



STATE OF ALABAMA  
DEPARTMENT OF EDUCATION



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

September 25, 2025

**MEMORANDUM**

**TO:** City and County Superintendents of Education

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

**SUBJECT:** Teacher Shortage Areas – Fall 2025 Update

In an effort to comply with the United States Department of Education guidelines to identify the teacher shortages in Alabama and to identify where our efforts need to be focused, we must identify the areas that are most difficult to fill. To accomplish these tasks, the Department is collecting data to obtain an accurate statewide count of the teacher shortages.

In the survey link below, please respond appropriately regarding the position(s) that you have been unable to fill to begin the 2025-2026 school year by identifying the number of shortages based on the specified subject areas and grade levels.

Survey Link: [Fall 2025 Teacher Shortage Survey](#)

For purposes of this survey, the Department defines unfilled teaching positions as those:

- Filled with a Substitute License.
- Filled with an Emergency Certificate.
- Filled with a Career and Technical Education Temporary Certificate.
- Filled with someone that is teaching “out of field.”

Please complete and submit this survey by **October 24, 2025**. If you have any questions, please contact Ms. Kimberly Mitchell at [kimberly.mitchell@alsde.edu](mailto:kimberly.mitchell@alsde.edu) or Mrs. Mona Coan at [mona.coan@alsde.edu](mailto:mona.coan@alsde.edu). Thank you for all that you do for the students of Alabama schools.

EGM/KM

cc: City and County Human Resource Directors  
Mrs. Angela Martin  
Ms. Shavon Y. Harris

**FY25-2085**

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