

	The ESL teacher (I) can....	1	2	3	4
Instruction	Model skills and strategies for teaching academic language (reading, writing, listening, speaking) to ELs				
	Provide supports at the word, sentence, and discourse level of the academic language demands of texts and tasks				
	Integrate language with grade level appropriate content in lessons				
	Build background and cultural knowledge necessary to comprehend texts and perform tasks				
	Get to know students and design instruction for ELs with different proficiency levels, cultural backgrounds, and educational experiences				
	Create an inclusive classroom environment				
	Incorporate native language supports and allow for appropriate native language use				
	Provide appropriate literacy instruction for ELs including supports for essential elements of reading (phonemic awareness, phonics, vocabulary, fluency, comprehension)				
	Analyze and select appropriate instructional materials				
Standards	Understand and implement English Language Development Standards				
	Analyze language demands of grade level content standards				
	Support general education teachers and other specialists with implementation of grade level content standards for ELs				
Assessment	Formatively assess academic language skills in all four domains (listening, speaking, reading, writing) in the classroom setting				
	Analyze and interpret formative and standardized data about language acquisition and content concept development				
	Use formative assessment data to make decisions about next steps in instruction				
	Use multiple data sources to make school-wide recommendations for program development and professional development				
	Work with special needs educators to interpret language assessments and other data for ELs with special learning needs				
Collaboration	Create accommodations for classroom assignments and assessments for students at different language acquisition levels				
	Collaborate with colleagues to co-plan differentiated instruction				
	Develop instructional supports to help ELs meet the academic language demands involved in grade-level content				
	Gather and share information about ELs with staff				
	Collaborate with special needs educators to provide specialized language and learning support				
Parents and Community	Communicate effectively with parents/guardians/family members				
	Create an inclusive school community and welcoming school environment				
	Build family and community connections through programming and outreach				
	Connect EL families with community resources				
Professional Development	Provide school based professional development on strategies for working with culturally and linguistically diverse students				
	Share a depth of knowledge of second language acquisition				
Advocacy	Advocate for culturally and linguistically diverse students regarding school policies, programs, schedules				
	Develop and evaluate the school wide ESL program				