

EXHIBIT E

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

Date: _____ **School:** _____
Year: _____ **Position:** _____
Teacher: _____

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
- No multi-grade class assignments
- Class co-taught with another teacher
- Reduced lesson plan responsibilities

Additional Information: _____

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