



STATE OF ALABAMA
DEPARTMENT OF EDUCATION



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

July 19, 2022

Alabama
State Board
of Education

MEMORANDUM

Governor Kay Ivey
President

TO: City and County Superintendents of Education

Jackie Zelgler
District I

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

Tracie West
District II
President Pro Tem

SUBJECT: Teacher Shortage: Extraordinary Critical Need Staffing Waiver

Stephanie Bell
District III

On July 12, 2022, the Alabama State Board of Education (SBOE) temporarily approved an Extraordinary Critical Need Staffing Waiver for employing Alabama superintendents to hire individuals who have:

1. Completed an Alabama-approved Educator Preparation Program (EPP).
2. Scored within -2 Standard Errors of Measure of the current required Praxis score.

Yvette M. Richardson, Ed.D.
District IV

The option listed below pertains to the Extraordinary Critical Need Staffing Waiver **only**. The waiver request must be submitted by the employing Alabama superintendent in conjunction with the Alabama college/university where the EPP was completed.

Tonya S. Chestnut, Ed.D.
District V

Modified Testing Requirements for Extraordinary Critical Need Staffing Waiver	
Requirements	Status
Alabama-approved Praxis subject-area test(s)	The individual scores within -2 Standard Error 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 is not eligible for a Professional Educator Certificate.	
This is considered a temporary waiver pathway and will not 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 SBOE on July 12, 2022.	
If the State Superintendent approves the Extraordinary Critical Need Staffing Waiver, an individual may be issued a maximum of three one-year Non-Professional Temporary Certificates . While holding these certificates, the individual must be assigned a highly effective mentor by the district and working towards meeting one of the approved assessment options provided.	

Cynthia McCarty, Ph.D.
District VI

Belinda McRae
District VII

Wayne Reynolds, Ed.D.
District VIII
Vice President

Eric G. Mackey, Ed.D.
Secretary and
Executive Officer

City and County Superintendents of Education
Page 2
July 19, 2022

Waiver requests may be sent to Dr. Deanise F. Peacock, Assessment Administrator, at dpeacock@alsde.edu and must include **all of** the following:

- All efforts to employ a certified teacher for this position.
- All attempts to attain the required Praxis score, including test date and score.
- Outlined and signed plan of action between the LEA and the individual to meet one of the approved testing options.
- Specifics on the highly effective mentor.
- Application, recommendation, and supporting documents from the Alabama college/university where the Educator Preparation Program was completed (this portion should be submitted as normal to the Educator Certification Section).

Please contact Dr. Peacock for additional information regarding the testing modifications outlined in this memorandum.

EGM/DFP/HMS

cc: Deans of Colleges of Education
Mrs. Angela Martin
Mr. Chuck Marcum
Ms. Shavon Y. Harris
Dr. Deanise F. Peacock

FY22-2072