This document is intended to provide a brief summary of most certification approaches. For all-inclusive information, please visit www.alsde.edu/edcert. Information contain herein is subject to change.
What is Certificate Reciprocity?

In Alabama, Certificate Reciprocity provides recognition of professional educator certificates issued by other states, the District of Columbia, U.S. Territories, or the Department of Defense Education Activity (DoDEA) as the basis for offering certification, provided Alabama offers comparable certification in terms of the certificate type, areas, grade levels, and degree levels.

Alabama certification is not offered on the basis of educator preparation programs completed at non-Alabama institutions. No exceptions will be made to allow the recognition of program completion at a non-Alabama institution.
## Types of Certificate Reciprocity

<table>
<thead>
<tr>
<th>Certificate Reciprocity for Teaching Fields</th>
</tr>
</thead>
<tbody>
<tr>
<td>- holds a valid professional educator certificate in a teaching field issued by another state in an area, at a grade level, and at a degree level in which Alabama offers comparable certification and</td>
</tr>
<tr>
<td>- holds at least a bachelor's degree from a senior institution that was regionally accredited at the time the degree was earned</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Certificate Reciprocity for Instructional Support Areas (other than areas of educational administration or supervision)</th>
</tr>
</thead>
<tbody>
<tr>
<td>- holds a valid master's or sixth-year/education specialist level professional educator certificate in an instructional support area, other than educational administration or supervision (i.e., library media, school counseling, school psychometry, school psychology, or sport management) issued by another state in an area, at a grade level, and at a degree level in which Alabama offers comparable professional educator certification and</td>
</tr>
<tr>
<td>- at the time of application, verifies two full years of full time professional educational work experience in a P-12 system and</td>
</tr>
<tr>
<td>- holds at least a master's degree from a senior institution that was regionally accredited at the time the degree was earned</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Certificate Reciprocity for Areas of Educational Administration &amp; Supervision</th>
</tr>
</thead>
<tbody>
<tr>
<td>- holds a valid master's or sixth-year/education specialist level professional educator certificate in an area of educational administration or supervision issued by another state in an area, at a grade level, and at a degree level in which Alabama offers comparable professional leadership certification and</td>
</tr>
<tr>
<td>- at the time of application, verifies three full years of full time professional educational work experience in a P-12 system which must include at least one full year of P-12 classroom teaching experience and</td>
</tr>
<tr>
<td>- holds at least a master's degree from a senior institution that was regionally accredited at the time the degree was earned</td>
</tr>
</tbody>
</table>
Reciprocity Test Requirements

**Option 1**
Meet the current requirements of the Alabama prescribed Praxis subject area test(s) OR

**Option 2**
Verify that a content knowledge test was passed for issuance of the area(s) of certification on the valid professional educator certificate in the state for which you hold certification OR

**Option 3**
Verify three years of full-time professional educational work experience within ten years prior to applying for Alabama certification. The full-time experience must have been: 1) in the state that issued the certificate 2) in the area of certification on the certificate and 3) in the area for which Alabama certification is being sought.
<table>
<thead>
<tr>
<th>Alabama Professional Educator Certificates</th>
<th>Alabama Professional Leadership Certificates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Issued at the following levels:</td>
<td>Issued at the following levels:</td>
</tr>
<tr>
<td>• bachelor’s degree (Class B),</td>
<td>• master’s degree (Class A), and</td>
</tr>
<tr>
<td>• master’s degree (Class A), and</td>
<td>• sixth-year/education specialist (Class AA)</td>
</tr>
<tr>
<td>• sixth-year/education specialist (Class AA)</td>
<td></td>
</tr>
</tbody>
</table>

Alabama does not offer certification at the doctoral degree level; however, sixth-year/educational specialist level certification may be considered for holders of doctoral degree level professional educator certificates issued outside of Alabama provided Alabama offers comparable certification at that degree level.
Regional Accrediting Agencies

- Higher Learning Commission (previously the North Central Association of Colleges and Schools)
- Middle States Commission on Higher Education
- New England Association of Schools and Colleges
- Northwest Commission on Colleges and Universities
- Southern Association of Colleges and Schools
- Western Association of Schools and Colleges
Regional Accreditation

- An applicant who holds both a bachelor’s degree from a senior institution that was not regionally accredited at the time the degree was earned and a bachelor’s degree or higher from a senior institution that was regionally accredited at the time the degree was earned shall have both degrees recognized for certification purposes.

- An applicant whose **only** degree is from a senior institution that was not regionally accredited at the time the degree was earned may apply for a Class B (bachelor’s degree level) Professional Educator Certificate only if the applicant submits, at the time of application, all the following:
  - Verification of completion of a state-approved P-12 educator preparation program at a non-Alabama senior institution in a teaching field in which Alabama offers comparable certification at the Class B level; and
  - Verification of a valid professional educator certificate issued by another state in a teaching field and at a grade level in which Alabama offers comparable certification at the Class B level; and
  - Verification of having earned nine semester hours of graduate credit with grades of “B” or above from an Alabama institution with State-approved P-12 educator preparation programs. The credit must be posted on the official transcript of that Alabama institution.

