

English as a Second Language Annual Training for Teachers

[Tennessee State Board Rule 0520-01-19-.03\(8\)](#) establishes the required annual training for all teachers who provide Direct or Indirect English as a Second Language (ESL) Services.¹

Local education agencies (LEAs) must provide annual training including, but not limited to, the following topics:

- (a) The Tennessee English language development (ELD) standards;
- (b) Appropriate ESL instructional methods to use with grade-level academic content standards in English language arts, mathematics, science and social studies;
- (c) English language acquisition training for general education teachers to understand the process of acquiring a second or subsequent language;
- (d) Strategies for collaboration between teachers serving English Language (EL) students so that Individual Learning Plans (ILPs) are developed and implemented by all educators; and
- (e) The requirements regarding ILP development and implementation.

On July 1, 2024, the Tennessee ELD standards changed from the WIDA ELD standards to the [ELPA21 ELD standards](#). Teachers who provide Direct or Indirect Services to ELs must be annually trained on the ELD standards and how to use them within the ESL and content area classrooms. All teachers of EL students, including content teachers and ESL teachers, are expected to include ELD standards in every lesson plan. Teachers should be trained on how the ELD standards work in conjunction with the Tennessee Academic Standards.

All teachers who provide Direct or Indirect Services to ELs must be annually trained on appropriate ESL instructional methods to use with grade-level academic content standards in English language arts, mathematics, science, and social studies. Appropriate ESL instructional methods include but are not limited to scaffolding strategies, modeling, building background knowledge, how to modify so that English learners can access content in the English language, and how to assess ELs strategically to determine learning of content and language.

All teachers who provide Direct or Indirect Services to ELs must be annually trained on English language acquisition to understand the process of acquiring a second or subsequent language. Training for teachers should include the stages of language acquisition, including the “silent period”; cognates; differences in Basic Interpersonal Communication Skills (BICS); and Cognitive Academic Language Proficiency (CALP).

All teachers who provide Direct or Indirect Services to ELs must be annually trained on strategies for collaboration between teachers serving EL students so that ILPs are developed and

implemented by all educators. All teachers should be trained on lesson preparation, so the ELD standards are bridged with academic standards ensuring instruction is cohesive for students.

All teachers who provide Direct or Indirect Services to ELs must be annually trained on the requirements regarding ILP development and implementation. LEAs should provide training to all teachers and administrators on the LEA's ILP Oversight Plan.

Best Practices

Training for teachers who provide Direct or Indirect Services to ELs should be continuous throughout the school year instead of a one-time training at the beginning of the year. Trainings can occur virtually, in-person in large groups, or in-person in small groups. Some schools choose to do monthly meetings with short trainings, while other schools do a large group training and then send more information through email on a weekly basis.

LEAs should monitor the practice of skills learned in trainings to ensure that teachers are providing appropriate instruction to ELs. For example, a school should monitor the use of ESL instructional methods and revisit the training as necessary if teachers are not providing appropriate ESL instructional methods.

LEAs should have a plan to provide training to new teachers who may start after the beginning of the year and to provide training to teachers who may receive a new ESL student.

ⁱ Tenn. R. & Regs. 0520-01-19-.03(8)