



**Alabama State Department of Education
Educator Certification Section**

Overview of Alabama's Educator Certification Approaches

All approaches require:

- Application(s) and other required documents as specified in the application
- \$30.00 fee (*an additional \$30 fee is required for each area of certification for which an individual is eligible*)
- Background Clearance (*if not previously cleared*)
- Supplement CIT and credentials verifying US Citizenship or Lawful Presence
- Degrees and credit earned must be from a senior institution that was regionally accredited or accredited by the Distance Education Accreditation Commission (DEAC)

This document is intended to provide basic information, will be updated as needed, and is not all-inclusive. Refer to the application forms for specific information regarding the certification approach.



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Certification Approaches

Adjunct Instructor Permit
<i>This is a temporary, non-professional certificate that does not lead to further certification. For this approach, the individual should begin with the Alabama local school system in which employment is desired.</i>
An Adjunct Instructor Permit may be requested by an employing Alabama county/city superintendent or eligible nonpublic/private school administrator for an individual to serve as an adjunct instructor for teaching fields (except special education) grades 6-12 or P-12. An Individual may be employed on a less than half-time basis and is not eligible for benefits. Basic Requirements:
<ul style="list-style-type: none"> • Verification of high school graduation or its equivalent • If requested in health science or a technical education program area, current business and industry certification is required • Must work under a mentor who is designated as the teacher of record
Alabama State-approved Program
<i>For this approach, the individual should begin with the Alabama college/university.</i>
An individual who is interested in completing or has completed a State-approved educator preparation program with an Alabama college or university . The institution’s certification officer in the college of education can provide information regarding program admission, program requirements, and upon completion of all requirements, may submit application/recommendation for Alabama professional educator or leadership certification . Basic Requirements:
<ul style="list-style-type: none"> • Completion of a State-approved educator preparation program • Recommendation from Alabama college or university • Official transcripts verifying all credits and degrees earned • Earn passing scores on the Alabama Educator Certification Assessment Program (AECAP) Praxis subject area test(s), Foundations of Reading test, and edTPA Handbook • Verification of specific educational experience for areas of instructional support (<i>instructional leadership, school counseling, etc.</i>) <p>Rules pertaining to program admission and completion are in the Educator Preparation Chapter of the <i>Alabama Administrative Code</i>.</p>
Certificate Reciprocity
Through the certificate reciprocity approach, Alabama recognizes valid 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 to offer professional certification in Alabama. The certificate(s) presented must be at a degree level, in a teaching field or instructional support area, and at a grade level in which Alabama offers comparable certification. Basic Requirements:
<ul style="list-style-type: none"> • Hold a valid professional educator certificate issued by another state • Official transcripts verifying all credits and degrees earned (<i>must hold at least a master’s degree for areas of instructional support</i>) • Verification of specific educational experience in grades P-12 for areas of instructional support (<i>educational administration, school counseling, etc.</i>)
Council for Accreditation of Counseling and Related Educational Programs (CACREP): School Counseling
An individual who has completed at least a master’s degree level CACREP-accredited school counseling program may meet requirements for Alabama professional educator certification in school counseling. Basic Requirements:
<ul style="list-style-type: none"> • Completion of a CACREP-accredited school counseling program • Official transcripts verifying all credits and degrees earned (<i>must hold at least a master’s degree</i>) • Earn a passing score on the National Counseling Examination (NCE) • Earn a passing score on the AECAP prescribed School Counseling Praxis test(s)



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- Degrees and credit earned must be from a senior institution that was regionally accredited or accredited by the Distance Education Accreditation Commission (DEAC).

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Dyslexia Therapist Certificate

An individual who holds a valid Alabama Professional Educator Certificate in a teaching field and meets the specified training may apply for the Dyslexia Therapist Endorsement. **Basic Requirements:**

- Hold a valid Alabama Professional Educator Certificate in a teaching field
- Successful completion of an International Multisensory Structured Language Education Council endorsed training course
- Verification of having passed one of the following:
 1. Academic Language Therapy Association’s Certified Academic Language Therapy Assessment; OR
 2. International Dyslexia Association’s Knowledge and Practice Examination of Effective Reading Instruction.

Early Childhood Development Certificate

This is a temporary, non-professional certificate, it does lead to further certification if specified requirements are met.

An individual who has completed at least a bachelor’s level National Association for the Education of Young Children (NAEYC) accredited program in child development for birth through age four may seek an Early Childhood Development Certificate for birth through age four. **Basic Requirements:**

- Official transcripts verifying at least an earned bachelor’s degree with a minimum overall grade point average of at least 2.5 on a 4.0 scale
- Verification of completion of a bachelor’s level NAEYC-accredited program in child development for birth through age four
- Earn a passing score on the AECAP prescribed Pre-Kindergarten Praxis test(s)
- Earn a passing score on the appropriate edTPA Handbook

Emergency Certificate

This is a temporary, non-professional certificate that does not lead to further certification.