- An applicant who does not meet **all** of the conditions above, but who has earned a valid professional educator certificate from the state where the non-regionally accredited senior institution is geographically located, may be admitted to an Alternative Class A (master’s degree level) teaching field program at an Alabama college or university at the discretion of the head of the teacher education unit.
Foreign Credentials

An applicant whose degree was earned at a university in another country and is seeking Alabama professional certification through any approach must obtain an evaluation of his/her credentials from an approved credential evaluation agency recognized by the Educator Certification Section.

Approved Evaluation Agencies
- Center for Applied Research, Evaluation and Education, Inc.
- Educational Credential Evaluators, Inc.
- International Consultants of Delaware
- International Education Evaluations, Inc.
- International Education Research Foundation, Inc.
- Josef Silny and Associates, Inc.
- World Education Services

The evaluation must be submitted with the application for certification and must include all of the following:
- An accurate course-by-course and credit hour-by-credit hour translation of the coursework completed.
- A statement that at the time the degree was earned, the college or university did or did not hold accreditation equivalent to that granted by a regional accrediting agency in the United States.
- A statement that the degree earned was or was not equivalent to a bachelor’s or higher degree conferred by a regionally accredited senior institution in the United States.
- A statement indicating that the program completed was or was not equivalent to an educator preparation program in the United States. If the program was equivalent to an educator preparation program, the specific teaching field must be identified. If the program was not equivalent to an educator preparation program, the major(s) of the program must be identified.
- A statement indicating the overall grade point average (GPA) is on a 4.0 point scale. The overall GPA must be the GPA that was used as the basis for granting the degree.
Foreign Credentials Approach

For applicants who have completed a teacher/instructional support preparation program and have earned a degree at a university in another country that is not a U.S. Territory, may apply for Alabama professional certification if all requirements are met. The degree must be equivalent to at least a bachelor’s degree (for instructional support areas, at least a master’s degree) from a regionally accredited senior institution in the United States. If Alabama issues a certificate comparable to the teacher preparation program, the appropriate Professional Educator Certificate may be issued after requirements for background clearance, and testing have been met. **THIS OPTION IS NOT AVAILABLE IN THE AREA OF EDUCATIONAL ADMINISTRATION OR SUPERVISION.**

In addition to the foreign credential evaluation, individuals seeking certification through the Foreign Credentials Approach must also meet the testing requirements of the Alabama Educator Certification Assessment Program (AECAP).

- Praxis Core,
- Praxis subject area test(s), and
- Praxis Principles of Learning and Teaching (PLT) test (edTPA will be required 9-1-18).
Certificate Renewal

Continuation

To update a certificate without allowing it to expire.

Reinstatement

To make a certificate valid that is no longer current.
All requirements to continue a certificate must be met during the valid period of the certificate and by June 30th of the calendar year of the certificate’s expiration.

The application to continue a certificate must be received in the Educator Certification Section on or prior to June 30th of the calendar year of the certificate’s expiration.

Options

- 3 full years of full-time educational experience and 50 clock hours of allowable professional development; OR
- 3 full years of full-time educational experience and 3 semester hours of allowable credit; OR
- 3 semester hours of allowable credit and 50 clock hours of allowable professional development; OR
- 6 semester hours of allowable credit; OR
- Initial issuance of National Board for Professional Teaching Standards (NBPTS) certification; OR
- 100 clock hours of allowable professional development (as prescribed on the summary of requirements)
Continuation
Professional Educator Certificate or a renewable Career and Technical Certificate

Full-Time Acceptable Educational Experience

- A state or local public school (grades P-12);
- A church-related/parochial school (grades P-12);
- Alabama State Department of Education sponsored initiatives (e.g., Alabama Math, Science, and Technology Initiative-AMSTI);
- State Departments of Education;
- A professional educational association;
- A college/university that was regionally accredited when the educational experience was earned;
- An Alabama nonpublic school (grades P-12);
- An Alabama charter school (grades P-12);
- A nonpublic school or charter school (grades P-12) outside of Alabama that was accredited or approved by the State Department of Education where the school was geographically located when the educational experience was earned. The school MUST SUBMIT documentation of their accreditation or approval by that State Department of Education, during the school year(s) the experience was earned, with Supplement EXP;
- A federally operated (grades P-12) school (e.g. Department of Defense Education Activity, Bureau of Indian Affairs, etc.)
- A Head Start Program under the legal jurisdiction of a public school when the experience was earned; OR
- A childcare facility below Kindergarten (Age 5) that was accredited by the National Association for the Education of Young Children (NAEYC) when the experience was earned.

Experience as a graduate assistant, intern, student teacher, or in positions such as aide, clerical worker, or substitute teacher will NOT be considered.

For certificate renewal, professional educational work experience in increments of less than one semester (4.5 months) or less than 20 hours per week will not be calculated toward full-time experience.
Allowable Credit

• Allowable credit earned and applied for renewal must be completed at a regionally accredited senior institution.

• Allowable credit must be earned in one of the following:
  o A State/state-approved P-12 educator preparation program in the teaching field or area of instructional support of the certificate(s) held; **OR**
  o A State/state-approved P-12 educator preparation program in a different teaching field or area of instructional support of the certificate(s) held; **OR**
  o An academic content course in the teaching field or area of instructional support of the certificate(s) held; **OR**
  o At the doctoral level in the teaching field or area of instructional support of the certificate(s) held.

