

## Augustana College

### PLT 7-12 CONCEPT REVIEW SHEET

Concepts addressed:

Approaches for Accommodating Various Learning Styles, Intelligences, or Exceptionalities:  
Process of second-language acquisition and strategies to support the learning of students for whom English is not a first language. Grades K-6 (0522); Grades 5-9 (0523); Grades 7-12 (0524)

ELL (English Language Learners) or LEP (Limited English Proficient) are the two main acronyms describing students who do not have English as their first language. It takes three to seven years for students to become proficient in English orally; however, academic English takes four to eight years. Strategies to help ELL students gain proficiency are best practices in learning

Start with background knowledge. What is the student able to connect with to gain meaning of words and phrases? Use manipulatives, illustrations, gestures, and kinesthetic learning opportunities. Other strategies include encouraging students to ask questions. A student's question can give the teacher insight into his/her thought process. Picture books help in presenting big concepts in a concise manner. Pictures help to support the text and give ELL students added meaning to the language.

As the ELL student progresses to content area classes the achievement gap widens. The instructional congruence model (Lee & Fradd, 2001) has been used with success. This model involves teachers instructing in both content and literacy. Key strategies involve observing all students for individual cultures and languages and making the instruction more relevant for all students. Also equal emphasis must be giving to the academic content and the acquisition of literacy.

Problems arise for both teachers and students when communication styles conflict from one culture to another. Subtle miscommunication can lead to bigger problems. Students who experience communication conflicts may withdraw from the school's society and suffer academic failure. Establishing trust and a strong learning community in one's classroom keep channels open for questions and clarification of such miscommunications.

Lee, O., & Fradd, S. H. (2001) Instructional Congruence to Promote Science Learning and Literacy Development for Linguistically Diverse Students. In D. R. Lavoie & W.M. Roth (Eds.), *Models of science teacher preparation* (pp. 109-126). AA Dordrecht, The Netherlands: Kluwer Academic Publishers.

#### American with Disabilities Act/ADA

#### Facts About the Americans with Disabilities Act

PL 101-336, the Americans with Disabilities Act (ADA) of 1990 took effect July 26, 1992. ADA is a federal law designed to recognize, protect and define the rights of people with disabilities. ADA follows in the footsteps of earlier legislation, which prohibits discrimination on the basis of race and gender. ADA prohibits private employers, state

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and local governments, employment agencies and labor unions from discriminating against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training, and other terms, conditions and privileges of employment.

ADA defines an individual with a disability as a person who has a physical or mental impairment that substantially limits one or more major life activities, has a record of such impairment OR is regarded as having such impairment. A qualified employee or applicant with a disability is the individual who, with or without reasonable accommodations, can perform the essential job functions.

An employer is required to make a reasonable accommodation to the known disability of a qualified applicant or employee. Reasonable accommodations might include making existing facilities readily accessible to and usable by persons with disabilities, restructuring the job, modifying work schedules, acquiring, modifying, adjusting equipment, and/or providing interpreters.

An accommodation is considered reasonable if it does not impose an "undue hardship" on the employer's business. An undue hardship is defined as "an action requiring significant difficulty or expense when considered in light of factors such as an employer's size, financial resources and the nature and structure of its operation." Employers are not expected or required to lower their standards of quality or production nor are they obligated to provide personal items such as hearing aids or eyeglasses.

ADA applies to disabilities that affect mobility, stamina, sight, hearing, and speech as well as conditions of emotional illness and learning disorders.