



Box Elder School District

Competency-Based ESL Endorsement

The Box Elder School District Competency-Based ESL Endorsement will be available to district educators with the purpose of building educators' capacity to incorporate equitable and evidence-based instructional practices that integrate language acquisition and cultural relevance in instruction.

Timeframe:

- The BESD ESL Endorsement program is designed to be completed during two consecutive school years and the summer in between, beginning in April of the first school year and going through May of the second school year.

Instruction/Curriculum:

- Completion of 6 USBE-created Canvas courses: 1 course every 8 weeks
 - Each course consists of 12 modules with the intention to complete 3 modules every 2 weeks during the school year.

Cohort Meetings (1 per month):

- All the teachers in a cohort will meet together once per month for an hour to discuss how material being learned in the coursework can be implemented into regular instructional practice.
 - An alternate assignment will be required for missed meetings.
- Meetings will be led by an ESL Endorsed Facilitator.
- Each Beginning of Year meeting will use the [Consultancy Protocol](#), in which teachers will refine their goals.
- Each End of Year meeting will use the [Success Analysis Protocol](#) to review successes in practical, classroom-level application of learning.

Coaching Cycles:

- Each teacher will create a personal coaching plan with their assigned Instructional Coach.
 - In the plan, teachers will engage in at least 2 coaching cycles with an Instructional Coach.
- [Coaching Cycles \(p.6\)](#) will focus on implementation of highly effective instructional practices and achievement of individual goals.
- Coaching cycles will be completed during the course of the 2nd school year.
- Teachers will enroll in the coaching Canvas course during the 2nd school year and use it to upload documentation of completed coaching cycles.

Goals and Self-Assessment:

- Each teacher will take a self assessment at the beginning and ending of the ESL Endorsement Program
- During each Canvas course, each teacher will create a personal learning plan aligned to the [TESOL Standards](#).
 - Each learning plan will consist of a goal, a reflection, and a plan for continued learning beyond the course.
 - Goals will be a focal point for the Coaching Cycles

Portfolio and Evidence of TESOL Standards:

- Throughout the course of the ESL Endorsement Program, each teacher will compile a portfolio consisting of:
 - A self assessment of the TESOL Standards (beginning and ending)
 - A personal learning plan, aligned with the TESOL Standards for each Canvas course.
 - A capstone project that meets or exceeds TESOL standards for each Canvas course.
 - A personal coaching plan and reflection

Completion of ESL Endorsement Requirements:

- As teachers complete each course, BESD will award MIDAS credit for the course.
- Upon completion of all courses and the coaching cycle course, BESD will provide each teacher with a letter of verification that the teacher has completed the BESD Competency-based ESL Endorsement for them to submit as evidence with their request for the endorsement from the State.
- Teachers who successfully complete the ESL endorsement will be recognized in a school board meeting upon completion.