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# Finding, Attracting, and Retaining Foreign Language Teachers

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# WHY BOTHER WITH FOREIGN LANGUAGE?

- Foreign Language is a Specialty - Not everyone can teach it!
- Takes Time to Learn
- Declining # of Graduates with Foreign Language Skills
- Foreign Language Builds LITERACY in English!
- **Considerations with Hiring Foreign Nationals**
  - *Visas/Work Permits*
  - *Unequal Credentials*
  - *Different Experiences with Education*
  - *Native Language vs. Foreign/Second Language*
  - *Need Extra Support and Patience (They come from a different educational world!)*

# GROW YOUR OWN

- Academic benefits of Foreign Languages:
  - strengthening **cognitive** processes
  - developing students' **print awareness**
  - developing students' **reading ability** in the early years
  - **higher academic achievement** on standardized tests
- **Less than one-quarter** of K-12 students are **exposed** to a foreign language before they graduate from high school. Once in college, that number drops to **less than 10%**. It can be impossible to inspire **future** foreign language teachers when students are simply **not exposed to another language** in a school environment.

# FINDING FOREIGN LANGUAGE TEACHERS

- **Post Positions on Career Websites** - *Indeed, Monster, Career Builder, Career One Stop, ZipRecruiter, LinkedIn, Texas Workforce Commission, GlassDoor, Simply Hired, Google for Jobs, Talent Egg, Jooble, Jobboom, etc.*
- **Connect with Colleges** - *Department of Modern/Foreign Languages, Linguistics, Humanities, etc. Post on their (physical) bulletin boards. Invite college juniors and seniors to school/district events. Create “student helper” opportunities (new college class, award volunteer hours)... BUT BEWARE! [A Major Doesn't Equal Fluency!](#) (See #2 Reason for NOT majoring in Foreign Language; scroll down the page)*
- **Peace Corps, Military Veterans, Downsizing International Companies**
- **Your City's International (or Country) Chamber of Commerce**
- **[Professional Language Organizations](#)** - *Slides 6-9*

# ATTRACTING FOREIGN LANGUAGE TEACHERS

- **Salary** (*bonus for college study abroad experience/ international degree?*)
- **Incentives** (*sign-on, annual stipend, etc*)
- **Class size** (*make it reasonable! Should be max 30! 16-20 for ASL*)
- **Room/Floating** (*wall space for anchor charts-floating doesn't work!*)
- **Advertise the school's/district's support** for the teacher efforts (*Foreign Language Week, Cultural Celebrations, etc*)
- **BE HONEST!** There's a school for every teacher and a teacher for every school. **KNOW YOUR SCHOOLS.** (*Don't sugarcoat descriptions of schools*).

# RETAINING FOREIGN LANGUAGE TEACHERS

- **Get a Dedicated Director/Coordinator/Supervisor**
  - FL is **NOT taught the same** as RLA or Dual Lang/Bilingual! Get a central staff supervisor who SPECIALIZES in FL and can support teachers **PROPERLY!**
- **Teacher Recognition** (*Cultural Celebrations, Teacher of the Month/Year, BRAG ON YOUR PROGRAM/TEACHERS-Social Media, Internal/External Communications*)
- **Professional Development** (*Conferences*) allowance/encouragement
- **Various Other Types of Support:**
  - Understanding the DIFFERENCE between FL and content teachers
  - Adherence to class size, ESPECIALLY ASL! FL class shouldn't be a dumping ground.
  - Proper placement for heritage/native speakers (*Know your state's laws*). Skip levels?
  - PLCs, Mentor teachers, Connect with other FL teachers (*in- and out-of-district*)
- **“Authority”** (as much as core content) for curriculum implementation
- **Teacher Burnout** (*More than 50% cite lack of planning time is reason for burnout*)

## REFERENCES / LINKS

- [Google Slides](#) from Avant Assessment with various resources in Foreign Languages
- [ACTFL](#) (The American Council on the Teaching of Foreign Languages)
- [Foreign Language Ability Levels for the Workplace](#)
- [Data on Educator Prep Programs](#)
- [French Level 1 Example](#) / [Spanish Level 2 Example](#) / [English Level 2 Example](#) / [Spanish Level 3 Example](#)
- [National Teacher Shortages \(FL is #4!\)](#)
- *Other links are embedded throughout the presentation*

# AMY N. ANDERTON, ED.D. ([www.AmyAnderton.com](http://www.AmyAnderton.com))

- Ed.D., Grand Canyon University, 2021. Dissertation: *"The Experiences of Teacher Engagement in the Foreign Language Classroom"*
- 35 Years in Public Education (Texas and Virginia)
- 10 Years as a Foreign Language Supervisor/Director
- 21 Years as a Secondary German\* Teacher
- 2 Years as a Campus Administrator & Testing Coordinator
- 2 Years as a Drug/Violence/Dropout Prevention Specialist
- Director over more than 200 Foreign Language teachers (PreK-12); 10 unique foreign languages in 80+ schools
- Built from 175 (6-12) teachers, 5 languages in ~65 schools in 2015
- Turnover rate in 2015: ~35% annually. Turnover rate in 2019 (pre-Covid): ~10%. Turnover rate in 2022 (post-Covid): ~20%
- ZERO FOREIGN LANGUAGE VACANCIES on Day 1 (2022-2023)

*\*Also taught ESL, Spanish, Language Arts, US History, Earth Science, Astronomy, and International Folk Dance*



[www.tinyurl.com/GCS22ForeignLanguage](http://www.tinyurl.com/GCS22ForeignLanguage)

Link/QR Code to  
This Presentation

