



**Haverhill High School**  
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Dear Mr. Scully,

This letter is in response to your question in regards to licensure of teachers at HHS. Apparently, there had been information that HHS had a large number of unlicensed teachers in place. Currently HHS has 145 teachers. Of that number, three SPED teachers were not licensed and are on DESE a waiver.

The other licensure issue focused on teachers that had either preliminary or initial licenses that had expired. Of that group there were four. During the hiring process, as I did last year, I verify the licensure of the candidates. That is how I moved this building since becoming Principal to 93.9% of highly qualified teachers in core subjects. The highest Haverhill High School has seen in years. The previous year it was at 87.93%.

Please note, staff that does not hold the proper license have been given letters and are aware if they do not have the proper license by June 30, 2017, they will no longer be employed as a teacher for the Haverhill Public Schools. This school year 2016-2017, I hired fifteen new staff and they all held valid licensure. Moving forward this year as we replace teachers that are leaving the district, holding a valid license in the content area is mandatory. Please let me know if you have any other questions.

Sincerely,

Beth Kitsos  
Principal