An employing Alabama county/city superintendent or eligible nonpublic/private school administrator may request an Emergency Certificate for an individual when a certified teacher is not available. Valid for up to two scholastic years. May be re-issued once for an additional two scholastic years. Available areas and teaching fields can be found on the application form. **Basic Requirements:**

- Official transcripts verifying at least an earned bachelor’s degree

Foreign Credentials

An individual who has completed an educator preparation program in another country may meet requirements for Alabama professional educator certification in a teaching field. **Basic Requirements:**

- Evaluation of foreign credentials reflecting completion of an educator preparation program in another country
- Earn passing scores on the AECAP prescribed Praxis subject area test(s)
- Earn a passing score on the AECAP Praxis Principles of Learning and Teaching (PLT) test



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- Background Clearance (if not previously cleared)
- Supplement CIT and credentials verifying US Citizenship or Lawful Presence
- Degrees and credit earned must be from a senior institution that was regionally accredited or accredited by the Distance Education Accreditation Commission (DEAC).

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Interim Employment Certificate (IEC)

*For this approach, the individual should begin with the **Alabama** college/university in which unconditional admission is sought **AND** the **Alabama** local school system in which employment is desired. Certificate must be in the same area of the program for which the individual has been unconditionally admitted.*

An employing Alabama county/city superintendent or eligible nonpublic/private school administrator may request an IEC to facilitate employment for:

An individual who has been unconditionally admitted to a master’s (Class A) level or education specialist (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 or Traditional 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 (Alternative Class A, Traditional Class A, 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 (CACREP).

- Requirements must be met prior to application submission.
- There is a maximum of three alternative certificates, *of any kind*, that can be held.
- All certificates must be held within a four consecutive year window. This window begins the scholastic year for which the 1st certificate is issued, (The 1st certificate is issued the 2022-2023 scholastic year; the four-year window expires the 2025-2026 scholastic year).

1st Certificate

- Meet unconditional admission requirements as prescribed in the current Educator Preparation Chapter
- Appropriate assignment and mentor

2nd Certificate

- Credit earned in at least three of the courses required in the State-approved program
- Appropriate assignment and mentor

3rd Certificate

- Credit earned in at least four additional courses required in the State-approved program
- Appropriate assignment and mentor

Professional Educator or Professional Leadership Certificate

- Recommendation from an Alabama college/university
- Earn passing scores on the AECAP prescribed test(s)

National Board for Professional Teaching Standards (NBPTS)

An individual who holds a valid NBPTS Certificate may meet requirements for Alabama professional educator certification. **Basic Requirements:**

- Hold a valid NBPTS Certificate (*in an area that Alabama offers comparable certification*)
- Official transcripts verifying all degrees earned (*must hold at least a master’s degree for library media and school counseling*)
- Verification of two full years of full-time educational experience in grades P-12 for library media and school counseling

Nationally Certified School Psychologist

An individual who holds valid certification as a Nationally Certified School Psychologist may meet requirements for Alabama professional educator certification in school psychology. **Basic Requirements:**

- Hold a valid certification as a National Certified School Psychologist
- Official transcripts verifying all degrees earned (*must hold at least a master’s degree*)
- Earn a passing score on the AECAP prescribed School Psychology Praxis test(s)

Substitute License

This is a non-professional certificate that does not lead to further certification.

An employing Alabama county/city superintendent or eligible nonpublic/private school administrator may request a Substitute License for an individual who has earned a high school diploma or state-issued high school equivalency diploma.



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- Degrees and credit earned must be from a senior institution that was regionally accredited or accredited by the Distance Education Accreditation Commission (DEAC).

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Approaches For Certified Alabama Educators Seeking to Add an Additional Teaching Field

Additional Teaching Field (Professional Educator Certificate)
An individual who holds a valid Alabama Professional Educator Certificate in a teaching field and meets testing requirements may seek additional certification in selected teaching fields. Basic Requirements:
<ul style="list-style-type: none"> • Hold a valid Alabama Professional Educator Certificate in a teaching field* • Earn a passing score on the AECAP prescribed Praxis subject area test(s) <p>*The certificate requirements are more specific for adding early childhood, elementary, and special education.</p>
Additional Teaching Field (Career and Technical Education)
An individual who holds a valid Alabama Professional Educator Certificate in a teaching field and meets occupational proficiency and necessary training requirements may seek additional certification in selected technical education program areas or health science. Basic Requirements:
<ul style="list-style-type: none"> • Hold a valid Alabama Professional Educator Certificate in a teaching field • Completion of the ALSDE approved ENTRY LEVEL or MASTER LEVEL occupational proficiency assessment • Completion of Session A of the Career and Technical Education Teacher Certification Program (CTE TCP - LEVEL 1)
Additional Teaching Field (Degree Equivalent)
An individual who holds a valid Alabama Bachelor's Equivalent Technical Education 2 (or higher) Career and Technical Certificate and meets occupational proficiency and necessary training requirements may seek additional Degree Equivalent certification in selected technical education program areas. Basic Requirements:
<ul style="list-style-type: none"> • Hold a valid Alabama Career and Technical Certificate in a technical education program area • Completion of the ALSDE approved ENTRY LEVEL or MASTER LEVEL occupational proficiency assessment
Additional Certification (Driver and Traffic Safety Education)
An individual who holds a valid Alabama Professional Educator Certificate or Professional Leadership Certificate and verifies credit earned for the required basic and advanced driver education coursework may seek additional certification in Driver and Traffic Safety Education. Basic Requirements:
<ul style="list-style-type: none"> • Hold a valid Alabama Professional Educator Certificate or valid Professional Leadership Certificate • Official transcript(s) from the approved Alabama college/university or PowerSchool Learning Transcript verifying credit earned in the basic and advanced driver education courses

