



Delaware Immersion Primer

Domestic Teacher Recruitment

In order to ensure the highest quality instruction and academic achievement in students in both languages, careful consideration should be given to staffing the immersion program. Conversations with administrators of successful immersion programs have produced the following lists of characteristics to be mindful of and look for in program teachers.

Characteristics of highly effective Immersion Language Teachers

- Advanced-Mid Level* proficiency in the immersion language
- Level of English proficiency that allows for communication with partner teacher and parents
- Understanding of language acquisition and teaching language through content
- Has an eye on effectiveness and using every minute for instruction
- Collaborative, Flexible and Engaging

LICENSE and CERTIFICATE Requirements (hold or be eligible for ALL of the following)

- Delaware Teaching License
- Early Childhood Education (K-2) OR Elementary Education (K-6)
- World Language (K-12)

Because the demand nationally for immersion teachers is high, districts should consider expanding their regular recruitment timeline to begin in the fall of the year prior to needing a teacher. Advertising “anticipated” positions at national language conferences is highly recommended. Below are several resources for getting the word out about immersion teacher vacancies.

- American Council on the Teaching of Foreign Languages - ACTFL Job Central
<http://jobcentral.actfl.org/>
Job posting packages begin at \$200
- Dual Language Education of New Mexico
http://www.dlenm.org/index.php?option=com_content&view=article&id=22&Itemid=7
Individual membership of \$99 provides job posting privileges
- Association of Two-way and Dual Language Education
<http://atdle.org/> / Email to twbirosa@aol.com
- Nandu Electronic Email list for elementary language teachers
<http://www.cal.org/earlylang/listservs.html>
- Language Immersion Education in the Americas (LIM-A) Listserv
<http://www.carla.umn.edu/immersion/LIMA.html>
- Teacher Preparation programs at institutions including University of Delaware, University of Minnesota, Brigham Young University, California State University Chico, University of Maryland, and New York University
- US Newspapers with large populations of target-language speakers
Washington Times, Philadelphia Tribune, Baltimore Sun, New York Times, Miami Herald, San Francisco Examiner, Dallas Observer, LA Times

* As defined by the American Council on the Teaching of Foreign Languages and evidenced by a nationally-normed assessment instrument, i.e. ACTFL OPI and WPT or STAMP 4s