Dear Teachers,

National studies show that all children benefit from having a diverse teacher work force. I am writing today to tell you about the Tucson Unified Teacher Diversity Plan and to ask you to be part of the solution.

This important work could change the course of a child’s life and bring a new richness to your professional experience. Studies have found:

- Teachers of color tend to expect more from minority students, and those higher expectations can lead to increased academic achievement.
- Positive exposure to a variety of races and ethnic groups can help reduce stereotypes.
- Children who see people like themselves as role models are more likely to follow in their footsteps. That could mean more future teachers!

The Teacher Diversity Plan takes a bold step toward creating a district where children reap the benefits of having teachers from all walks of life. How can you help? Consider transferring to a school where you can have an impact on diversity and help children make the gains that come with it.

As part of the plan, the district is offering qualified applicants a $5,000 stipend. This can be used toward earning a master’s degree, pursuing National Board Certification, taking professional development courses or any other way you wish.

Thank you for considering this opportunity to effect meaningful change in the district. Please see the enclosed flyer for more information and attend our upcoming events where you can learn more.

Informational meetings for the Teacher Diversity Plan will be held on Jan. 30, Jan. 31 and Feb. 1 at 1010 E. 10th St. in the Blue Room upstairs from 5 p.m. to 6 p.m.

Job Fairs are scheduled from 9 a.m. to 1 p.m. on Jan. 21 at Palo Verde High School and on Feb. 4, March 4 and April 22 at Catalina High School.

Thank you,

Anna Maiden
Chief Human Resources Officer
Join us and learn how you can be a part of our district’s approved Teacher Diversity Plan. This plan’s mission is to ensure children and teachers from all walks of life enjoy a richer educational environment.

Come find out if you qualify to receive a stipend of $5,000 to put toward earning a master’s degree, National Board Certification, pursuing professional development or even a computer package.

The Blue Room
at 1010
January 30
5-6 p.m.
January 31
5-6 p.m.
February 1
5-6 p.m.

Teacher Job Fair
January 21 at Palo Verde
9 a.m. - 1 p.m.
February 4 at Catalina
9 a.m. - 1 p.m.
March 4 at Catalina
9 a.m. - 1 p.m.
April 22 at Catalina
9 a.m. - 1 p.m.

All students benefit from being educated by teachers from a variety of different backgrounds, races and ethnic groups, as this experience better prepares them to succeed in an increasingly diverse society.

Source: Journal of Experimental Social Psychology

Having a racially, culturally, and linguistically diverse teaching force provides students with multiple perspectives that allows them to gain a greater understanding of the world around them.

Source: National Education Association

Positive exposure to individuals from a variety of races and ethnic groups, especially in childhood, can help reduce stereotypes, attenuate unconscious implicit biases and promote cross-cultural social bonding.

Source: Albert Shanker Institute

Learn more about Tucson Unified’s Knowledge Changes Everything initiative at TucsonUnified.org/Knowledge
MEMORANDUM

TO: Principals

FROM: Anna Maiden
Chief HR Officer

RE: Teacher Diversity Plan

DATE: April 6, 2017

Attached is a copy of the letter we will be sending to all teachers next week. If you recall, we sent a similar letter in December. We recognize you were not aware of the first letter so we don’t want to repeat that mistake.

This time, we want to be sure you are all mindful that we are still in need of volunteer transfers. At this point in time, if we keep this pace, we will be in non-compliance with the court order.

We will be setting up dates with selected schools next week to attend staff meetings to talk with teachers about the Teacher Diversity Plan.

If you have any questions, please let me know. Thank you for your support.
April 7, 2017

Dear Teachers,

In December, we sent you a letter regarding the Teacher Diversity Plan and the importance of having a diverse teacher work force. We are writing again to ask you to be a part of the solution. This important work could change the course of a child’s life and bring a new richness to your professional experience.

Studies show that children reap the benefits of having teachers from all walks of life. This is not about whether or not you are a good teacher, it is about diversity.

- Positive exposure to a variety of races and ethnic groups can help reduce stereotypes.
- Children who see people like themselves as role models are more likely to follow in their footsteps. That could mean more future teachers!

We need your help. Consider transferring to a school where you can have an impact on diversity and help children make the gains that come with it. We will be looking at all schools on a case by case basis as to not negatively impact schools that have reached diversity.

As part of the district’s approved Teacher Diversity Plan, the district is offering qualified applicants incentive opportunities such as $5,000 to use toward earning a master’s degree, National Board Certification or pursuing professional development.

Thank you for considering this opportunity to effect meaningful change in the district. Please see the enclosed flyer for more information and for upcoming sessions where you can learn more.

Thank you,

Anna Maiden
Chief Human Resources Officer

Positive exposure to individuals from a variety of races and ethnic groups, especially in childhood, can help reduce stereotypes, attenuate unconscious implicit biases and promote cross-cultural social bonding.

Source: Albert Shanker Institute

Having a racially, culturally, and linguistically diverse teaching force provides students with multiple perspectives that allows them to gain a greater understanding of the world around them.

Source: National Education Association
EDUCATION ENHANCED BY DIVERSITY

Knowledge Changes Everything

BE A PART OF THE SOLUTION

The Tucson Unified Teacher Diversity Plan takes a bold step toward creating a district where children reap the benefits of a diverse workforce. To do this, we need you.

Join us and learn how you can be a part of our district’s approved Teacher Diversity Plan. This plan’s mission is to ensure children and teachers from all walks of life enjoy a richer educational environment.

Come find out if you qualify to receive a stipend of $5,000 to put toward earning a master’s degree, National Board Certification, pursuing professional development or even a computer package.

Meetings will be held in the Governing Board Room
April 10 from 5-6 p.m.
April 13 from 5-6 p.m.
or come talk with us at the Teacher Job Fair
April 22 at Catalina, 9 a.m.-1 p.m.

All students benefit from being educated by teachers from a variety of different backgrounds, races and ethnic groups, as this experience better prepares them to succeed in an increasingly diverse society.

Source: Journal of Experimental Social Psychology

Having a racially, culturally, and linguistically diverse teaching force provides students with multiple perspectives that allows them to gain a greater understanding of the world around them.

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Get the Facts