Computer Science

Additional Teaching Field (Computer Science)
An individual who holds a valid Alabama Professional Educator Certificate in a teaching field and meets testing requirements may seek additional certification in Computer Science. Basic Requirements:
<ul style="list-style-type: none"> • Hold a valid Alabama Professional Educator Certificate in a teaching field • Earn a passing score on the AECAP prescribed Computer Science Praxis test
Computer Science Permit
A Computer Science Course-Specific Permit may be requested by an employing Alabama county/city superintendent. For each course-specific permit requested, the individual must have completed the required course-specific training through an ALSDE-approved training provider. Basic Requirements:
<ul style="list-style-type: none"> • Hold a valid Alabama Professional Educator Certificate or a valid Alabama Professional Leadership Certificate or a valid Alabama Bachelor's Equivalent 2 Career and Technical Certificate or higher • Completion of approved training(s) by an ALSDE-approved provider(s)



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- Degrees and credit earned must be from a senior institution that was regionally accredited or accredited by the Distance Education Accreditation Commission (DEAC).

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Alternative Approaches

Provisional Certificate in a Teaching Field (PCTF)

*For this approach, the individual should begin with the **Alabama** local school system in which employment is desired.*

An employing Alabama county/city superintendent or eligible nonpublic/private school administrator may request a PCTF for an individual in certain K-12, 6-12, and 4-8 teaching fields. Available teaching fields can be found on the application form.

- Requirements must be met prior to October 1 and application must be submitted no later than October 1.
- Approach must be completed within a four consecutive year window. This window begins the scholastic year for which the 1st certificate is issued, (The 1st PCTF certificate is issued the 2022-2023 scholastic year; the four-year window expires the 2025-2026 scholastic year).
 - Application for the Professional Educator Certificate must be made, and all requirements must be met prior to October 1 of the calendar year during which the four-year window ends.
- There is a maximum of three alternative certificates, *of any kind*, that can be held.

*See the note under Professional Educator Certificate.

Eligibility and 1st Certificate

Degree Requirements

- **Option 1:** A bachelor's degree is held, with a minimum overall grade point average (GPA) of at least 2.5 on a 4.0 scale; **OR**
- **Option 2:** A master's or higher degree is held, with a minimum overall GPA of at least 3.0 on a 4.0 scale; **OR**
- **Option 3:** The individual does not meet the minimum overall 2.5 GPA requirement but has an overall GPA of at least 2.0-2.49 on a 4.0 scale **and** has earned the required increased Praxis score.

For Members of the United States Armed Forces

- **Option 4:** A master's or higher degree **in the subject area to be taught** is held with a minimum overall GPA of at least 3.0 on a 4.0 scale **AND**
- Form DD214 verifying the individual was a retiree in good standing or was honorably discharged and had at least 10 years of service.

For Dance, Arabic, Chinese, Italian, Japanese, Korean, and Russian

In addition to the above degree requirements, documentation of one of the following:

- A bachelor's or higher degree is held, with a non-education major in the teaching field (e.g., dance rather than dance education) **OR**
- At least **30** semester hours of credit, including **18** semester hours of upper-division credit in the teaching field.

Testing Requirements

- **Option 1:** **Meets** the 2.5 overall GPA requirement **and** has earned the **current passing Praxis** score.
<https://www.ets.org/praxis/al/test-takers/plan-your-test/licensure/alt-cert-approach/pctf.html>
- **Option 2:** The individual **meets** the 2.5 overall GPA requirement **and**
 - has scored within one Standard Error of Measure (SEM) of the required Praxis score outlined on the document entitled ALSDE -1 Standard Error of Measure (SEM) Score Requirements **and**
 - has at least 15 semester hours of coursework (**remedial courses will NOT be accepted**), with a grade of B or above, in the **specific subject area(s)** for which the PCTF is being requested. Courses must be approved by the ALSDE.
<https://www.alabamaachievers.org/teacher-center/teacher-certification/>
- **Option 3:** The individual **does not meet** the 2.5 overall GPA requirement **but**
 - **does have** an overall GPA of at least 2.0 and
 - has earned the **increased** Praxis score outlined on the document entitled Increased Praxis Score Option (previously the Assessment Addendum).
<https://www.alabamaachievers.org/teacher-center/teacher-certification/>
- **Option 4:** The individual is using the United States Armed Forces **Option 4** and the Praxis subject area test is NOT required.