• The Educator Certification Section cannot and will not advise that coursework completed at non-Alabama institutions will be acceptable towards certificate renewal.

• Supplement RCR is required to verify coursework completed at non-Alabama institutions.

• Supplement RCR may also be required to verify coursework completed at Alabama IHEs if the course(s) is not on a State-approved P-12 educator preparation program checklist.
### Professional Development

*Is the individual the learner?*

- Professional development activities must include the specific title, date, and number of clock hours.  
  *Example: Communicating with Parents; January 12, 2014; 1.5 clock hours.*  
- Activities with generic titles such as “faculty meetings,” “grade-level meetings,” “teacher in-service,” “institute,” “data meetings,” “professional development,” etc., are not specific titles of professional development activities. If titles such as these are used, a detailed explanation of each activity must be included.

<table>
<thead>
<tr>
<th>Unacceptable Titles (further explanation will be requested)</th>
<th>Acceptable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional Development Day</td>
<td><strong>Professional Development Day</strong> (INOW, Incorporating Technology in the Classroom, Seclusion and Restraint)</td>
</tr>
<tr>
<td>Faculty Meeting</td>
<td><strong>Faculty Meeting</strong> (Using Graphic Organizers, EDUCATEAlabama Updates)</td>
</tr>
<tr>
<td>Institute Day</td>
<td><strong>Institute Day</strong> (Keynote Address by Ron Clark)</td>
</tr>
<tr>
<td>In-Service</td>
<td><strong>In-service</strong> (Corporal Punishment, Universal Precautions, Positive Behavioral Support)</td>
</tr>
</tbody>
</table>
The following activities are only accepted if verified by the employer as allowable professional development. In a renewal cycle, no more than 10 clock hours of each of the following activities may be counted as allowable professional development:

- Travel
- Journals/publications
- Auditing of courses
- Presentations
- Supervising of student interns

The Educator Certification Section reserves the right to request additional information regarding the professional development submitted. In addition, the Educator Certification Section reserves the right to deny any professional development submitted if it is not related to educational advancement in the classroom or area of instructional support.
5 Professional Learning Units (PLUs)

Of the 5 PLUs needed to continue a Professional Leadership Certificate, at least 2 must be ACLD-approved while the other 3 may be locally-approved through either an Alabama city/county superintendent or administrator of an Alabama nonpublic/private school.

A list of graduate courses that have been approved by the ALSDE to be used as substitutes for a locally-approved PLU can be found on the ALSDE website at www.alsde.edu/sec/ee/.
For Professional Educator Certificates or renewable Career and Technical Certificates that have expired for less than 12 months:

All requirements to reinstate a certificate must be completed within five years (60 months) immediately prior to the receipt of the application in the Educator Certification Section.

Options

- 6 semester hours of allowable credit and 50 clock hours of allowable professional development; OR
- 9 semester hours of allowable credit; OR
- Attain a passing score(s) on the current Alabama prescribed Praxis subject area test(s) for each area of certification for which reinstatement is sought on a test administration date after the most recent expiration date of the certificate(s) to be reinstated.
  - This option is not available if the expired certificate is in an area of certification for which there is no current Alabama prescribed Praxis subject area test; one of the other options will have to be met; OR
- 150 clock hours of allowable professional development (as prescribed on the summary of requirements)
For Professional Leadership Certificates that have expired for less than 12 months:

All requirements to reinstate a certificate must be completed within five years (60 months) immediately prior to the receipt of the application in the Educator Certification Section.

Options

• 6 PLUs of which at least 3 PLUs must be ACLD-approved; OR

• Attain a passing score(s) on the current Alabama prescribed Praxis subject area test(s) for educational administration on a test administration date after the most recent expiration date of the certificate(s) to be reinstated.
For Certificates that have expired for more than 12 months:

- If the Professional Educator Certificate or Professional Leadership Certificate has expired for more than 12 months and a current Alabama prescribed Praxis subject area test(s) is available, the ONLY OPTION to reinstate the certificate is to:
  - Attain passing score(s) on the current Alabama prescribed Praxis subject area test(s) for each area of certification for which reinstatement is sought on a test administration date after the most recent expiration date of the certificate(s) to be reinstated.

This option is not available if the expired certificate is in an area of certification for which there is no current Alabama prescribed Praxis subject area test; one of the other reinstatement options will have to be met.
Certificate Renewal

The requirements that were shared with you today are based on current regulations. In case there are any changes, please:

• Periodically check the Educator Certification webpage AND
• Make sure that your personal information is up-to-date in the Educator Certification Section.
Online Renewal

- Is currently in “Read Only” mode and will open soon.

- **New Feature**
  - Cancel Button: A “Cancel Button” has been added to the bottom of the “Questionnaire.”

  ![Save and Close][1] ![Save and Approve][2] ![Cancel Renewal][3]

  If “Save and Approve” was clicked in error, click “Cancel Renewal.” Comments will automatically appear in the individual’s file in OLR.

  You may want to add notes in the comment section in OLR indicating the reason for cancelling. The cancelled renewal will be returned to the Inbox.

