

Prepared by: Gertrude A. Ivory
Date: January 15, 2009
Strategic Plan: Goals/Objectives 1.1.1.2, 1.3, 1.4, 1.5, 1.8
Estimated Cost: \$65,874

Teacher of English as a Second Language

Sept. 30, 2008 ESL enrollment was 394, an increase of 27 students from September 2007. From Sept. 30, 2008 to Jan. 9, 2009 our numbers have increased by 14 students with more enrolling each week. IRC has told us they expect to receive more than 200 new refugees in the next nine months. Many of them will be families with children.

ESL teachers provide differentiated educational opportunities designed to meet the unique needs of limited English proficient (LEP) students. Beginning and intermediate students receive concentrated instruction from the ESL teacher on a regularly scheduled basis. More advanced students receive support from an ESL teacher as needed and in collaboration with the classroom teacher. At all times teachers offer services that reflect current research and best practices in ESL education.

In addition to their teaching responsibilities, ESL teachers assist classroom teachers and building administrators in creating positive learning environments for LEP students. They also provide leadership and on-going staff development as a specialist of English language learners.

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World Language Teacher

The world language teachers work collaboratively with classroom teachers to teach a conversational Spanish program to primary-age students. Teaching strategies stress communicative strategies, include Total Physical Response, and complement core instruction. Each grade level has four thematic units of study that are aligned with ACTFL (American Council on the Teaching of Foreign Languages) and the Virginia Standards of Learning. Currently world language teachers are scheduled to be in every kindergarten and first grade classroom for two 30-minute blocks a week. The program will expand to 2nd grade next year.

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Estimated Cost: \$29,252

Preschool Family Support Worker

The family support worker, which is the result of a partnership between the Charlottesville City Schools and the Charlottesville Department of Social Services, provides a consistent link between at-risk families of preschool children, the school and community services. The services provided include assisting families with access to medical, dental and mental health care; benefits including health insurance, cash assistance and food stamps; transportation to job training programs and interviews; adult education classes; court services; parenting and family education programs and transition to kindergarten activities. Last year, 36 preschool and 44 rising preschool parents were served by the Johnson Preschool Family Support Worker. This position was funded through a two-year grant. CCS paid a small portion of the salary for the family worker. Due to the reduction in funding we are being asked to share $\frac{1}{2}$ of the cost of the family support worker.

Prepared By: Faye Giglio
Date: January 15, 2009
Strategic Plan Goal/Objective: 4.1.3
Estimated Costs: 15,000

Supplements for National Board Certification

Teachers, speech therapists, psychologists and school counselors may earn national board certification in their fields. Many school divisions provide supplements for these employees to recognize this achievement.

Currently we have about 12 employees that we are aware of with national board certification. We also have a cohort of about 15 teachers who are working on this certification.

It is recommended that we provide \$1000 supplement for employees on pay table D who have national board certification.