

An Approach to Recruitment of Bilingual, Dual Language and ESL Professionals

New Jersey faces an obstacle in its inability to meet the demand for bilingual educators. The NJ Bilingual Education Office recently released a report entitled [THREAD](#), which advises school districts on possible ways to meet this shortage. The report states:

The Educator Preparation Provider Annual Report 2015, indicated that as of October 15, 2014, only 92 individuals certified in 2011-2012 and 2012-2013 were employed in New Jersey Public Schools with a Teacher of Bilingual/Bicultural certification (NJDOE, 2015). A complementary report cited that of this number, more than half (58) received their certification of eligibility (CE) through the Alternate Route Program (NJDOE, 2015).

With the expansion of Preschool programs and the influx of unaccompanied minors (over 7,000 in NJ over the past four years), this need is escalating.

NJTESOL/NJBE is interested in collaborating with our Teacher Education programs to recruit and prepare more teacher candidates to fill this dire need. We have created this document to provide current programs with some suggestions for recruiting possible viable candidates. If you have any other ideas or are already actively recruiting bilingual candidates please share with our Special Interest Group (SIG) representative, Dr. Lisa Rose Johnson.

Teacher Education Programs

- Survey your General Education Candidates for bilingual abilities
- Host a session for pre-service candidates on the immediate need and additional requirements for bilingual and/or ESL certification
- Reach out to Community College transfers with bilingual ability
- Form partnerships with local districts to recruit para-professionals, parents
- Seek grants for teacher training in this area
- Advocate for funding at the state and federal level for this urgent need.
- Recruit possible candidates in local advocacy, or faith-based groups
- Stress the urgent need at College Fairs in high schools
- Form teacher education/high school liaisons
- Recruit recipients of the Seal of Biliteracy
- Create a recruitment plan that includes word of mouth, referrals, and targeted visits to locales identified in an environmental scan.
- Take the show on the road! Create a brochure or a video presentation. Sell the positive benefits of working in a bilingual program.

Community Colleges

- Recruit advanced students in the ESL programs to pursue an educational career
- Survey students already enrolled in two year programs for bilingual ability
- Host a session on the immediate need for bilingual and ESL teachers

Post program descriptions on NJTESOL/NJBE hotlist and FLENJ job placement services, local cultural/community papers, churches/mosques, or other religious community bulletin.