



SUPPLEMENT BTA

Beginning Teacher Alternative Certification Performance Form 2025-2026

Supplement BTA must be completed by the employing local education agency (LEA) for an individual pursuing an alternative approach (PCTF, CCTF, OR TSEC). This form is required for individuals holding **less than three** alternative certificates within the four-year period. It must be submitted when the individual applies **for a professional educator certificate** in conjunction with the employing LEA. If the individual has worked with more than one LEA, this form should be completed by the currently employing LEA.

 First Middle Maiden Last Name Social Security Number

PERFORMANCE GUIDELINES

For any **Growth Needed** responses, documentation of appropriate mentoring, professional learning, and/or training must be submitted. If **more than two Growth Needed** responses are provided, **OR** if the LEA responds **NO** to question 10, there must be documented evidence showing that the necessary support was provided and the individual is aware of the areas in which growth is needed. Also, the individual will be required to complete another full year of full-time, teaching experience (with improvement in those areas) even if all other requirements are met. **Since there is a limit on the number of alternative certificates that can be held, the LEA and the individual should be aware of the individual's performance at all times.**

PERFORMANCE INDICATORS

Proficient- As a beginning teacher, the teacher is proficient in his/her understanding of the content.
Developing- As a beginning teacher, the teacher is adequately developing his/her understanding of the content.
Growth Needed- As a beginning teacher, the teacher needs to significantly grow in this area.

	Proficient	Developing	Growth Needed
1. The individual demonstrates knowledge of the content.			
2. The individual facilitates relevant and clear instruction.			
3. The individual uses well-suited questioning stems and techniques to probe all learners in discussions and higher-level thinking.			
4. The individual fosters a classroom climate of respect and acceptance of differences.			
5. The individual incorporates orderly classroom procedures for smooth transitions and productive use of instructional time.			
6. The individual manages student behavior with very little or no disruption to instruction or the classroom setting.			
7. The individual consistently fulfills all classroom and school-related duties promptly and with professionalism.			
8. The individual dresses appropriately for the classroom.			
9. The individual shows professionalism when interacting with school personnel, students, parents, and visitors?			
	Yes	No	
10. Considering your knowledge of the individual's overall teaching performance and previous responses, would you recommend him/her for a teaching position?			

OFFICIAL AUTHORIZATION

_____ Signature of Alabama School Principal	_____ Signature of Alabama Superintendent
_____ Date	_____ Name of Alabama Local Education Agency