- If the individual has a fee in our office or has already paid using the OLR renewal email, the certificate will be renewed and cannot be cancelled.

- **ALL** LEAs or nonpublic/private schools that renew certificates through OLR are audited. We audit 5% or a minimum of 10 Professional Educator and Professional Leadership Certificates.

- **OLR will close on June 30, 2018.** Once closed, additional renewals **cannot** be processed through OLR. Additionally, if a renewal has been approved and the individual has not paid, the payment link will remain active until July 15. **If payment is not made by July 15, the individual will have to meet reinstatement requirements.**
Additional Certification in Driver and Traffic Safety Education Approach

- Hold a valid Alabama Professional Educator or Professional Leadership Certificate.

- Verify credit earned for both the basic and advanced driver education coursework provided by the ALSDE in cooperation with one or more Alabama institutions of higher education with State-approved educator preparation programs. These classes have been traditionally offered during two separate weeks each summer.
Certification Based on Test (CBT) Additional Teaching Field Approach

- Hold a valid Alabama Professional Educator Certificate in a teaching field. There are specific parameters and eligibility requirements for elementary education, early childhood education, and collaborative special education.

- Verify two full scholastic years of full-time, classroom teaching experience in a P-12 setting. Partial years cannot be combined to meet this requirement. There are specific parameters and eligibility requirements for elementary education and early childhood education.

- Attain a passing score(s) on the current Alabama prescribed Praxis subject area test(s) for each area of certification sought.
<table>
<thead>
<tr>
<th>Grade Level P-3</th>
<th>Grade Level 6-12</th>
<th>Grade Level P-12</th>
</tr>
</thead>
<tbody>
<tr>
<td>Early Childhood Ed.**</td>
<td>Agriscience Ed.</td>
<td>Geography</td>
</tr>
<tr>
<td></td>
<td>Biology</td>
<td>German</td>
</tr>
<tr>
<td>Grade Level K-6</td>
<td>Business/Marketing</td>
<td>Health Ed.</td>
</tr>
<tr>
<td></td>
<td>Chemistry</td>
<td>Latin</td>
</tr>
<tr>
<td>Collaborative Ed.**</td>
<td>Collaborative Ed.**</td>
<td>Mathematics</td>
</tr>
<tr>
<td></td>
<td>Chemistry</td>
<td>Music, Choral</td>
</tr>
<tr>
<td>Grade Level 4-8</td>
<td>English Language Arts</td>
<td>Physics</td>
</tr>
<tr>
<td></td>
<td>General Science</td>
<td>French</td>
</tr>
<tr>
<td></td>
<td>General Social Science</td>
<td>Theatre</td>
</tr>
<tr>
<td></td>
<td>Mathematics</td>
<td>Visual Arts</td>
</tr>
<tr>
<td></td>
<td>General Social Science</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mathematics</td>
<td></td>
</tr>
</tbody>
</table>

** Restrictions Apply
Interim Employment Certificate (IEC)

Must be requested by an employing Alabama county/city superintendent or eligible nonpublic/private school administrator and is used to facilitate:

An individual who has been unconditionally admitted to a master’s (Class A) level or sixth-year (Class AA) level State-approved educator preparation program at an Alabama college/university in:

- Any P-3, K-6, 4-8, 6-12, or P-12 Teaching Field (Alternative Class A)
- English for Speakers of Other Languages, Reading Specialist, Special Education (Traditional Class A)
- School Counseling, Library Media, Instructional Leadership (Traditional Class A)
- Special Education (Traditional Class AA)

OR

An individual who has been unconditionally admitted to a master’s level CACREP-accredited program at an Alabama college/university in school counseling.
• Application may be submitted at any time. However, requirements must be met prior to the date the application is received in the Educator Certification Section.

• An individual may complete up to three scholastic years of employment while holding a valid IEC.

• All three IECs must be held within a four consecutive scholastic year time period.

• Employment does not have to be full-time and does not have to be in the same public school system or private/nonpublic school.

• The IEC teaching field or area of instructional support and grade level requested by the school system must match the teaching field or area of instructional support and grade level of the program to which the individual has been unconditionally admitted.

• If an individual is in an Alternative Class A Program or appears to be in one, a PCTF/PCCT should not be requested.

• May be issues if the individual changes the program or college/university to which they were originally unconditionally admitted.

• It is important that the nearby certification officers at the Alabama colleges/universities and LEAs establish a great working relationship.
ESSA Requirements

Beginning 2018-2019 Scholastic Year

Requests for an Interim Employment Certificate in a special education teaching field, excluding gifted, will have to include verification that the teacher is:

• Receiving high-quality professional development that is sustained, intensive, and classroom focused, and

• Participating in a program of intensive supervision that consists of structured guidance and regular ongoing support or a teacher mentoring program.

WHAT ARE YOUR PLANS??????

• This will apply to all holders of 1st, 2nd, and 3rd IECs.

