

**NORTHWEST IOWA COMMUNITY COLLEGE  
SHELDON, IOWA**

**JOB DESCRIPTION**

**TITLE:** English as a Second Language (ESL)  
**DIVISION:** Instructor Adult Education and Literacy  
**SUPERVISOR:** Adult Education and Literacy Coordinator

**Basic Function:** Part-time, up to 24 hours per week. Teaches 1 to 3 classes, which meet for 6 hours per week with additional preparation, lesson planning, and professional development time. Classes are held during the day and in the evenings. Classes are held throughout Northwest Iowa, and mileage to outlying sites is available. Instructors do not need to speak a second language to teach ESL classes.

*This position is grant funded.*

**QUALIFICATIONS:** **Required**-Bachelor's Degree  
**Preferred**-Teaching Experience; ESL Experience

**DESIRED QUALITIES AND CHARACTERISTICS:**

1. Good communication skills.
2. Ability to explain concepts at a variety of levels.
3. Demonstrate professionalism in teaching students.
4. Ability to work independently and take initiative on assigned projects.

**DUTIES/RESPONSIBILITIES (for each 9-week term):**

1. Develop lesson plans that are aligned with College and Career Readiness standards (CCRS), 21st Century Skills standards and/or English Language Proficiency (ELP) standards.
2. Research, develop and implement learning activities for class.
3. Teach one to three – 6 hour a week English as a Second Language (ESL) classes.
4. Participate in professional development activities.
5. Work on assigned projects, such as integrating financial literacy, digital literacy or career readiness skills into the classroom.
6. Attend twice monthly AEL meeting (currently over zoom).
7. Administer assessments.
8. Other duties as assigned

**The statements contained herein reflect general details as necessary to describe the essential job duties/responsibilities and performance expectations of the job, which should not be considered an all-inclusive listing of work requirements. Individuals may perform other duties as assigned.**

## GENERAL PHYSICAL ACTIVITIES AND ENVIRONMENTAL CONDITIONS:

### PHYSICAL ACTIVITY

N=Not Applicable  
S=Seldom (1-9%)

O=Occasional (10-33%)  
F=Frequent (34-66%)

C = Constant (67-100%)

1. Stooping: Bending body downward and forward by bending spine at the waist. **S**
2. Kneeling: Bending legs at knee to come to a rest on knee and hands. **S**
3. Crouching: Bending body downward and forward by bending leg and spine. **S**
4. Crawling: Moving about on hands and knees or hands and feet. **N**
5. Reaching: Extending hand(s) and arm(s) in any direction. **S**
6. Standing: Particularly for sustained periods of time. **F**
7. Sitting: Particularly for sustained periods of time. **F**
8. Walking: Moving about on foot to accomplish task, particularly for longer distances. **O**
9. Pushing: Using upper extremities to press against something with steady force in order to thrust forward, downward, or outward. **S**
10. Pulling: Using upper extremities to exert force in order to draw, drag, haul, or tug objects in a sustained motion. **S**
11. Lifting: Raising objects from a lower to a higher position or moving objects horizontally from position to position. (40 lb. boxes) **S**
12. Grasping: Applying pressure to an object with the fingers and palm. **S**
13. Talking: Expressing or exchanging ideas by means of the spoken word either on the telephone or in person. **F**
14. Hearing: Perceiving the nature of sounds. **F**
15. Climbing: Ascending or descending ladders, stairs, scaffolding, ramps, poles, etc. **N**
16. Balancing: Maintaining body equilibrium to prevent falling when walking, standing, or crouching on narrow, slippery, or erratically moving surfaces, such as roofs, catwalks, etc. **N**
17. Repetitive Motion: Substantial movements (motions) of the wrists, hands, and/or fingers. **O**
18. Visual Acuity: View computer and/or close visual work less than 18" of distance. **O**
19. Travel: By means of transportation to on- and off-campus facilities, agencies, businesses, etc. (Both own transportation is needed or NCC provides transportation.) **O**

### **ENVIRONMENTAL CONDITIONS**

None. Worker is not substantially exposed to adverse environmental conditions such as in typical office or administrative work.

**WAGE:** \$22.10 per hour, with compensation for mileage for instruction only. (\$.67 per mile to and from teaching location)

**APPLICATION CLOSING DATE:** Applications accepted until the position is filled.

**ANTICIPATED EMPLOYMENT DATE:** April 2024

**APPLICATION PROCESS:** Apply online at: [nwicc.edu/job/english-as-a-second-language-esl-instructor/](http://nwicc.edu/job/english-as-a-second-language-esl-instructor/)  
Application screening and interviewing will not be done until after the closing date unless noted otherwise.

A Northwest Iowa Community College application form must be completed and submitted by the specified time. A resume may be included, but will not take the place of a fully completed application form. **Do not** state "See Resume" in place of completing the respective information requested on the application form. Please remember to sign your application. **When indicated, copies of all academic transcripts must be included.**

**SELECTION PROCESS:** Applications will be reviewed by the appointed selection committee. Only applicants with completed materials will be considered. Appointments will be scheduled with those applicants selected for interviewing. Interview travel costs are at the applicant's expense unless stated otherwise. All applicants will be notified in writing once the position is filled.

**FOR INFORMATION CONTACT:** Human Resources Office, Northwest Iowa Community College, 603 West Park Street, Sheldon, Iowa 51201; 712-324-5061, ext. 113, or 1-800-352-4907; or e-mail: [jbolkema@nwicc.edu](mailto:jbolkema@nwicc.edu)

### **Nondiscrimination in Education**

*It is the policy of Northwest Iowa Community College not to discriminate on the basis of race, color, national origin, sex, disability, age, sexual orientation, gender identity, creed, religion, and actual or potential parental, family or marital status in its programs, activities, or employment practices as required by federal and state civil rights statutes and all other applicable federal and state laws, regulations and orders. The Board of Trustees shall monitor progress on this policy through the President's appointed Affirmative Action/Equity Coordinator(s).*

*If you have any questions or complaints related to compliance with this policy, please contact one of the Equity Coordinators at Northwest Iowa Community College, [603 West Park Street, Sheldon, Iowa](http://603WestParkStreetSheldonIowa), room D403b or room A101D, email [equity@nwicc.edu](mailto:equity@nwicc.edu), phone number 712-324-5061, extension 113 or extension 242, fax 712-324-4136; or the Director of the Office for Civil Rights, U.S. Department of Education, John C. Kluczynski Federal Building, 230 S. Dearborn Street, 37th Floor, Chicago, IL 60604-7204, Telephone: (312) 730-1560, Fax: (312) 730-1576, TDD: (800) 877-8339, Email: [OCR.Chicago@ed.gov](mailto:OCR.Chicago@ed.gov).*