanging ideas by means of spoken words; hearing: perceiving nature of sounds by ear).

PERFORMANCE INDICATORS

Knowledge of Job: Has thorough knowledge of the methods, procedures and policies of the Kershaw County School District as they pertain to the performance of duties of the ESOL teacher. Has thorough knowledge of the organization of the District. Has knowledge of the laws, ordinances, standards and regulations pertaining to the specific duties and responsibilities of the position. Is able to make sound, educated decisions. Is able to plan and develop daily, short and long-term goals related to District purposes. Is able to take the initiative to complete the duties of the position without the need of direct supervision. Is able to plan, organize and prioritize daily assignments and work activities. Has comprehensive knowledge of the theories, methods, practices and materials of education for the English language learner. Has thorough knowledge in the areas of the English language and possibly other languages. Is able to supervise, guide and support students with patience and kindness. Is able to motivate students to participate in educational activities and to want to learn. Is able to perform job tasks professionally in an environment where discrimination and other public issues are constant concerns. Has knowledge of how to develop effective relationships with assigned students. Has knowledge of how to maintain effective relationships with personnel of other departments, professionals and members of the public through contact and cooperation. Is able to provide effective leadership and supervision as assigned. Is able to offer training and assistance to co-workers and employees of other departments as required. Is able to read and interpret complex materials pertaining to the responsibilities of the job. Is able to assemble and analyze information and make written reports and records in a concise, clear and effective manner. Has comprehensive knowledge of the terminology and various professional languages used within the department. Has knowledge of proper English usage, grammar, punctuation and spelling; has the mathematical ability to handle required calculations. Has knowledge of and is able to use modern office practices and equipment, including computers. Has knowledge of how to react calmly and quickly

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in emergency situations. Is able to learn and utilize new skills and information to improve job performance and efficiency.

Quality of Work: Maintains high standards of accuracy in exercising duties and responsibilities. Exercises immediate remedial action to correct any quality deficiencies that occur in areas of responsibility. Maintains high quality communication and interaction with internal and external entities with whom the position interacts.

Quantity of Work: Performs described Essential Functions and related assignments efficiently and effectively in order to produce quantity of work which consistently meets established standards and expectations.

Dependability: Assumes responsibility for completing assigned work. Completes assigned work within deadlines in accordance with directives, policy, standards and prescribed procedures. Maintains accountability for assigned responsibilities in the technical, human and conceptual areas.

Attendance: Attends and remains at work regularly and adheres to policies and procedures regarding absenteeism and tardiness. Provides adequate notice to higher management with respect to vacation time and leave requests.

Initiative and Enthusiasm: Maintains an enthusiastic, self-reliant and self-starting approach to meet job responsibilities and accountabilities. Strives to anticipate work to be accomplished, and initiates proper and acceptable action for the completion of work with a minimum of supervision and instruction. Judgment: Exercises analytical judgment in areas of responsibility. Identifies issues or situations as they occur and specifies decision objectives. Identifies or assists in identifying alternative solutions to issues or situations. Implements decisions in accordance with prescribed and effective policies and procedures and with a minimum of errors. Seeks expert or experienced advice where appropriate and researches issues, situations and alternatives before exercising judgment.

Cooperation: Accepts supervisory instruction and direction and strives to meet the goals and objectives of same. Questions such instruction and direction when clarification of results or consequences are justified, i.e., poor communications, variance with established policies or procedures, etc. Offers suggestions and recommendations to encourage and improve cooperation intra- and inter-departmentally.

Relationships with Others: Shares knowledge with managers, supervisors and co-workers for mutual benefit. Contributes to maintaining high morale among all employees. Develops and maintains cooperative and courteous relationships inter- and intra-departmentally, and with external entities with whom the position interacts. Tactfully and effectively handles requests, suggestions and complaints in order to established and maintain good will. Emphasizes the importance of maintaining a positive image.

Coordination of Work: Plans and organizes daily work routine. Establishes priorities for the completion of work in accordance with sound time-management methodology. Avoids duplication of effort. Estimates expected time of completion of work elements and establishes a personal schedule

accordingly. Attends required meetings, planning sessions and discussions on time. Implements work activity in accordance with priorities and estimated schedules.

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Safety and Housekeeping: Adheres to all established safety and housekeeping standards. Ensures such standards are not violated.

DISCLAIMER: This job description is not an employment agreement or contract. Management has the exclusive right to alter this job description at any time without notice.