<table>
<thead>
<tr>
<th>Application Type</th>
<th>Unconditionally admitted prior to July 1, 2017</th>
<th>Unconditionally admitted on July 1, 2017 or thereafter</th>
</tr>
</thead>
<tbody>
<tr>
<td>IEC (Alternative Class A)</td>
<td>2.5 Overall GPA</td>
<td>2.75 Overall GPA (for bachelor's degree)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>3.0 Overall GPA (for master's degree or higher)</td>
</tr>
</tbody>
</table>
1\textsuperscript{st} Certificate
- Unconditional admission to the:
  - State-approved educator preparation program at the Alabama college/university as prescribed in the current Educator Preparation Chapter \textbf{OR}
  - CACREP-accredited program in school counseling at the Alabama college/university

\textbf{NOTE:} All items (signed certificate, signed transcripts, experience forms, checklist, etc.) must be submitted to the Educator Certification Section.
- When applicable, passing scores on the prescribed basic skills assessments
- When applicable, passing score(s) on the Alabama prescribed Praxis subject area test(s)
- If special education, see new ESSA Requirements
- Appropriate assignment and mentor

2\textsuperscript{nd} Certificate
- Credit earned in at least \textbf{three} of the courses required in the State-approved educator preparation or CACREP-accredited program
- If special education, see new ESSA Requirements
- Appropriate assignment and mentor

3\textsuperscript{rd} Certificate
- Credit earned in at least \textbf{four additional} courses required in the State-approved educator preparation or CACREP-accredited program
- If special education, see new ESSA Requirements
- Appropriate assignment and mentor

\textbf{Professional Educator or Professional Leadership Certificate}
- Recommendation from the Alabama college/university upon completion of the State-approved educator preparation program (NAL/NA1)
- When applicable, passing scores on the Alabama prescribed test(s):
<table>
<thead>
<tr>
<th>Application Type</th>
<th>Basic Skills Assessments</th>
<th>Praxis Subject Area Test</th>
<th>Praxis PLT/edTPA</th>
</tr>
</thead>
<tbody>
<tr>
<td>IEC (Alternative Class A)</td>
<td>Prior to Unconditional Admission</td>
<td>Prior to 1\textsuperscript{st} and possibly upon completion</td>
<td>Based on Program</td>
</tr>
<tr>
<td>IEC (CACREP)</td>
<td>Prior to 1\textsuperscript{st}</td>
<td>Upon Program Completion</td>
<td>N/A</td>
</tr>
<tr>
<td>IEC (Traditional A and AA)</td>
<td>N/A</td>
<td>Possibly upon program completion</td>
<td>Based on Program</td>
</tr>
</tbody>
</table>

- Holders of valid Professional Educator/Leadership Certificates are exempt from the Basic Skills/Praxis Core requirements.
- Holders of valid Professional Educator Certificates in a teaching field are exempt from the Praxis PLT/edTPA requirements.
Previously, individuals on Provisional Certificates were advised that they would have to meet the new Praxis test if he/she took a Praxis test that was/is being discontinued. The tests in the chart were referenced on the 1st, 2nd, and 3rd Provisional Certificate applications.

It has been decided if an individual successfully completed one of the Praxis subject area tests in the chart and it was used for issuance of the first Provisional Certificate, the individual will not have to meet the new test requirement, provided he/she completes the Provisional Certificate approach as outlined on the application.

<table>
<thead>
<tr>
<th>Test Code</th>
<th>Test Name</th>
<th>Area of Certification</th>
</tr>
</thead>
<tbody>
<tr>
<td>0133</td>
<td>Art: Content Knowledge</td>
<td>Visual Arts</td>
</tr>
<tr>
<td>0173</td>
<td>French: Content Knowledge</td>
<td>French</td>
</tr>
<tr>
<td>0181</td>
<td>German: Content Knowledge</td>
<td>German</td>
</tr>
<tr>
<td>0191</td>
<td>Spanish: Content Knowledge</td>
<td>Spanish</td>
</tr>
<tr>
<td>0041/5041</td>
<td>English Language, Literature and Composition: Content Knowledge</td>
<td>English Language Arts (For Grades 6-12)</td>
</tr>
<tr>
<td>0061/5061</td>
<td>Mathematics: Content Knowledge</td>
<td>Mathematics (For Grades 6-12)</td>
</tr>
<tr>
<td>0049/5049</td>
<td>Middle School English Language Arts</td>
<td>English Language Arts (For Grades 4-8)</td>
</tr>
<tr>
<td>0069</td>
<td>Middle School Mathematics</td>
<td>Mathematics (For Grades 4-8)</td>
</tr>
<tr>
<td>0439</td>
<td>Middle School Science</td>
<td>General Science (For Grades 4-8)</td>
</tr>
<tr>
<td>0100</td>
<td>Business Education</td>
<td>Business/Marketing Education</td>
</tr>
<tr>
<td>0050</td>
<td>Technology Education</td>
<td>Career Technologies</td>
</tr>
<tr>
<td>0700</td>
<td>Agriculture</td>
<td>Agriscience Education</td>
</tr>
<tr>
<td>0120/0121/5121</td>
<td>Family and Consumer Sciences</td>
<td>Family and Consumer Sciences Education</td>
</tr>
<tr>
<td>0420</td>
<td>School Counseling</td>
<td>School Counseling</td>
</tr>
</tbody>
</table>
!!!!WARNING!!!!!