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Provisional Certificate in a Teaching Field (PCTF)

(continued)

Note: A Praxis subject area test is not currently available for the teaching fields of dance, Arabic, Chinese, Italian, Japanese, Korean, and Russian.

Additional Requirements

- Appropriate full-time teaching assignment and mentor

2nd Certificate

- Full year of full-time appropriate teaching experience while holding the first PCTF.
- Earned credit 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.
- Completion of the Career and Technical Teacher Certification Program (CTE TCP – LEVEL 1) for areas of CTE
- Appropriate teaching assignment and mentor

3rd Certificate

- Full year of full-time appropriate teaching experience while holding the second PCTF.
- Earned credit in the remaining two areas of required coursework (classroom management, evaluation of teaching and learning, special needs, and specific methods of teaching in the area of certification sought)
- Appropriate teaching assignment and mentor

Professional Educator Certificate

- Full year of full-time appropriate teaching experience while holding the third certificate
- Successful performance indicators on the **Beginning Teacher Alternative Certification Program (Supplement BTA)** form.
- Earn a passing score on the AECAP Pedagogy Assessment. An applicant who holds a valid Alabama Professional Educator Certificate or Professional Leadership Certificate is exempt from the Pedagogy Assessment requirement.
 - If **all** three scholastic years are completed on the PCTF approach, the applicant may pass either the edTPA Handbook for the teaching field and grade level for which the PCTFs were issued **OR** the Praxis Principles of Learning and Teaching (PLT) test. *See note below.
 - If **less than** three scholastic years (at least one full scholastic year is required) are completed on the PCTF approach, the applicant **must** pass the edTPA Handbook for the teaching field and grade level for which the PCTFs were issued. *See note below.

***NOTE: NEW OPTION-**Although three one-year certificates may be held, applicants who successfully complete **all requirements outlined for certificates 1, 2, 3, and the Professional Educator Certificate** may apply for the Professional Educator Certificate after successfully completing at least one full scholastic year of full-time teaching experience **while holding the PCTF.**



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- Degrees and credit earned must be from a senior institution that was regionally accredited or accredited by the Distance Education Accreditation Commission (DEAC).

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Provisional Certificate in Library Media or School Counseling (PCLS)

*For this approach, the individual should begin with the **Alabama** local school system in which employment is desired.*

An employing Alabama county/city superintendent or eligible nonpublic/private school administrator may request a PCLS for an individual to serve as a library media specialist or school counselor.

- Requirements must be met prior to October 1 and application must be submitted no later than October 1.
- Approach must be completed within a four consecutive year window. This window begins the scholastic year for which the 1st certificate is issued, (The 1st PCLS certificate is issued the 2022-2023 scholastic year; the four-year window expires the 2025-2026 scholastic year).
 - Application for the Professional Educator Certificate must be made, and all requirements must be met prior to October 1 of the calendar year during which the four-year window ends.
- There is a maximum of three alternative certificates, *of any kind*, that can be held.
- Two 1-year alternative certificates must be held before an applicant is eligible to apply for professional certification.

1st Certificate

Library Media or School Counseling

- Appropriate assignment and mentor

Option 1

- 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
- Earn a passing score(s) on the AECAP prescribed Library Media or School Counseling Praxis test(s)

Option 2

Library Media

- At least an earned master’s degree with an overall GPA of 3.25 in library science or library information systems
- Earn a passing score(s) on the AECAP prescribed Library Media Praxis test(s)

School Counseling

- Holds at least a master’s degree in an area of counseling other than school counseling
- Holds a valid license as an Associate Licensed Counselor or a Licensed Professional Counselor issued by a state board of examiners in counseling
- Earn a passing score(s) on the AECAP prescribed School Counseling Praxis test(s)

2nd Certificate in Library Media or School Counseling

- Full year of full-time appropriate educational work experience while holding the first PCLS certificate
- Appropriate assignment and mentor

Professional Educator Certificate

- Full year of full-time appropriate educational work experience while holding the second PCLS certificate



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Conditional Certificate in a Teaching Field (CCTF)

(MOA expires December 2022. Individuals who held the 1st CCTF and are within their four-year window will be able to continue. At this time, new applicants will not be accepted after October 1, 2022.)

An employing Alabama county/city superintendent may request a CCTF for an individual in certain 4-8, 6-12, and P-12 teaching fields for an individual who has met eligibility requirements for Alabama’s Teachers of Tomorrow program. Available teaching fields can be found on the application form.

