

# EXHIBIT C

## **2019-2020 Beginning Teacher Inventory District Summary<sup>1</sup>**

**Total Number of Teachers:** The total number of teachers is based on teacher assignments as of September 19 2019. At this time there were 2603 classroom teachers at school sites.

**Total Number of Teachers Anticipated:** The total number of teachers anticipated is based on the teacher vacancies as of October 1 2019. At this time there were a total of 50 vacancies at all school sites.

**First Year Teachers:** As of October 1 2019, there were 125 first year teachers at 57 school sites. Of these 57 schools, 33 sites were either underperforming (n=16), racially concentrated (n=2), or both and racially concentrated and underperforming (n=15). The remaining 24 sites were racially concentrated with at least 3 years above the District average AzMERIT scores (n=3) or neither racially concentrated nor underperforming(n=14). The District recognizes that this number is greater than the number reported in August, but notes that (1) hiring may not have been complete as of the date the prior list was completed, and (2) the District discovered certain issues regarding the data fields used to enter teacher experience, which have been carefully corrected and checked; the District is confident that these numbers are accurate as of the date of filing.

**Second Year Teachers:** As of October 1 2019 there were 161 2<sup>nd</sup> year teachers at 58 school sites. Of these 58 schools, 33 sites were either underperforming (n=15), racially concentrated (n=5), or both racially concentrated and underperforming (n=13). The remaining 25 sites were at least 3 years above the District average AzMERIT scores (n=2) or neither racially concentrated nor underperforming (n=23).

**Number of Anticipated First and Second Year Teachers:** While the District anticipates that it will need to hire first and second year teachers to fill existing teaching vacancies, the District cannot anticipate where these teachers will be placed since it is dependent on applicant credentials and subject content expertise.

However, based on three years of hiring trend data, the District anticipates that up to nine additional first or second year teachers may be hired to fill these positions at racially concentrated and/or underperforming schools. Using the trend data, the District estimates a 62 percent hiring rate for vacancies during the school year. This means that of the 50 teaching vacancies currently open, 31 positions may be filled during the school year. Again using estimates, this means that 13 first or second year teachers will be hired (43 percent – 31/72). Given that 33 of the 50 vacancies are in racially concentrated and/or underperforming schools, it is anticipated that 9 additional first or second year teachers may be hired to for these positions.

**Number of Actual and Required Mentors:** The total number of actual mentors across all school sites was 85 as compared to a required number of 71. This is due to the fact that the number of mentors assigned is based not only the number of teachers at school sites, but also where specialized skills are needed. The primary reason for an additional mentor at school sites is to provide a teacher mentor certified in exceptional education to work with a first or second year exceptional education teacher.

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<sup>1</sup> Although based on the best available data at this time, the District may revise as necessary the integration and academic status of the schools using the District's official 40<sup>th</sup> day enrollment and the final ADE released AzMERIT proficiency scores available in November.