EXHIBIT E
CERTIFICATION FOR FIRST YEAR TEACHERS
AT RACIALLY CONCENTRATED OR UNDERPERFORMING SCHOOLS

<table>
<thead>
<tr>
<th>Date:</th>
<th>School:</th>
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<tr>
<td>Year:</td>
<td>Position:</td>
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<td>Teacher:</td>
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The undersigned certifies that the first-year teacher listed above may serve at the school above for the following reason:

_____ The school is racially concentrated or underperforming, and a qualified, more experienced applicant was not available.

OR

_____ The school is racially concentrated, has three years of above District average scores in ELA and Math, and the first year teacher promotes a diverse teaching staff.

What steps were made to fill the position with a more qualified and/or more experienced candidate?

___________________________________________________________________________

This first year teacher will receive the induction training and enhanced mentoring provided to first year teachers at racially concentrated or underperforming schools. In addition, the undersigned further certifies that District staff met with school leadership to discuss sheltering strategies to mitigate the effects of the lack of experience of this first year teacher, including the strategies referenced below. For schools with 3 years of above average AzMERIT proficiency, sheltering strategies are not required. The results of the discussion are indicated by check marks below:

SHELTERING/MITIGATION STRATEGIES:

____ Reduced class size
____ Reduction in number of classes taught
____ Assigned to one classroom for all courses
____ Limited number of preparations required
____ Common planning time with teachers of same grade/content
____ No additional first-year teachers in content or grade-level team

Additional Information: ________________________________

___________________________________________________________________________

___________________________________________________________________________

___________________________________________________________________________

HR Representative | Signature | Date
School Principal | Signature | Date
Regional Assistant Superintendent | Signature | Date
Superintendent | Signature | Date

Revised 10/9/2019