

Ensuring Teacher Fluency in English

Manchester City Schools ensures fluency in English by screening ESL teacher applicants using an English fluency rubric. An applicant’s oral language and written communication are scored during the interview process. A review of the applicant’s college transcripts ensures fluency in reading.

Below is the rubric used to ensure teacher fluency in English:

English Fluency Rubric

Teacher: _____

Date: _____

CATEGORY: Oral Language	4	3	2	1
Speaks Clearly	Speaks clearly and distinctly all the time, and mispronounces no words.	Speaks clearly and distinctly all the time, but mispronounces one word.	Speaks clearly and distinctly all the time, but mispronounces several words.	Exhibits frequent phonemic errors and non-native stress and intonation patterns which usually interfere with communication.
Grammar/Syntax	Teacher/Applicant consistently speaks with correct grammar and syntax. (Appropriate tenses, pronouns, gender and number agreement, negation, articles, adjective placement)	Teacher/Applicant speaks with less than two grammatical errors.	Teacher/Applicant’s responses contain several grammatical errors.	Teacher/Applicant’s responses contain multiple grammatical errors that impede communication.
Pragmatics	Teacher/Applicant’s responses use appropriate language and formal register.	Teacher/Applicant’s responses occasionally use inappropriate register/language for the occasion.	Teacher/Applicant’s responses are often informal or not pragmatically appropriate for the occasion.	Teacher/Applicant’s responses are informal and/or inappropriate for the occasion/audience.
Uses Complete Sentences	Always (99%-100% of time) speaks in complete sentences.	Mostly (80%-98% of time) speaks in complete sentences.	Sometimes (70%-80% of time) speaks in complete sentences.	Rarely speaks in complete sentences.
CATEGORY: Written Language	4	3	2	1
Grammar & Spelling (Conventions)	Writer makes no errors in grammar or spelling that distract the reader from the content.	Writer makes 1-2 errors in grammar or spelling that distract the reader from the content.	Writer makes 3-4 errors in grammar or spelling that distract the reader from the content.	Writer makes more than 4 errors in grammar or spelling that distract the reader from the content.
Capitalization & Punctuation (Conventions)	Writer makes no errors in capitalization or punctuation, so the content is exceptionally easy to	Writer makes 1 or 2 errors in capitalization or punctuation, so the content is still easy to read.	Writer makes a few errors in capitalization and /or punctuation that catch the reader’s attention and	Writer makes several errors in capitalization and/or punctuation that catch the reader’s attention and greatly