- Requirements must be met prior to October 1 and application must be submitted no later than October 1.
- Approach must be completed within a four consecutive year window. This window begins the scholastic year for which the 1st certificate is issued, (The 1st CCTF certificate is issued the 2022-2023 scholastic year; the four-year window expires the 2025-2026 scholastic year).
 - Application for the Professional Educator Certificate must be made, and all requirements must be met prior to October 1 of the calendar year during which the four-year window ends.
- There is a maximum of three alternative certificates, *of any kind*, that can be held.
- At least one full scholastic year of full-time teaching experience while completing Module 4 **and** holding the valid CCTF is required.

Eligibility and 1st CCTF Certificate (NO LONGER AVAILABLE)

- ~~Option 1:~~ A bachelor’s degree is held, with a minimum overall grade point average (GPA) of at least 2.5 on a 4.0 scale; ~~OR~~
- ~~Option 2:~~ A master’s or higher degree is held, with a minimum overall GPA of at least 3.0 on a 4.0 scale.
- ~~See Addendum for option if GPA is 2.0-2.49 and Praxis subject area test is available~~
- ~~Earn a passing score(s) on the AECAP prescribed Praxis subject area test(s) for the teaching field~~
- ~~Appropriate teaching assignment and mentor~~
- ~~Letter of Eligibility from Teachers of Tomorrow~~

2nd CCTF Certificate

- Appropriate full-time teaching assignment and mentor
- Verification of enrollment in Module 4 (if enrolled)
- Completion of the Career and Technical Teacher Certification Program (CTE TCP – LEVEL 1) for areas of CTE

3rd CCTF Certificate

- Verification of enrollment in Module 4
- Appropriate teaching assignment and mentor

Professional Educator Certificate

- Completion of all Modules through Teachers of Tomorrow
- Full year of full-time teaching experience while holding the CCTF and completing Module 4

*Although three one-year certificates may be held, applicants who successfully complete **all requirements outlined for certificates 1, 2, 3, and the Professional Educator Certificate** may apply for the Professional Educator Certificate after successfully completing at least one full scholastic year of full-time teaching experience while completing Module 4 **and** holding the valid CCTF.*



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Temporary Special Education Certificate (TSEC)

*For this approach, the individual should begin with the **Alabama** local school system in which employment is desired.*

An employing Alabama county/city superintendent may request a TSEC for an individual for Collaborative Special Education Teacher grades 6-12.

- Requirements must be met prior to October 1 and application must be submitted no later than October 1.
- Approach must be completed within a four consecutive year window. This window begins the scholastic year for which the 1st certificate is issued, (The 1st certificate is issued the 2022-2023 scholastic year; the four-year window expires the 2025-2026 scholastic year).
 - Application for the Professional Educator Certificate must be made, and all requirements must be met prior to October 1 of the calendar year during which the four-year window ends.
- There is a maximum of three alternative certificates, *of any kind*, that can be held.

Eligibility and 1st Certificate

Degree Requirements

- **Option 1:** A bachelor’s degree is held, with a minimum overall grade point average (GPA) of at least 2.5 on a 4.0 scale; **OR**
- **Option 2:** A master’s or higher degree is held, with a minimum overall GPA of at least 3.0 on a 4.0 scale.

Additional Requirements

- Enrollment in or completion of at least one of the required courses at the Alabama college or university authorized to provide coursework
- Registration in at least two of the required Special Education Professional Learning activities in the PowerSchool Professional Learning platform
- Appropriate full-time teaching assignment and mentor through the Alabama Teacher Mentor Program

2nd Certificate

- Full year of full-time appropriate teaching experience while holding the first certificate.
- Credit earned in at least two of the required courses
- Completion of at least two of the required Special Education Professional Learning activities
- Completion of at least two practical field experiences
- Appropriate full-time teaching assignment and mentor through the Alabama Teacher Mentor Program

3rd Certificate

- Full year of full-time appropriate teaching experience while holding the second certificate
- Credit earned in **two additional** required courses
- Completion of **two additional** Special Education Professional Learning activities
- Completion of **two additional** practical field experiences
- Appropriate full-time teaching assignment

Professional Educator Certificate

- At least one full scholastic year of appropriate full-time teaching experience while holding the TSEC
 - Successful performance indicators on the **Beginning Teacher Alternative Certification Program (Supplement BTA)** form
 - Completion of **all** required courses as prescribed
 - Completion of **all** Special Education Professional Learning activities
 - Completion of **the four required** practical field experiences
 - Earn a passing score(s) on the AECAP prescribed Praxis subject area test(s) for Collaborative Teacher, grades 6-12
- Although three one-year certificates may be held, applicants who successfully complete **all requirements outlined for certificates 1, 2, 3, and the Professional Educator Certificate** may apply for the Professional Educator Certificate after successfully completing at least one full scholastic year of full-time teaching experience **while holding the TSEC.***



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- Supplement CIT and credentials verifying US Citizenship or Lawful Presence
- Degrees and credit earned must be from a senior institution that was regionally accredited or accredited by the Distance Education Accreditation Commission (DEAC).

