

**CERTIFICATION FOR FIRST YEAR TEACHERS
AT RACIALLY CONCENTRATED OR UNDERPERFORMING SCHOOLS**

Date: _____
Year: _____
Teacher: _____

School: _____
Position: _____

The undersigned certifies that the first-year teacher listed above may serve at the racially concentrated or underperforming school above for the following reason(s):

- ___ Unavailability of a qualified, more experienced applicant.
- ___ Promotes a diverse teaching staff.
- ___ School has 3 years of above District average AZMerit scores in ELA and Math.

This first year teacher will receive the induction training and enhanced mentoring provided to all first year teachers at racially concentrated or underperforming schools. In addition, the undersigned further certifies that District staff met with school leadership to discuss possible site-based strategies to mitigate the effects of the lack of experience of this first year teacher, including specifically the strategies referenced below. The results of the discussion are indicated by check marks below:

- | | |
|---|--|
| ___ Reduced class size | ___ No additional first year teachers |
| ___ Reduction in number of classes taught | ___ No combined grade level class |
| ___ Limited number of preparations needed | ___ Class co-taught with other teacher |
| ___ Other _____ | ___ None |

Rationale for mitigation decisions: _____

HR Staff

Date

School Principal

Date

Regional Assistant Superintendent

Date

Superintendent

Date