

Teacher Qualifications and Professional Development

Imlay City Schools has a certified, highly qualified ESL endorsed teacher. This teacher collaborates with the Title III Director/Director of State and Federal Programs to implement an Alternative Language Program with fidelity as well as procedures to determine the effectiveness of professional development activities to all teachers of EL students.

Hiring Process

The Title III Director/Director of State and Federal Programs will evaluate and hire employees, including an ESL endorsed teacher, to effectively implement the district's EL programs. This includes ensuring that all staff hired for EL programs have the appropriate certification/license and are fluent in English, including written and oral communication skills.

Program Oversight

The Title III Director/Director of State and Federal Programs, in cooperation with district certified personnel, will oversee the planning of the instructional programs and the EL staff. This will include the integration of EL programming into district curriculum and instruction.

Professional Development

The Title III Director/Director of State and Federal Programs will develop a professional development plan that is designed to improve instruction as assessment, enhance the ability of teachers to understand curriculum, assessment and instructional practices, be effective and be sufficient to provide a long lasting positive impact. The Title III Director/Director of State and Federal Programs will maintain documentation of professional development such as agendas and sign-in sheets. Lastly, the Title III Director/Director of State and Federal Programs will identify and collect data to monitor the effectiveness of the professional development.