

APPENDIX IV – 29

TUCSON UNIFIED SCHOOL DISTRICT

PO Box 40400
1010 E. 10th Street
Tucson, AZ 85719

Human Resources Department

Telephone: (520) 225-6035
Fax: (520) 798-8683
www.tusd1.org

December 23, 2016

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.

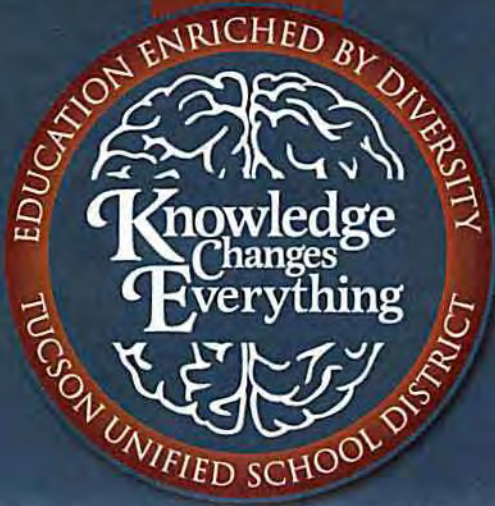


Anna Maiden
Chief Human Resources Officer

Notice of Nondiscrimination

Tucson Unified School District is committed to a policy of nondiscrimination based on disability, race, color, religion/religious beliefs, sex, sexual orientation, gender identity or expression, age, or national origin. This policy will prevail in all matters concerning Governing Board, District employees, students, the public, educational programs and services, and individuals with whom the Board does business.

Inquiries concerning Title VI, Title VII, Title IX, Section 504, and Americans With Disabilities Act may be referred to **EEO Compliance Officer, 1010 East 10th Street, Tucson, Arizona 85719, (520) 225-6444**, or to the Office for Civil Rights, U.S. Department of Education, Cesar E. Chavez Memorial Building, 1244 Speer Boulevard, Suite 310, Denver, Colorado 80204-3582.



Get the Facts

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.

EDUCATION ENHANCED BY DIVERSITY



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 work force. To do this, we need you.

TUCSON UNIFIED
SCHOOL DISTRICT

| The Blue Room at 1010 | Teacher Job Fair |
|------------------------|---|
| January 30 5-6 p.m. | January 21 at Palo Verde 9 a.m. - 1 p.m. |
| January 31 5-6 p.m. | February 4 at Catalina 9 a.m. - 1 p.m. |
| February 1 5-6 p.m. | March 4 at Catalina 9 a.m. - 1 p.m. |
| | April 22 at Catalina 9 a.m. - 1 p.m. |

1 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

2 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

3 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

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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.

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April 7, 2017

Dear Teachers,

In December, we sent you a letter regarding the Teacher Diversity Plan and the importance of a 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.

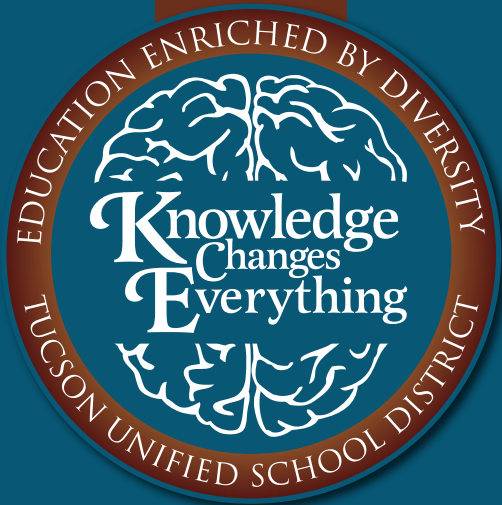
Source: National Education Association

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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.

1

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

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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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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**.

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TucsonUnified.org/Knowledge IV - 29, p. 5