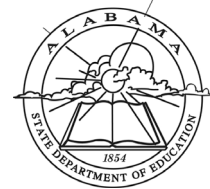




STATE OF ALABAMA  
DEPARTMENT OF EDUCATION



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

August 20, 2026

**MEMORANDUM**

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

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

**RE:** Alabama Teacher Mentor Program (ATMP)

The Alabama Teacher Mentor Program (ATMP) had a successful year last year and will be implemented statewide during the 2026-2027 school year. The ATMP funds provide support for teachers in **their first and second year** in the teaching profession. Please share the following information with your staff.

- Each Local Education Agency (LEA) shall select a system mentor liaison. Mentor liaisons should contact Ms. Kimberly Mitchell by email at [kimberly.mitchell@alsde.edu](mailto:kimberly.mitchell@alsde.edu) prior to **September 15, 2026**, to identify themselves as the LEA mentor liaison.
- The mentor liaison is required to submit demographic information for each mentor and mentee teacher within the LEA. A Google Sheet will be emailed to each system mentor liaison for completion. The demographic information for each mentor and mentee must be received by Ms. Mitchell no later than close of business on **October 15, 2026**.
  - The mentees may have **no** teaching experience in **any** LEA beyond the first and second year.
  - Any teacher hired **after** October 15th will be able to join the ATMP the following semester.
- A mentee teacher must **hold** one of the following certificate types **before** being submitted on the Google Sheet:
  - Professional Educator Certificate (PEC), in a teaching field
  - Career and Technical Temporary Certificate (CTT)
  - Conditional Certificate in a Teaching Field (CCTF)
  - Degree Equivalent Career and Technical Certificate
    - Bachelor's Equivalent Technical Education 1
    - Bachelor's Equivalent Technical Education 2
    - Bachelor's Equivalent Health Science 1
    - Bachelor's Equivalent Health Science 2
  - Early Childhood Development Certificate (ECDC)
  - Emergency Certificate (EC)
  - Interim Employment Certificate (IEC), in a teaching field
  - JROTC Certificate
  - Provisional Certificate in a Teaching Field (PCTF)
  - Temporary Special Education Certificate (TSEC)

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4. The ATMP **will not** include first or second year teachers who:
  - Are new teachers to the LEA but have previously taught in another LEA or state(s) for two years or more.
  - Have previously taught in a private school setting for more than two years.
  - Teach on a certificate, license, or permit not listed in Item 3 (e.g., Substitute License, Adjunct Instructor Permit).
  - Serve in an area of instructional support (e.g., speech language pathology, library media).
  - Do not hold an eligible certificate as in Item 3. Please note that all mentees will be checked before approval.
5. The principal shall designate a mentor for each mentee who is in their first or second year in the teaching profession. The mentor must agree to serve in this capacity. Each mentor must have a minimum of three years of successful teaching experience. Exceptions must be approved in writing if a mentor teacher cannot be found with the required years of experience. Mentors shall advise and offer instructional counseling to the new teacher.
6. The LEA will receive \$1,200 for each mentor. The ATMP will provide an annual stipend of \$1,000 to each mentor (base salary) assigned a first or second year teacher named on the list submitted to the ALSDE by the LEA. No funds should be deducted by the LEA from the \$1,000 stipend. The extra \$200 is to cover the fringe benefits for each mentor stipend. Payments will be remitted twice a year in the amount of \$600 (\$500 for the mentor and \$100 fringe benefits).
7. Career and Technical Education (CTE) mentors will be assigned one mentee only by the LEA. The CTE office at the ALSDE will not assign mentors and mentees. School systems that participate in the ATMP will follow all program guidelines.
8. School systems that participate in the ATMP must follow all program guidelines.

If you have questions regarding the ATMP, please contact Ms. Mitchell by email at [kimberly.mitchell@alsde.edu](mailto:kimberly.mitchell@alsde.edu) or by telephone at (334) 694-4601.

EGM/KM

cc: City and County Human Resources Directors  
City and County Mentor Liaisons  
Mrs. Angela Martin  
Ms. Shavon Y. Harris  
Dr. Kelly Stanton  
Dr. Alethea Hampton  
Dr. Lemanski Walker

FY26-2076