



## Governing Board Agenda Item

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Meeting Date: September 11, 2025

From: Denise Linsalata, Assistant Superintendent

Subject: Teachers of Tomorrow Agreement

Priority: To recruit, retain, and support highly effective staff, teachers, and leaders

Consent ☐ Action ☒ Discussion ☐

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### Background:

Marana Unified School District was contacted by the Teachers of Tomorrow to partner in recruiting teacher candidates, which requires that we establish a Memorandum of Understanding. Teachers of Tomorrow is fully accredited and an Arizona State Board approved Educator Preparation Program. Since recruiting teachers is an area of need, we are asking the Governing Board to approve this Memorandum of Understanding between Teachers of Tomorrow and the Marana Unified School District.

Teachers of Tomorrow is an alternative teacher certification program that helps individuals with a bachelor's degree in a non-education field become certified teachers through an accredited program.

This Memorandum of Understanding has been approved by District's legal counsel.

### Recommended Motion:

I move that the Governing Board approve the Memorandum of Understanding between Teachers of Tomorrow and Marana Unified School District.

Approved for transmittal to the Governing Board:

  
Dr. Daniel Streeter, Superintendent

*Questions should be directed to: Denise Linsalata, Assistant Superintendent*  
*Phone: (520) 682-4757*

## **Memorandum of Understanding**

This Memorandum of Understanding (MOU) is entered into by and between Marana Unified School District (“District”) with offices at 11279 W. Grier Road, Marana, AZ 85653 and Teachers of Tomorrow (“ToT”), with an office at 2401 Fountain View Drive, Suite 700, Houston, TX 77057.

### **I. BACKGROUND**

A. ToT recruits, prepares and supports qualified candidates who wish to enter the teaching profession.

B. The District is focused on bringing the best possible talent into its schools to teach its students.

C. Both the District and ToT mutually desire to associate under the terms and conditions set forth in this Memorandum of Understanding with the intent to increase the pipeline of qualified teacher candidates.

**II. NOW THEREFORE**, in consideration of the foregoing, the parties agree as follows:

A. Purpose of Agreement. The District and ToT will work together to identify qualified teaching candidates and support them in pursuing standard teaching certificates issued by the Arizona Department of Education as further set forth below. Nothing in this Agreement shall be deemed to create a partnership or other legal entity between the parties.

B. Duties; Performance.

**The District agrees to the following:**

- 1) The District may, if it chooses to do so, provide input to ToT on current staffing shortage areas and anticipated needs for each school year.

- 2) The District may provide opportunities for field-based experiences for ToT candidates as schedules allow.
- 3) The District will review lists of potential candidates and will decide which, if any, candidates they deem a good fit for their schools and the District alone will decide which, if any, candidates to interview and ultimately hire at the sole discretion of the District. The District understands the teachers referred by ToT under the terms of this Agreement (the ToT Teachers) will be teachers with non-standard teaching certificates who are working with ToT to obtain a standard teaching certificate.
- 4) The District will allow ToT to provide field supervision visits for ToT Teachers employed by the District.
- 5) The District will allow ToT Field Supervisors to work with ToT Teachers and observe them in the classroom. The District should encourage principals and District mentors to work with ToT Field Supervisors to ensure the best possible outcomes for teacher candidates. All Field Supervisors employed by ToT hold a valid certificate in the appropriate state.
  - A. If ToT assigned Field Supervisor resides close enough geographically the observations will be completed in person on the ToT Teacher's designated campus.
  - B. If ToT assigned Field Supervisor is not close geographically, the observation will be completed virtually.
    - ToT utilizes Teaching Channel and/or Learn Upon, which are both secured virtual platforms.

- Assigned ToT Field Supervisor reaches out to the ToT Teacher and Principal to introduce themselves. A second outreach is conducted to arrange the observations. ToT Field Supervisor and ToT Teacher have a pre-conference to discuss the lesson the ToT Teacher will record. ToT Teacher records video of the lesson, which is at least 45 minutes of teaching. The ToT Teacher will be instructed to record the video such that faces of students are not captured in the video. The ToT Teacher uploads the video to the secure platform. ToT Field Supervisor watches the video and completes an observation report. ToT Field Supervisor arranges a post-conference to discuss the lesson and provide feedback.
- Observation report is then finalized and sent to the ToT Teacher , Principal, and Mentor, if one is assigned and on file. ToT also retains a copy of the report.
- Videos will only be used as feedback for the ToT Teacher and will and will not be otherwise shared without the express written consent of the District.

6) The District has the option of working with ToT on job fairs that might create even greater opportunities to build the teacher pipeline.

7) District agrees to refer potential candidates that are a good fit for the program to ToT. District will be given a unique code for ToT to track referrals. Candidates who use the unique district code at enrollment will be given a \$200 discount on Program Fees.

**ToT agrees to the following:**

- 1) ToT has approval of its teacher preparation route by the State.
- 2) ToT will recruit potential candidates into the Teachers of Tomorrow preparation program and support those candidates through the educator preparation and licensing/certification process.
- 3) ToT will work with the candidates to ensure they complete all required testing and content to receive the applicable license to be qualified to teach in the classroom.
- 4) ToT will provide the necessary field supervision visits by qualified field supervisors and will provide the training necessary for candidates to progress to the next phase of their license.
- 5) ToT will collect payment from teacher candidates on initial acceptance into the program and monthly while enrolled. Should District choose to sponsor candidate program fees that would be a separate discussion and Memorandum of Understanding.
- 6) ToT will grant District access to our proprietary district portal.
- 7) To the extent that ToT obtains or reviews any information and/or documents related to District students that are protected by FERPA, ToT agrees to maintain the confidentiality of such information and/or documents.

**Accepted:**  
**Marana Unified School District**

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Signature/Date

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Printed Name

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Title

**Accepted:**  
**Teachers of Tomorrow**

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Signature/Date

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Printed Name

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Title