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DEPARTMENT OF EDUCATION



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November 1, 2021

MEMORANDUM

TO: City and County Superintendents of Education

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

RE: Teacher Excellence and Accountability for Mathematics and Science (TEAMS)
Computer Science Permit Temporary Waiver

The Alabama State Department of Education (ALSDE) is working hard to approve TEAMS contracts as they are received. Thanks to the local education agencies (LEAs) that have completed applications accurately, as this makes the review process quick and seamless.

To date, TEAMS waivers have only been granted for the purpose of allowing certain non-approved TEAMS courses to be considered toward the full-time teaching requirement under the Act. There have been no waivers regarding certification qualifications for any teacher. We have consistently offered information to add the teaching fields of mathematics, science, and computer science (CS) through the Additional Teaching Field Approach and other certification approaches. We are pleased that many teachers are taking advantage of these approaches to be issued the appropriate certificate.

All individuals must hold the appropriate certificate to be considered teaching "in-field" and the course and the certificate must be one that has been [approved](#) under the TEAMS Guidance. Based on the Act, a teaching permit does not qualify a teacher to be considered eligible for a TEAMS contract. The relevant portion of the Act is provided below.

Ala. Code Section 16-13-333:

- (a) An eligible teacher shall satisfy each of the following criteria to participate in the program:*
- (1) Hold a valid Alabama professional educator certificate or valid alternate certificate, approved for middle level or secondary math, science, or computer science courses.*
 - (2) Teach approved courses in mathematics or science in grades 6-12.*
 - (3) Teach full time in mathematics or science, or both.*

Effective as of the date of this memorandum, we will grant **temporary** waivers to allow a valid CS Permit issued by the ALSDE to count as approved certification in limited circumstances. The CS Permit waiver will only be considered through June 30, 2023, and for the approved CS course(s) that match the CS Permit(s) held (examples provided on page 2). The teacher must otherwise be eligible for a TEAMS position and must obtain the Professional Educator Certificate in CS before the 2023-2024 scholastic year. If any teacher is unable to obtain a valid Professional Educator Certificate in CS by June 30, 2023, he/she will no longer be eligible for a TEAMS position. This waiver will no longer be offered beginning with the 2023-2024 scholastic year.

To date, the ALSDE has denied teachers who hold the CS Permit and are teaching the matching approved CS course. If an LEA would like to request a waiver for any of these teachers, the appropriate LEA personnel should send an email to include the name, ALSDE ID, and proposed schedule of the teacher(s) to TEAMSFunding@alsde.edu. The LEA will be advised whether the waiver is approved.

General guidance regarding waivers and waiver examples pertaining to the CS Permit are provided below.

Each LEA needs to ensure that anyone on a TEAMS contract continues to teach full-time in math/science. It is important to note the TEAMS Act defines MATH as mathematics courses that appear in the Alabama Course of Study and SCIENCE as science courses that appear in the Alabama Course of Study, for Grades 6-12; or other secondary mathematics and science courses, engineering courses, and CS courses, **as approved by the ALSDE**. If the ALSDE allow TEAMS teachers to teach multiple electives or remedial courses or have unassigned time throughout the day, they would no longer meet the definition of a TEAMS teacher under the Act.

If you have any courses that you believe will meet the rigor to count **as a substitute for core courses and get published on the “approved TEAMS courses” list**, then you can submit the course to our Instructional Services team for a full course review and determination. No waivers are considered for teacher qualifications outside the temporary allowances under this memorandum.

Example:

Period 1 Elective Math Intervention Course, MATH CERTIFIED
Period 2 Geometry w/Data Analysis, MATH CERTIFIED
Period 3 Geometry w/Data Analysis, MATH CERTIFIED
Period 4 Planning
Period 5 Geometry w/Data Analysis, MATH CERTIFIED
Period 6 Computer Science Principles AP, CS PERMIT in COMPUTER SCIENCE PRINCIPLES, AP
Period 7 Computer Science Principles AP, CS PERMIT in COMPUTER SCIENCE PRINCIPLES, AP

1. Waiver request for the non-approved Intervention Course to count toward teaching approved courses (full-time) under TEAMS **WOULD BE GRANTED**. Note, in limited circumstances, we have approved two (2) non-approved courses to count toward teaching (full-time) under the TEAMS Act, **but only with the understanding** that after June 30, 2022, two (2) non-approved courses will no longer count as meeting the TEAMS teaching (full-time) requirement.
2. Waiver request for a CS Permit to be allowable for the matching approved CS Permit course **WOULD BE GRANTED until June 30, 2023. The teacher’s professional educator certificate must otherwise qualify for TEAM, i.e., the temporary CS Permit waiver will only be granted for those with a TEAMS-approved math/science professional educator certificate.**

If you have any questions regarding this memo, please contact Ms. Shavon Y. Harris at 334-694-4557 or Mrs. Jessica Sanders at 334-694-4915. All other waiver requests or general questions should be emailed to TEAMS@alsde.edu and completed contracts and funding request forms should be submitted to TEAMSfunding@alsde.edu.

EGM:SYH

cc: LEA Chief School Finance Officers
Mrs. Angela Martin
Mr. Andy Craig
Dr. Elisabeth Davis
Dr. Jayne A. Meyer

Ms. Shavon Y. Harris
Mrs. Jessica Sanders
Mr. Sean J. Stevens
Mrs. Dawn Morrison
Mrs. Connie Dobbins