Remember to refer to the new ALSDE Educator Assessment Policies that will be effective for applications received in the Educator Certification Section on September 1, 2018 and thereafter!!!!!!
Provisional Certificate in a Teaching Field (PCTF) and Provisional Certificate in a Career and Technical Teaching Field (PCCT)

- **PCTF**
  - Previously referred to as the Alternative Baccalaureate-Level Certificate (ABC)
  - Available for certain 4-8, 6-12, or K-12 teaching fields

- **PCCT**
  - Previously referred to as the Career and Technical Alternative Baccalaureate-Level Certificate (CT ABC)
  - Available for certain 6-12 career and technical teaching fields

- An individual who began an alternative approach ten or more years ago may seek an alternative/provisional certificate again based on current requirements. *This is a new option, outlined in Mr. Sentance’s memo of August 8, 2017.*

- Must be requested by an employing Alabama county/city superintendent or eligible nonpublic/private school administrator

- Requirements must be met by *prior to October 1* and application must be received *no later than October 1*

- In order to be eligible for professional certification at the end of this approach, the applicant must hold the three required provisional/alternative certificates within the four scholastic years from July 1 of the beginning date of the first provisional/alternative certificate.

- The applicant can be employed in *no more than two* public school systems and/or eligible nonpublic schools while holding the three required provisional/alternative certificates.

- Leads to a Class B Professional Educator Certificate
1st Certificate

- At least an earned bachelor’s degree with an overall GPA of 2.75 (for bachelor’s degree) and 3.0 (for master’s degree) from a senior institution that was regionally accredited at the time the degree was earned
  **See Addendum to Supplement FTZ or CPZ if applicant does not have the required GPA**
- Passing scores on the prescribed basic skills assessments
- Passing score(s) on the Alabama prescribed Praxis subject area test(s) for the teaching field
  - In teaching fields where a Praxis test is not available:
    - An academic major in the teaching field, or
    - 32 semester hours of earned credit in the teaching field with at least 19 of the hours at the upper division level
  - In technical education teaching fields:
    - An academic major in the teaching field, or
    - 32 semester hours of earned credit in the teaching field with at least 19 of the hours at the upper division level, and
    - Department-approved occupational proficiency assessment
  - In health science:
    - An active Alabama license in a registered nursing, paramedical, or approved allied health specialty and
    - At least a bachelor’s degree in the area of the active Alabama license
- Appropriate teaching assignment and mentor
**2nd Certificate**
- Full year of appropriate teaching experience while holding the first certificate
- Credit earned in two of the four areas of required coursework (classroom management, evaluation of teaching and learning, special needs, and specific methods of teaching in the area of certification sought).
  - An individual who holds a valid professional educator certificate in a teaching field is only required to earn credit for the specific methods of teaching course to meet the coursework requirements of this approach.
- For PCCT only: Completion Session A of the Career and Technical Education Teacher Certification Program (CTE TCP)
- Appropriate teaching assignment and mentor

**3rd Certificate**
- Full year of appropriate teaching experience while holding the second certificate
- Credit earned in the remaining two areas of required coursework (classroom management, evaluation of teaching and learning, special needs, and specific methods of teaching)
- Appropriate teaching assignment and mentor
- Passing score on the Praxis Principles of Learning and Teaching (PLT) test
  - edTPA will be required for those beginning the approach during the 2018-2019 scholastic year

**Professional Educator Certificate**
- Full year of appropriate teaching experience while holding the third certificate
- Must apply no later than October 1 of the year the 3rd PCTF/PCCT expires
Items Frequently Missed when Using the PCTF and PCCT Approaches

• Session A of the Career and Technical Education Teacher Certification Program (CTE TCP) **must be completed prior to October 1** of the scholastic year for which the **second** PCCT is to be issued.

• Praxis PLT/edTPA must be taken and passed on a test administration date **prior to October 1** of the scholastic year for which the **third** PCTF or PCCT is to be issued.

• Experience must be verified each year on Supplement EXP.

• Methods of teaching course must be in the teaching field and at the grade level for which certification is sought. Methods course may not be available during summer terms.

• Official transcripts of **all** credits and degrees earned must be submitted.

• Application for issuance of the Professional Educator Certificate must be received in the Educator Certification Section **no later than October 1** of the calendar year in which the third PCTF or PCCT expires.
This is an alternative approach to Alabama professional educator certification. These certificates may be requested in library media or school counseling (grades P-12) for an individual who has met certain testing, degree, program and certification/licensure requirements.

- Must be requested by an employing Alabama county/city superintendent or eligible nonpublic/private school administrator
- Requirements must be met prior to October 1 and application must be received no later than October 1
- In order to be eligible for professional certification at the end of this approach, the applicant must hold the two required provisional/alternative certificates within the four scholastic years from July 1 of the beginning date of the first provisional/alternative certificate.
- Leads to at least a Class A Professional Educator Certificate
1st Certificate
- Passing score(s) on the Alabama prescribed Praxis subject area test(s) in library media or school counseling
- Appropriate teaching assignment and mentor
- At least a master's degree from a senior institution that was regionally accredited at the time the degree was earned

Library Media or School Counseling
Option 1  No longer available beginning 2021-2022 scholastic year
- Valid Alabama Class B or Class A Professional Educator Certificate
- Completed an Alabama State-approved educator preparation program in library media or school counseling
- Lacks the required two full years of full-time professional educational work experience in grades P-12