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Business and Industry to Educational Administrator Certificate (BIEA)

*It may be requested when no other certification option can be used. Very few of these are issued. For this approach, the individual should begin with the **ALSDE** to determine eligibility and the **Alabama** local school system in which employment is desired.*

An employing Alabama county/city superintendent, or the local board chair to employ a superintendent, may request a BIEA for an individual who is not eligible to pursue certification in the area of educational administration through any other alternative, provisional, reciprocal, or traditional approach.

- Requirements must be met prior to October 1 and application must be submitted no later than October 1.
- Approach must be completed within a four consecutive year window. This window begins the scholastic year for which the 1st certificate is issued, (The 1st certificate is issued the 2022-2023 scholastic year; the four-year window expires the 2025-2026 scholastic year).
 - Application for the Professional Educator Certificate must be made, and all requirements must be met prior to October 1 of the calendar year during which the four-year window ends.
- There is a maximum of three alternative certificates, *of any kind*, that can be held.
- Two one-year alternative certificates must be held before an applicant is eligible to apply for professional leadership certification.

1st Certificate

- Official transcripts verifying at least an earned master’s degree with an overall grade point average (GPA) of at least 3.25 on a 4.0 scale
- Earn a passing score(s) on the AECAP prescribed Praxis subject area test(s) for Educational Administration
- Verification of a minimum of five years of leadership experience (within the last ten years from the date of application) in a compensated executive, management, supervisory, or leadership position in business and industry.
- 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

2nd Certificate

- Full year of full-time experience in an area of educational administration while holding the 1st BIEA 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 2nd BIEA certificate



All approaches require:

- Application(s) and other required documents as specified in the application
- \$30.00 fee (an additional \$30 fee is required for each area of certification for which an individual is eligible)
- Background Clearance (if not previously cleared)
- Supplement CIT and credentials verifying US Citizenship or Lawful Presence
- Degrees and credit earned must be from a senior institution that was regionally accredited or accredited by the Distance Education Accreditation Commission (DEAC).

This document is intended to provide basic information, will be updated as needed, is not all-inclusive. Refer to the application forms for the specific approach.

Speech-Language Pathology

Speech-Language Pathology **Professional** Educator Certificate (SLPC)

An individual who holds a valid license as a speech-language pathologist by a state board of examiners in speech pathology and audiology may meet requirements for Alabama professional educator certification. **Basic Requirements:**

- Hold a valid speech pathology license issued by any state’s board of examiners in speech pathology and audiology
- Official transcripts verifying all credits and degrees earned (*must hold at least a master’s degree*)

Speech-Language Pathology **Temporary** Certificate (SLTC)

*For this approach, the individual should begin with the **Alabama** local school system in which employment is desired.*

An employing Alabama county/city superintendent or eligible nonpublic/private school administrator may request a SLTC for an individual who has not earned a valid speech-language pathology license issued by a state’s board of examiners in speech pathology and audiology. **Basic Requirements:**

- Official transcripts verifying all credits and degrees earned (*must hold at least a master’s degree*)
- Completion of at least a master’s degree level speech-language pathology program that was accredited by the Council on Academic Accreditation in Audiology and Speech-Language Pathology (CAA) of the American Speech-Language Hearing Association (ASHA)
- Satisfactory performance on the Praxis subject area test prescribed by the CAA of ASHA

Speech-Language Pathology **Assistant** Certificate (SLA)

*For this approach, the individual should begin with the **Alabama** local school system in which employment is desired.*

An employing Alabama county/city superintendent may request an SLA for an individual who holds at least a bachelor’s degree in speech-language pathology or communication sciences and disorders with a speech-language emphasis. This certificate does not lead to professional certification. **Basic Requirements:**

Level I Certificate

- Official transcripts verifying at least an earned bachelor’s degree with an overall GPA of 2.50 in speech-language pathology or communication sciences and disorders (with a speech-language pathology emphasis)
- An assigned supervisor

Level II Certificate

- Held a Level I Speech-Language Pathology Assistant Certificate
- Earned 12 semester hours of graduate credit from an Alabama State-approved Alternative Class A Special Education Program **OR** a master’s degree program in speech-language pathology accredited by the CAA & ASHA **OR** was in candidacy status of accreditation by the CAA of ASHA at the time the credits were earned
- Two years of full-time employment as a Speech-Language Pathology Assistant while holding the Level I Certificate
- Verification that appropriate supervision was provided each year of employment
- An assigned supervisor



All approaches require:

- Application(s) and other required documents as specified in the application
- \$30.00 fee (an additional \$30 fee is required for each area of certification for which an individual is eligible)
- Background Clearance (if not previously cleared)
- Supplement CIT and credentials verifying US Citizenship or Lawful Presence
- Degrees and credit earned must be from a senior institution that was regionally accredited or accredited by the Distance Education Accreditation Commission (DEAC).

This document is intended to provide basic information, will be updated as needed, is not all-inclusive. Refer to the application forms for the specific approach.

