

## RESOLUTION TO AUTHORIZE THE USE OF AN EXTRAORDINARY CRITICAL NEED STAFFING WAIVER

**WHEREAS**, some Alabama schools are currently experiencing an extreme, critical shortage in the number of certified P-12 educators needed to fill current vacancies across the state and is exacerbated by other contributing factors in some Alabama schools; and

**WHEREAS**, local education agencies (LEAs) and institutions of higher education (IHEs) have expressed concern regarding the academic and emotional impacts the educator shortage is having on Alabama’s P-12 students; and

**WHEREAS**, immediate modifications are needed to increase the quantity of available P-12 educators in Alabama’s schools where the staffing needs have reached a critical level; and

**WHEREAS**, parameters are necessary to ensure the quality of Alabama’s P-12 educators; and

**WHEREAS**, a waiver to modify current educator testing requirements will positively impact the number of available P-12 educators in certain Alabama schools that are experiencing critical shortages in certain areas; and

**WHEREAS**, the Alabama State Board of Education has reviewed current educator testing requirements and believes an educator testing exception and waiver are necessary for Alabama’s schools who have extraordinarily critical staffing needs:

<b>Modified Testing Requirements for Extraordinary Critical Need Staffing Waiver</b> <i>(Only applicable for individuals after completion of an Alabama-approved Educator Preparation Program)</i>	
<b>Requirements</b>	<b>Status</b>
Alabama-approved Praxis subject area test(s)	The individual scores within <b>two</b> standard errors of measure of the current required score.
Foundations of Reading test, where applicable	The individual meets the required score.
Teaching Field GPA	The individual meets the required Teaching Field GPA of at least 2.50.
edTPA	The individual meets the required score.
The individual <b>is not currently</b> eligible for a Professional Educator Certificate.	
This is considered a temporary waiver pathway and <b>will not</b> lead to a Professional Educator Certificate. To be issued the Professional Educator Certificate, the individual must meet one of the assessment options approved by the ALBOE in its July 12, 2022, meeting.	
If the state superintendent approves the Extraordinary Critical Need Staffing Waiver, an individual may be issued a maximum of three one-year <b>Non-Professional Temporary Certificates</b> . While holding these certificates, the individual must be assigned a highly effective mentor by the district and working toward meeting one of the approved assessment options provided.	

**NOW, THEREFORE, BE IT RESOLVED**, That Alabama State Board of Education hereby expands current teacher testing options and authorizes the Extraordinary Critical Need Staffing Waiver for individuals seeking initial certification after completion of an Alabama-approved Educator Preparation Program, scored within two standard errors of measure of the current required Praxis score, and are seeking employment in an Alabama school facing an extraordinarily critical staffing need; and

**BE IT FURTHER RESOLVED**, That the Alabama State Superintendent of Education is hereby directed to take any and all actions necessary to implement this resolution.

Done this 12th day of July 2022