



STATE OF ALABAMA
DEPARTMENT OF EDUCATION



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

August 20, 2026

M E M O R A N D U M

TO: City and County Superintendents of Education

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

RE: Teaching Effectiveness (TE), Alabama Principal Leadership Development System (APLDS), Alabama Teacher Growth Program (ATGP), and LEADAlabama Implementation Procedures 2026-2027

To meet the requirements of the *School Principal Leadership and Mentoring Act* (2023-340), the APLDS Evaluation System will be implemented for school principals and assistant principals every school year. Additionally, some districts and school administrators will be selected to participate in the Alabama Principal Evaluation Pilot Study to test and refine the new evaluation system that will be implemented statewide during the 2027-28 school year. All public PreK-12 school administrators must participate in the APLDS Evaluation System or Alabama Principal Evaluation Pilot Study to be eligible for their stipend. The ATGP will remain available to teachers, and LEADAlabama will remain available to district administrators.

To ensure school district educators can access the different evaluation systems, each school district's superintendent or designee must log in to the TE application through the Alabama State Department of Education (ALSDE) Identity Management (AIM) Portal ([AIM Portal](#)) and select the 2026-2027 TE district option. The available district options are listed below:

- Option 1: Teachers self-assess on all ten (10) Alabama Core Teaching Standards. All classroom teachers are observed using the Alabama Teacher Observation Tool (ATOT). District leaders self-assess on all indicators from LEADAlabama. School administrators complete the APLDS Evaluation System.
- Option 2: Teachers self-assess on specific Alabama Core Teaching Standards determined by the district. All classroom teachers are observed using the ATOT. District leaders self-assess on the indicators from LEADAlabama determined by the district. School administrators complete the APLDS Evaluation System.

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- Option 3: All classroom teachers are observed using the ATOT. School administrators complete the APLDS Evaluation System. Teachers and district leaders use the local education agency (LEA)-developed and/or adopted evaluation system. The LEA is responsible for the storage and maintenance of all evaluation system data.

ATOT Information:

The ability to use the ATOT involves multiple steps of approval. The steps are listed as follows:

Note: All information must be correct in the Education Directory (EdDir) and in the ATOT.

1. Districts must determine that all information and access rules entered in EdDir are accurate. Districts have a local EdDir Application Editor who can assist with assigning access rules. The observers at the school level must be assigned the rule listed as the TE App School Certifier. The rule assignment allows the administrator(s) to certify all school data. The Central Office-level administrator (Reviewers/Observers) must be assigned the rule listed as the TE App System Certifier. The rule assigned allows the central office staff to certify all system data. It is important that the accounts are updated with the appropriate access rule prior to completing the remaining steps.
2. The user must log in to the AIM portal. When all information is correct in EdDir, the user should see the TE tile. Note: All data is generated directly from EdDir to the AIM portal. If that tile is not visible, the EdDir information is inaccurate, and the LEA EdDir Editor will need to be contacted. If issues still exist, please contact the ALSDE Service Desk by telephone at 334-694-4777 or by email at servicedesk@alsde.edu.
3. The school administrator must log in to the AIM Portal and click on the TE tile/roster management. If an observer notices that any of the instructors are not assigned to the correct site or are not assigned the correct application access rules in the EdDir for TE, the EdDir Application Editor must update the instructor's profile in EdDir (as described in Step 1 of this document). If an observer has any questions about the automated roster verification and submission process, contact the ALSDE Service Desk by telephone at 334-694-4777 or by email at servicedesk@alsde.edu.
4. Allow 24 to 48 hours for the information verified and submitted via the automated process in the AIM Portal to transfer to the ATOT platform and vice versa. If the user is currently accessing the ATOT, but the information does not match what is in the AIM Portal, an error message occurs. Note: The email used in the ATOT platform must match the email in the AIM Portal to ensure the user is granted access. For additional assistance, contact Client Care at [Cognia Client Care](#) or by telephone at 1-888-413-3669.

5. To access the ATOT, the observer must ensure that the teacher is listed in the myJourney platform. If the teacher is not listed, the teacher must be added to the platform via the Manage Users feature. The teacher must be added using the same name and email address as listed in EdDir. Complete this step prior to conducting observations. For additional assistance, contact Client Care at [Cognia Client Care](#) or by telephone at 1-888-413-3669.
6. For any questions related to the TE Application, users can contact the ALSDE Service Desk at servicedesk@alsde.edu or by telephone at 334-694-4777.

The timeline of implementation of the APLDS, ATGP, and LEADAlabama for the 2026-2027 school year is as follows:

Evaluation System	Steps	Begin	Complete	Responsible
ATGP, LEADAlabama	Self-Assessment	7/1/2026	10/1/2026	All Evaluatees
APLDS, ATGP, LEADAlabama	Professional Learning Plan (PLP)	7/1/2026	10/1/2026	All Evaluatees and Evaluators
APLDS	Certification of Stipend Eligibility	7/1/2026	10/1/2026	All Evaluatees and Evaluators
APLDS, ATGP, LEADAlabama	Evidence	10/1/2026	5/1/2027	All Evaluatees and Evaluators
ATGP	Teacher Observations (ATOT) (required) Professional Practice Diagnostic (optional)	10/1/2026	5/1/2027	Teacher Observers
ATGP	Cognia Data Entry (ATOT observations)	10/1/2026	5/31/2027	Teacher Observers

City and County Superintendents of Education
Page 4
August 20, 2026

If you have questions about the APLDS procedures, please contact Dr. Anna Shepherd-Jones by email at anna.jones@alsde.edu or by telephone at (334) 694-0785. If you have questions about the ATGP procedures, please contact Dr. Mark Coleman by email at mark.coleman@alsde.edu or by telephone at 334-694-4886.

EGM:ASJ:KW

cc: Chief School Financial Officers
Mrs. Angela Martin
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