Option 2
- Holds a valid master’s degree level or higher professional educator certificate in library media or school counseling from another state
- Lacks the required two full years of full-time professional educational work experience in grades P-12

Option 3
Library Media
- At least an earned master’s degree in library science or library information systems with an overall GPA of 3.25 from a senior institution that was regionally accredited at the time the degree was earned

School Counseling
- At least a master’s degree in an area of counseling other than school counseling from a senior institution that was regionally accredited at the time the degree was earned
- Valid license as an Associate Licensed Counselor or a Licensed Professional Counselor issued by a state board of examiners in counseling

2nd Certificate
- Full year of appropriate educational experience in library media or school counseling while holding the 1st certificate
- Appropriate teaching assignment and mentor

Professional Educator Certificate
- Full year of appropriate educational experience in library media or school counseling while holding the 2nd certificate
- Must apply no later than October 1 of the year the 2nd PCLS expires
• A request for a BIEA will only be considered for an individual when certification in educational administration through any other alternative, provisional, reciprocal, or traditional approach is not applicable.

• This is an alternative approach to Alabama professional leadership certification. The superintendent of a public school system who wishes to employ an individual as an educational administrator, or the chairperson of the Board of Education of a public school system who wishes to employ an individual as a superintendent, may request these certificates in Educational Administration for grades P-12. The individual must meet testing, degree, coursework, and experiential requirements.

• Requirements must be met prior to October 1 and application must be received no later than October 1

• In order to be eligible for professional leadership certification at the end of this approach, the applicant must hold the two required provisional certificates within the four scholastic years from July 1 of the beginning date of the first provisional certificate.

• Leads to at least a Class A Professional Leadership Certificate
1\textsuperscript{st} Certificate

- At least an earned master’s degree with an overall GPA of 3.25 from a senior institution that was regionally accredited at the time the degree was earned
- Passing score(s) on the Alabama prescribed Praxis subject area test(s) for educational administration
- Five years of leadership experience (within the last ten years) in a compensated executive, management, supervisory, or leadership position in a business and industry entity or field other than education
- Course credit earned in the areas of: diversity, ethics, financial management, human resource management, nonhuman resource management, planning, public relations, and technology
- Appropriate assignment and mentor

2\textsuperscript{nd} Certificate

- Full year of full-time experience in an area of educational administration while holding the 1\textsuperscript{st} certificate
- Completion of the Superintendents’ Academy (for non-superintendents) or Superintendents’ Professional Development Program (for superintendents)
- Appropriate assignment and mentor

Professional Leadership Certificate

- Full year of full-time experience in an area of educational administration while holding the 2\textsuperscript{nd} certificate
- Must apply no later than October 1 of the year the 2\textsuperscript{nd} BIEA expires
Council for Accreditation of Counseling and Related Educational Programs (CACREP) Approach

- Verification of completion of a master’s degree level CACREP-accredited school counseling program
- Verification of an earned master’s or higher degree from a senior institution that was regionally accredited at the time the degree was earned
- For programs completed and/or applications received in the Educator Certification Section on October 1, 2018, and thereafter, verification of at least a master’s degree in School Counseling will be required
- Verification of a passing score on the National Counseling Examination for Licensure and Certification (NCE)
- Verification of a passing score on the current Alabama prescribed Praxis subject area test for school counseling
- Leads to a Class A School Counselor Professional Educator Certificate
National Board for Professional Teaching Standards (NBPTS) Approach

- Verification of a valid NBPTS certificate in an area, at a grade level, and at a degree level in which Alabama offers comparable certification (these are listed on Supplement BLC)

- For teaching fields, verification of at least an earned bachelor’s degree from a senior institution that was regionally accredited at the time the degree was earned

- For the instructional support areas of library media and school counseling
  - Verification of at least an earned master’s degree from a senior institution that was regionally accredited at the time the degree was earned
  - Verification of two full years of full-time professional educational work experience in grades P-12

- Verification of a passing score(s) on the prescribed Praxis subject area test(s) for the area(s) of certification for which the applicant is eligible

- Leads to a Class B, A, or AA Professional Educator Certificate based on
  - The level of the applicant’s highest earned degree in the area of certification for which the applicant is eligible from a senior institution that was regionally accredited at the time the degree was earned, or
  - The level of the applicant’s highest earned degree in an education field from a senior institution that was regionally accredited at the time the degree was earned
Nationally Certified School Psychologist Approach

• Verification of valid certification as a Nationally Certified School Psychologist

• Verification of an earned master’s or higher degree from a senior institution that was regionally accredited at the time the degree was earned

• Verification of a passing score on the current Alabama prescribed Praxis subject area test for school psychology

• Leads to a Class A or AA School Psychologist Professional Educator Certificate based on the applicant’s highest earned degree in school psychology from a senior institution that was regionally accredited at the time the degree was earned
Speech-Language Pathology **Temporary** Certificate

