



STATE OF ALABAMA
DEPARTMENT OF EDUCATION



Eric G. Mackey, Ed.D.
State Superintendent of Education

January 12, 2022

Alabama
State Board
of Education

MEMORANDUM

Governor Kay Ivey
President

TO: City and County Superintendents of Education

Jackie Zeigler
District I

FROM: Eric G. Mackey
State Superintendent of Education

SUBJECT: Teacher Shortage: Educator Preparation and Certification Updates

Tracie West
District II

I have heard from many local education agencies (LEAs) and institutions of higher education (IHEs) regarding the impact that the teacher shortage is beginning to have on our state. To immediately increase the quantity of teachers available, I asked members of my staff and the education community to offer suggestions that would assist LEAs and IHEs with their recruitment and hiring efforts. We received a lot of good feedback and will begin implementing quite a few of the items very quickly. Some suggestions will take time for research and/or thoughtful execution; however, below are some items that the Office of Teaching and Leading has begun to work on. Further correspondence will be forwarded to LEA and IHE certification officers as application forms and documents are updated.

Stephanie Bell
District III

Yvette M. Richardson, Ed.D.
District V
Vice President

Additional Teaching Field Approaches

Tonya S. Chestnut, Ed.D.
District IV

One of the current requirements for the Additional Teaching Field, the Career and Technical Education (CTE) Additional Teaching Field-Degree Equivalent, and the CTE Additional Teaching Field-Professional Certificate Approaches is verification of two full years of full-time classroom teaching experience. As of the date of this memorandum, the experience requirement is being eliminated.

Cynthia McCarty, Ph.D.
District VI

Advanced Pay

Belinda McRae
District VII

The Alabama State Department of Education has updated its interpretation of the advanced pay law to include that any advanced degree earned from a senior institution that was regionally accredited at the time the degree was earned may be recognized towards advanced pay **if the degree major was in any area of education.** To date, there have been several degrees that have been denied due to generality of the degree major earned (e.g., curriculum and instruction, secondary education). Under this updated guidance and with submission of the attached revised Verification of a Higher Degree (VHD), the LEA is welcome to reapply for educators who were previously denied; however, **the advanced pay will not be retroactive.** Additionally, all other advanced pay options will remain available.

Wayne Reynalda, Ed.D.
District VIII
President Pro Tem

Eric G. Mackey, Ed.D.
Secretary and
Executive Officer

Certificate Reciprocity

As of the date of this memorandum, subject-area testing for applicants through Certificate Reciprocity is being temporarily suspended.

Certificate Renewal (Reinstatement)

For individuals seeking to reinstate a Professional Educator Certificate or Professional Leadership Certificate that has lapsed for more than 12 months, the Praxis subject assessment will no longer be the only allowable option. As of the date of this memorandum, the Praxis or one of the other reinstatement options may be used.

Conditional Certificate in a Teaching Field Approach

Additional P-12 and 6-12 teaching fields will be added to this approach. The application forms will be updated for the 2022-2023 school year with available teaching fields.

Emergency and Career and Technical Temporary Certificates

If only one area was requested at the time the certificate was issued, the LEA may request a second area at any time during the valid period of the certificate. The valid period will remain the same and the new area will be added upon request. An email to your certification specialist will suffice.

GPA Requirement

Effective January 1, 2022, alternative programs, and approaches where a 2.75 overall GPA is required, the minimum overall GPA requirement will be changed to 2.50. This will be effective for the following approaches: Career and Technical Certificate to a Professional Educator Certificate, Conditional Certificate in a Teaching Field, Early Childhood Development, Provisional Certificate in a Teaching Field, and Speech Language Pathology Assistant (Level I).

Effective January 1, 2022, the required minimum overall GPA of 2.75 will be changed to 2.50 for individuals seeking admission to an Alabama Alternative Class A Program or a Class B Program.

The alternate Praxis score will continue to be required for those who have an overall GPA of 2.00 to 2.49. Individuals with an overall GPA of less than 2.00 will not be eligible to use the alternate Praxis score.

Special Education

An alternate route leading to the Class B Professional Educator Certificate in Collaborative Special Education for Grades 6-12 is being created and should be available for the 2022-2023 school year.

EGM:SYH

Attachment: Verification of a Higher Degree Form (1/2022)

cc:	Deans of Colleges of Education	Dr. Jayne A. Meyer
	Mrs. Angela Martin	Dr. DaLee Chambers
	Mr. Chuck Marcum	Mr. J. Jason Swann
	Dr. Jimmy Hull	Mrs. Jessica Sanders
	Mrs. Shanthia Washington	Ms. Shavon Y. Harris