



STATE OF ALABAMA
DEPARTMENT OF EDUCATION



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

September 24, 2025

MEMORANDUM

TO: City and County Superintendents of Education

FROM: Eric G. Mackey *EGM*
State Superintendent of Education

RE: *School Principal Leadership and Mentoring Act Fiscal Year (FY) 2026 Stipends*

During the 2025 legislative session, a new statute related to the *School Principal Leadership and Mentoring Act* (2023-340) was signed into law (Act 2025-286). For the purpose of this law, the following terms shall have the following meanings:

- **ASSISTANT PRINCIPAL** – An individual who is certified for the position of assistant principal, as prescribed by the board, and who is employed full-time by a local board of education as an administrator of a public school to assist the principal in managing and leading the school. This term includes a career and technical education building administrator, alternative school administrator—or similar position approved by the Alabama State Department of Education (ALSDE)—who is housed full-time at a standalone facility, who assists with overseeing the day-to-day schedule and operations in that facility, and who helps supervise teachers at that facility in a full-time capacity.
- **PRINCIPAL** – An individual who is certified for the position of principal, as prescribed by the board, and who is employed full-time by a local board of education as the chief school administrator of a public school. This shall include a career and technical education building administrator, alternative school administrator—or similar position approved by the ALSDE—who is housed full-time at a standalone facility, oversees the day-to-day schedule and operations in that facility, and supervises teachers at that facility in a full-time capacity.
- **HIGH-POVERTY SCHOOL** – A school that has a direct certification of free and reduced federal lunch student percentage of 75 percent or greater, as determined by the most recent data posted.
- **LOW-PERFORMING SCHOOL** – Any school that is identified as a Comprehensive Support and Improvement School (CSI), a school with a Grade D or F as defined by the Alabama Education Report Card, Chapter 6C, or a full-support school as defined by the *Alabama Literacy Act*, Chapter 6G, or the *Alabama Numeracy Act*, Chapter 6H.

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In accordance with the *School Principal Leadership and Mentoring Act* (2023-340), the Alabama State Department of Education (ALSDE) will provide an annual base supplement of up to \$10,000 to any principal and up to \$5,000 to any assistant principal who successfully completes the Alabama Principal Leadership Development System (APLDS) program and meets the stipend eligibility criteria. The ALSDE will also provide additional supplements of up to \$5,000 to any principal and up to \$2,500 to any assistant principal serving in a high-poverty school or low-performing school as identified by the law (Act 2025-286). Additionally, the appropriated funds will cover the employer portion of benefits.

A form verifying the current eligibility status of school administrators who are employed in each school system/school will be sent to district superintendents and chief school financial officers for review and certification.

For all currently employed principals and assistant principals (as of October 1, 2025), successful completion of the APLDS program consists of the following:

- Annual completion of the APLDS Evaluation System in the Teaching Effectiveness (TE) application through the [ALSDE Identity Management \(AIM\) Portal](#).
- Annual completion of at least 30 APLDS clock hours of approved, high-quality professional learning awarded through the PowerSchool Professional Learning platform.
- All new principals (first and second year) must also participate in an approved new principal mentoring program.

In order to implement the laws, the ALSDE has prepared the following guidelines:

Base Supplement:

- School administrators who are coded as full-time principals or assistant principals in an Alabama public PreK-12 school included in the FY 2026 financial reports submitted to the ALSDE.
- School administrators who are employed as a full-time principal or assistant principal by October 1, 2025.
- School administrators who are assigned a principal or assistant principal staff position in the Education Directory application and not assigned a superintendent or assistant superintendent staff position.
- School principals and assistant principals who hold a valid leadership certificate in Alabama by October 1, 2025.
- School administrators who meet the definition of a principal or assistant principal in accordance with Act 2025-286.
- School principals and assistant principals who are not serving in an interim position.
- School principals and assistant principals who serve in the position for the full school year.

Additional Supplement:

An Alabama public PreK-12 school included in the FY 2026 financial reports submitted to the ALSDE that has a student enrollment meeting at least one of the criteria:

- Direct certification of free and reduced federal lunch student percentage of 75 percent or greater is based on Fall 2026 Official Student Attendance State Collection (20 day).
- CSI school based on the [Fall 2024 Federal Accountability System, Support School, and Progress Information](#).
- Grade D or F as defined by the Alabama Education Report Card based on the [2023-2024 Priority Schools List](#).
- *Alabama Literacy Act* full-support school based on the 2024-2025 identified list.
- *Alabama Numeracy Act* full-support school based on the 2024-2025 identified list.

If you have any questions, please contact Dr. Anna Shepherd-Jones at (334) 694-0785 or by email at anna.jones@alsde.edu.

EGM/TM/ASJ

cc: Chief School Financial Officers
Mrs. Angela Martin
Mr. Arthur Watts, Jr.
Dr. Melissa Shields
Mr. Ethan Taylor
Ms. Telenia Madison

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