- Must be requested by an employing Alabama county/city superintendent or eligible nonpublic/private school administrator
- Verification of an earned master’s or higher degree from a senior institution that was regionally accredited at the time the degree was earned
- Verification of the following:
  - Completion of a master’s degree level speech-language pathology program that was accredited by the Council on Academic Accreditation (CAA) of the American Speech-Language Hearing Association (ASHA) at the time of program completion
  - Satisfactory performance on the CAA-prescribed Praxis subject area test(s)
- Leads to the Speech-Language Pathology Temporary Certificate which is valid from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next consecutive scholastic year and cannot be renewed or reissued
- Individual can only serve as a speech-language pathologist
Speech-Language Pathology Professional Educator Certificate

- Verification of an earned master’s or higher degree from a senior institution that was regionally accredited at the time the degree was earned
- Verification of a valid speech-language pathology license issued by any state’s board of examiners in speech pathology and audiology
- Leads to a Class A Speech-Language Pathology Professional Educator Certificate
- Individual can only serve as a speech-language pathologist
Speech-Language Pathology Assistant Certificate (SLA) Approach

• Available certificates are the:
  • Level I SLA (valid for three consecutive scholastic years and non-renewable)
  • Level II SLA (valid for five years and renewable)

• Each certificate must be requested by the employing public school superintendent for an individual who will be employed full-time and serving as a speech-language pathology assistant full-time

• During every year of employment, the speech-language pathology assistant must be supervised by either
  • A speech language pathologist holding a valid Alabama Class A or AA certificate in speech or language impairment, or
  • A special education coordinator/supervisor holding a valid Alabama certificate in an area of special education

• Requirements must be met prior to October 1 and application must be received no later than October 1
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<th><strong>Level I SLA</strong></th>
<th><strong>Level II SLA</strong></th>
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<tr>
<td>Valid for three consecutive scholastic years and non-renewable</td>
<td>Valid for five consecutive scholastic years and renewable</td>
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- Verification of an earned bachelor’s degree from a senior institution that was regionally accredited at the time the degree was earned
  - In speech-language pathology or communication sciences and disorders with a speech-language emphasis, and
  - With a minimum overall grade point average of at least 2.75
- Verification of passing score(s) on the prescribed basic skills assessments
- An assigned supervisor

- Hold, or have held, the Level I SLA
- Verification of at least two full years of full-time employment in one or more Alabama public school systems as a speech-language pathology assistant while holding a valid Level I SLA
- Verification that the two years of employment were supervised by an appropriate supervisor
- Verification of 12 semester hours of earned graduate credit, with a grade of B or above, from
  - An Alabama State-approved Alternative Class A special education program, or
  - A master's degree program in speech-language pathology that holds accreditation by the Council on Academic Accreditation in Audiology and Speech-Language Pathology (CAA), or
  - A combination of courses from the above two options

Note: This earned graduate credit requirement is not applicable if the applicant holds a valid Alabama Class A Professional Educator Certificate in an area of special education at the time of application for the Level II Speech-Language Pathology Assistant Certificate.

- An assigned supervisor
Emergency Certificate

- Must be requested by an employing Alabama county/city superintendent or eligible nonpublic/private school administrator
- Verification of at least an earned bachelor’s degree from a senior institution that was regionally accredited at the time the degree was earned
- Is valid for NO MORE THAN ONE SCHOLASTIC YEAR.
- Cannot be CONTINUED, RENEWED, REINSTATED, or REISSUED.
- Is issued for only one teaching field or one area of instructional support.
- Issued for various teaching fields and areas of instructional support. Will not be issued for driver and traffic safety education, school psychometry, or school psychology. **ESSA Requirement:** Beginning with the 2018-2019 scholastic year will not be issued in areas of special education, including gifted.
- Health Science and Cosmetology require verification of appropriate license.
- Is not issued in a teaching field for which the individual has held a Career and Technical Temporary Certificate.
- Is not issued to an individual who holds a valid Alabama certificate.
- Is not an alternative certificate.
Career and Technical Education Temporary Certificate

- Must be requested by an employing Alabama county/city superintendent.
- Is valid for **NO MORE THAN ONE SCHOLASTIC YEAR**.
- **Cannot** be CONTINUED, RENEWED, REINSTATED, or REISSUED.
- Health Science and Cosmetology require verification of appropriate license.
- Is issued for only one technical education program area or health science.
- Is **not** issued in a teaching field for which the individual has held an Emergency Certificate.
- Is **not** an alternative certificate.

Substitute License

- Must be requested by an employing Alabama county/city superintendent or eligible nonpublic/private school administrator.
- Verification of graduation from high school or the completion of an ALSDE approved equivalent.
Junior Reserve Officer Training Corps (JROTC) Certificate

- Must be requested by an employing Alabama county/city superintendent or eligible nonpublic/private school administrator.
- Recommendation and approval by a branch of the United States military to serve as a JROTC instructor.

Adjunct Instructor Permit

- Must be requested by an employing Alabama county/city superintendent or eligible nonpublic/private school administrator.
- Must hold at least a high school diploma or the equivalent.
- May be employed for teaching fields other than early childhood education, elementary education, and areas of special education.
- May only be employed less than half time.
- Must work under the guidance of a mentor who will be designated as the teacher of record.
- Some career and technical education teaching fields require appropriate business and industry certification.
- The Adjunct Instructor Permit is not an alternative, Emergency, or Professional Educator Certificate.
- Is valid for three scholastic years and can be reissued.