Career and Technical Education

Career and Technical Education Degree Equivalent Certificate in Health Science

*For this approach, the individual should begin with the **Alabama** local school system in which employment is desired.*

An employing Alabama county/city superintendent may request a Bachelor’s Equivalent Health Science 1 Certificate. The Degree Equivalent Technical Education Health Science route allows applicants to progress through four levels of certification. This route also offers the opportunity to advance toward higher pay when requirements are met for each level of certification.

Bachelor’s Equivalent – Health Science 1 – Valid for two years and is non-renewable

- Completion of the ALSDE approved **ENTRY LEVEL OR MASTER LEVEL** occupational proficiency assessment
- Earn a passing score on the AECAP basic skills assessments (not required if at least a bachelor’s degree is held)
- Work Experience Requirement
 - Holds an associate’s degree in a healthcare or related area from a postsecondary institution: Three years of full-time work experience within past seven years as a healthcare practitioner **OR**
 - Holds a bachelor’s or higher degree in a healthcare or related area: Two years of full-time work experience within past five years as a healthcare practitioner.

School systems planning to offer a Certified Nurse Aide Training Program must employ a teacher who is a registered nurse. Teacher must have had two years nursing experience and one year must have been in long-term care/geriatric services.

Bachelor’s Equivalent – Health Science 2 – Valid five years and is renewable

- Holds or is eligible to hold the Bachelor’s Equivalent- Health Science 1 Certificate
- Completion of the ALSDE approved **ENTRY LEVEL OR MASTER LEVEL** occupational proficiency assessment
- Completion of the Career and Technical Education Teacher Certification Program (CTE TCP Level 1)

Master’s Equivalent – Health Science 3 – Valid five years and is renewable

- Holds or is eligible to hold the Bachelor’s Equivalent- Health Science 2 Certificate
- Completion of the ALSDE approved **MASTER LEVEL** occupational proficiency assessment
- Verification of one of the following options:
 - **Option 1** - Official transcript verifying 12 hours of credit earned (two required and two electives) in the required Education and Career and Technical Education (CTE) courses

OR

 - **Option 2** - Official PowerSchool Learning Transcript verifying Completion of the *Career and Technical Education Teacher Certification Program Level 2 (CTE TCP Level 2)* **AND** verification of seven years of work experience as a healthcare practitioner.

Sixth-Year Equivalent – Health Science 4 – Valid five years and is renewable

- Holds or is eligible to hold the Master’s Equivalent- Health Science 3 Certificate
- Completion of the ALSDE approved **MASTER LEVEL** occupational proficiency assessment
- Official transcript(s) verifying an earned master’s degree or higher degree in a healthcare or related area



All approaches require:

- Application(s) and other required documents as specified in the application
- \$30.00 fee (an additional \$30 fee is required for each area of certification for which an individual is eligible)
- Background Clearance (if not previously cleared)
- Supplement CIT and credentials verifying US Citizenship or Lawful Presence
- Degrees and credit earned must be from a senior institution that was regionally accredited or accredited by the Distance Education Accreditation Commission (DEAC).

This document is intended to provide basic information, will be updated as needed, is not all-inclusive. Refer to the application forms for the specific approach.

Career and Technical Education Degree Equivalent Certificate in Technical Education

*For this approach, the individual should begin with the **Alabama** local school system in which employment is desired.*

An employing Alabama county/city superintendent may request a Bachelor's Equivalent Technical Education 1 Certificate for an individual in certain 6-12 career and technical teaching fields. The Degree Equivalent Technical Education route allows applicants to progress through five levels of certification. This route also offers the opportunity to advance toward higher pay when requirements are met for each level of certification. The name of the certificate indicates the pay level of the certificate.

Bachelor's Equivalent – Technical Education 1 – Valid for two years and is non-renewable

- Completion of the ALSDE approved **ENTRY LEVEL OR MASTER LEVEL** occupational proficiency assessment
- Earn a passing score on the AECAP basic skills assessments (not required if at least a bachelor's degree is held)
- Work Experience Requirement
 - Holds less than a bachelor's degree: Three years of full time or part-time work experience within the past seven years in the area to be taught **OR**
 - Holds a bachelor's or higher degree: Two years of full time or part-time work experience within the past five years in area to be taught **OR**
 - Ten years of full-time or part-time work experience in the area to be taught

Bachelor's Equivalent – Technical Education 2 – Valid five years and is renewable

- Holds or is eligible to hold the Bachelor's Equivalent- Technical Education 1 Certificate
- Completion of the ALSDE approved **ENTRY LEVEL OR MASTER LEVEL** occupational proficiency assessment
- Completion of the Career and Technical Education Teacher Certification Program (CTE TCP Level 1)

