MARYLAND CORE ACADEMIC SUBJECT AREA COMPETENCY RUBRIC
FOR TEACHERS (ESOL-CERTIFICATED) of ENGLISH LANGUAGE LEARNERS AT ALL GRADE LEVELS

Name: _____ SSN: _____ CAS:_____ School System: _____ School: _____

Note: ESOL teachers in early childhood education, elementary, middle, & secondary assignments who haven't achieved 100 pts. in column 1 must obtain a total of 100 pts., including all requirements shown in column 2.

	Column 1	Column 2	Column 3	Column 4	Column 5		
OPTIONS	Certification in ESOL	Course Work in Reading and Core Academic Subject Area	Years of Satisfactory Teaching Experience	Continuing Professional Development	Activities, Service, Awards, and Presentations related to the Core Academic Subject Area		
COMPETENCY TYPE	Achieve English as a New Language Certification from the National Board for Professional Teaching Standards 100 points Hold Advanced Professional Certificate issued by MSDE in ESOL; acceptable to teach English/Rdg-LA to ESOL students only 100 points _____ Hold Advanced Professional Certificate issued by MSDE in ESOL; for other CAS areas such as social studies or science. 64 points Hold Standard Professional Certificate issued by MSDE in ESOL 40 points	READING (6 points required for middle and secondary; 12 points required for ECE and elementary): - Earn semester hours of reading course work with a grade of "C" or better or MSDE CPD credit - Teach a reading content course at an IHE 1 point per credit earned or taught AND Content specific to Middle or Secondary CAS area (Minimum 15 points – reading [6]and content[9]): Earn semester hours of content course work * with a grade of "C" or better or MSDE CPD credit. CAS_____ (min. 9) Teach a content course at an IHE 1 point per credit earned or taught OR Content specific for early childhood or elementary (Minimum 36 points – reading[12] and content[24']) Earn semester hours of content course work** with a grade of "C" or better or MSDE CPD credit in: Math _____(min. 6) Science_____ (min. 6) English/Language Arts _____ (min. 6) Social Studies _____ (min. 6) Arts _____ Teach a content course at an IHE _____ 1 point per credit earned or taught	Must be Content Specific to Core Academic Subject Area: Must be full-time teaching assignment in the core academic subject area.	Must be related to education: Earn semester hours of graduate education course work with a grade of "B" or better Earn MSDE CPD credits for education related course work Teach an education related course at an IHE or at a local school system	Documented service on a local, state or national committee to: • develop, select or evaluate content standards _____ • develop, select or evaluate content curriculum _____ • align local content standards with state standards _____ • develop, validate or evaluate content assessments _____ Refereed Publications • Publish content chapter or article in a textbook or a refereed state, regional, or national journal	Documented service as a: • Department chair or team leader _____ • Mentor teacher _____ • Cooperating teacher for intern _____ • Content instructor at an IHE _____ • School Improvement Team member _____ Or • Other locally approved leadership role _____ _____	Local Teacher of the Year _____ State Teacher of the Year _____ Milken Award winner _____ Present academic content at local, state, regional or national professional meeting _____
POINT(S) ALLOWED	Points based on ESOL certification as noted above	Total reading and content-specific semester hours/credits Minimum 15 points (middle or secondary) Minimum 36 points (ECE or elementary)	4 points per year Maximum 50 points	1 point per credit earned or taught. Maximum 20 points	1 point per documented activity, service, award, or presentation Maximum 20 points		
	# Points :	# Hrs.:	# Years:	# Hrs.:	# Activities: # Service: # Awards: # Presentations:		
	TOTAL Points	TOTAL Points	TOTAL Points	TOTAL Points	TOTAL Points: GRAND TOTAL:		

*Course work (other than reading courses) from a department, school or college of education or an EDU prefix is not acceptable for content-specific course work. However, credits earned using CLEP are acceptable provided they are reflected on the official transcript.