Master's Equivalent – Technical Education 3 – Valid five years and is renewable

- Holds or is eligible to hold the Bachelor's Equivalent- Technical Education 2 Certificate
- Completion of the ALSDE approved **MASTER LEVEL** occupational proficiency assessment
- Verification of one of the following options:
 - **Option 1** - Official transcript verifying 12 hours of credit earned (two required and two electives) in the required Education and Career and Technical Education (CTE) courses
 - OR**
 - **Option 2** - Official PowerSchool Learning Transcript verifying Completion of the *Career and Technical Education Teacher Certification Program Level 2 (CTE TCP Level 2)* **AND** verification of seven years of acceptable work experience in the area to be taught

Master's Equivalent – Technical Education 4 – Valid five years and is renewable

- Holds or is eligible to hold the Master's Equivalent- Technical Education 3 Certificate
- Completion of the ALSDE approved **MASTER LEVEL** occupational proficiency assessment
- Verification of one of the following options:
 - **Option 1** – hold a valid Alabama Class B or higher Professional Educator Certificate in a teaching field
 - **Option 2** – hold an earned bachelor's degree in the technical education program area or in an area related to the program area for which the certificate is sought.

Sixth-Year Equivalent – Technical Education 5 – Valid five years and is renewable

- Holds or is eligible to hold the Master's Equivalent- Technical Education 4 Certificate
- Completion of the ALSDE approved **MASTER LEVEL** occupational proficiency assessment
- Verification of one of the following options:
 - **Option 1** – hold a valid Alabama Class A or higher Professional Educator Certificate in a teaching field, instructional support area, or a valid Class A Professional Leadership Certificate
 - **Option 2** – hold an earned master's degree in the technical education program area or in an area related to the program area for which the certificate is sought.



All approaches require:

- Application(s) and other required documents as specified in the application
- \$30.00 fee (an additional \$30 fee is required for each area of certification for which an individual is eligible)
- Background Clearance (if not previously cleared)
- Supplement CIT and credentials verifying US Citizenship or Lawful Presence
- Degrees and credit earned must be from a senior institution that was regionally accredited or accredited by the Distance Education Accreditation Commission (DEAC).

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Career and Technical Certificate to a Professional Educator Certificate

An individual holding an appropriate Degree Equivalent Technical Education Career and Technical Certificate in a **technical education program area** or **health science** may meet requirements for a Class B Secondary Professional Educator Certificate in the technical education program area reflected on the Degree Equivalent Technical Education or Health Science Certificate.

- Earn a passing score on the AECAP Praxis Principles of Learning and Teaching (PLT) test
- Credit earned for coursework in Strategies for Teaching Special Needs Students in Inclusive Settings at an Alabama college/university

Technical Education

- Hold a valid Master’s Equivalent Technical Education 4 or Sixth-Year Equivalent Technical Education 5 Career and Technical Certificate in a technical education program area
- Completion of the ALSDE approved **ENTRY LEVEL OR MASTER LEVEL** occupational proficiency assessment
- Official transcripts verifying at least an earned bachelor’s degree with an overall GPA of 2.50 in the technical education program area or in an area related to the program area for which the certificate is sought.

Health Science

- Hold a valid Master’s Equivalent Health Science 3 or Sixth-Year Equivalent Health Science 4 Career and Technical Certificate
- Completion of the ALSDE approved **ENTRY LEVEL OR MASTER LEVEL** occupational proficiency assessment
- Official transcripts verifying at least an earned bachelor’s degree with an overall GPA of 2.50 in a healthcare or related area

Career and Technical Education Temporary Certificate

An employing Alabama county/city superintendent may request a Career and Technical Education Temporary Certificate for an individual when a teacher in a technical education program area or health science is not available. Valid for up to two scholastic years. May be re-issued once for an additional two scholastic years. Available teaching fields can be found on the application form.

- Health Science: Active Alabama license in a registered nursing, paramedical, or allied health specialty
- Technical Education Program Area of Cosmetology: Valid Alabama Cosmetology Instructor License

Junior Reserve Officer Training Corps Certificate: JROTC

An employing Alabama county/city superintendent or eligible nonpublic/private school administrator may request a JROTC Instructor Certificate for an individual who has been recommended and approved by a branch of the United States military to serve as a JROTC instructor.

- Recommendation and approval by a branch of the United States military to serve as a JROTC instructor

Work Based Learning Coordinator

An individual holding a valid Alabama Professional Educator Certificate in a career and technical education teaching field, Bachelor’s Equivalent 2 or higher Career and Technical Certificate or a Professional Leadership Certificate and meet certain experience and coursework requirements may seek additional Alabama Professional Educator Certificate as a Work Based Learning Coordinator.

- Hold a valid Alabama Professional Educator Certificate in a career and technical education teaching field **or** at least a valid Alabama Bachelor’s Equivalent 2 Career and Technical Certificate **or** a valid Alabama Professional Leadership Certificate
- Experience Requirement: Must be met if holding **ONLY** a valid Professional Leadership Certificate - Two full years of full-time classroom teaching experience in a career and technical education teaching field **or** two years of full-time experience while serving as Career and Technical Education Administrator.
- Credit earned for an approved cooperative education coordinator preparation course