ALABAMA STATE BOARD OF EDUCATION
ADMINISTRATIVE CODE

CHAPTER 290-3-2
TEACHER CERTIFICATION PROFESSIONAL SERVICES

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290-3-2-.01 Definitions.

(1) **30/18.** The semester hours required in a teaching field, including at least 30 semester hours of credit with at least 18 semester hours of upper-division credit.

(2) **Academic Major.** Refer to the definition in the Educator Preparation Chapter of the *Alabama Administrative Code*.

(3) **Accreditation.** A formal process conducted by a non-governmental, independent accrediting agency recognized by either the U.S. Department of Education or the Council for Higher Education Accreditation to ensure the delivery of sound educational programs. Institutional credit in Alabama is through the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). Accreditation may pertain to an entire institution ("institutional accreditation") or to specific academic programs or divisions ("specialized accreditation" or "programmatic accreditation").

(4) **Administrator.** When "administrator" is used in conjunction with "superintendent," "administrator" is defined as the chief administrative officer of a nonpublic school or nonpublic school system.

(5) **Administrative Experience.** Experience as a superintendent or assistant superintendent, principal or assistant principal, career and technical administrator or assistant career and technical administrator in a P-12 school system(s).

(6) **Alabama Educator Certification Assessment Program (AECAP).** The statewide testing program required by the Alabama State Board of Education for educators as a precondition for initial certification in each teaching field or area of instructional support. Official score reports must be submitted electronically from the testing service to the Alabama State Department of Education. Applicants must meet the requirements of the AECAP in effect at the time an application and nonrefundable fee are received in the Educator Certification Section. Additional information is in Rule 290-3-2-.02.

(7) **Alternative Teacher Preparation Organization (ATPO).** An organization the Alabama State Board of Education deems qualified to offer certification programs to qualified individuals in the state of Alabama in accordance with Ala. Code § 16-23-3.1 (1975).

(8) **Applicant.** An individual who meets **one** of the following definitions:

(a) An individual who submits an application or for whom an educator preparation institution or a prospective or current employer submits an application to the Section for any certificate, substitute license, or other license issued by the Alabama State Superintendent of Education.

(b) An individual employed by a local education agency or nonpublic school to act in any capacity in which she or he will have unsupervised access to children in an educational environment.

(c) An individual applying for admission to a State-approved educator preparation program at an Alabama regionally accredited senior institution for the purpose of earning a certificate after completing that program and meeting other current requirements.

(9) **Application for Certification.** Completed, current official forms and supporting documents, including official transcripts and documentation of compliance with the requirements of the AECAP, to substantiate a request for certification. Application for certification includes initial certification, renewal, changing to a higher level of certification, and adding a teaching field and/or an area of instructional support. All requests for certification must include at least the current application form(s), the nonrefundable application fee(s) as indicated on the current application form(s) and the completion of the criminal history background check. A request for certification will not be assigned for review until at least these items are received. The application receipt date is the day on which the current application form(s) is received in the Educator Certification Section. The Educator Certification Section is transitioning to an online certification platform; therefore, the receipt date may also be the date the application is electronically received through the online application system.

(10) **Area.** Any teaching field and grade level(s) or instructional support area and grade level(s).

(11) **Candidate.** A pre-service or in-service person enrolled in a senior institution for the purpose of earning initial or advanced certification in a teaching field or area of instructional support or for professional development purposes.

(12) **Career and Technical Education Teacher Certification Program (CTE TCP).** A program designed by the Alabama State Department of Education to offer alternative certification pathways for Career and Technical Education teachers, expanding opportunities for entry into and advancement within Educator Certification.

(13) **Certificate.** The official document issued by the Alabama State Department of Education to an applicant who has been deemed to meet all requirements for the issuance of the document. Printed information on the document includes the name of the applicant to whom it was issued, the date each area was issued, the degree level(s), valid period(s), and the specific teaching field(s) and/or area(s) of instructional support and grade level(s). Information on proper certification is in Rule 290-3-2-.01.

(14) **Certification Officer.** One person, designated by the head of the educator preparation unit at an Alabama regionally accredited senior institution of higher education with State-approved educator preparation programs, who is authorized to represent the unit. Responsibilities of the certification officer include but are not limited to:

(a) Verifying to the Alabama State Department of Education that an applicant for a certificate has successfully completed the State-approved program for the certificate sought and is recommended for certification.

(b) Verifying whether an applicant for an Interim Employment Certificate has met State requirements for unconditional admission to a State-approved program in the teaching field or area of instructional support for which the certificate is sought.

(c) Responding to requests for information from the Alabama State Department of Education.

(15) **Child Abuse Crime.** As defined in the *Alabama Child Protection Act of 1999*, as amended, any crime committed under the law of the state that involves the physical or mental injury, sexual abuse or exploitation, or maltreatment of a child. Conviction of this crime shall cause an applicant to be deemed unsuitable for employment. Additional information about suitability determinations is in Rule 290-3-2-.01.

(16) **Church-related/Parochial School.** Includes only schools which offer instruction in Grades P-12, or any combination thereof, through on-site or home programs and are operated as a ministry of

a local church, group of churches, denomination, and/or association of churches which do not receive any state or federal funding. Refer to Ala. Code §16-28-1 (1975).

(17) **Criminal History Background Check.** Information received from the State Bureau of Investigations (SBI) and the Federal Bureau of Investigation (FBI), resulting from a fingerprint review. Additional information is in Rule 290-3-2-.02.

(18) **CTE 101.** An introductory training designed by the Alabama State Department of Education to equip new CTE teachers with the foundational knowledge and skills needed to effectively manage and grow a successful CTE program.

(19) **CTE TCP Level 1.** This program is designed by the Alabama State Department of Education for individuals transitioning from industry into education as new CTE teachers, providing a pathway to earn a CTE Certificate in a specific technical education or Health Science program area.

(20) **CTE TCP Level 2.** This program is designed by the Alabama State Department of Education provides advanced professional learning to help CTE teachers earn higher-level certifications while supporting administrators in recruiting and retaining teachers through opportunities for career advancement within Alabama's K-12 system.

(21) **Department, ALSDE.** Alabama State Department of Education.

(22) **DoDEA.** Department of Defense Education Activity.

(23) **Educational Administrator.** When used in this chapter or in applying Rules of the Alabama State Board of Education, the term applies to a person who holds a previously issued or current Alabama certificate as a career and technical administrator, educational administrator, instructional leader, principal, superintendent, or superintendent-principal.

(24) **Educator Preparation Program.** A State-approved program at an Alabama senior institution, a state-approved program at a senior institution in another state, or a program in another country leading to professional educator certification within grades P-12 as a teacher or as a provider of instructional support (administrator, counselor, librarian, psychologist, psychometrist, speech language pathologist, sport manager, and/or supervisor).

(25) **Form.** Official, required document(s) completed by or for applicants for a variety of purposes. Any reference to a form in

this chapter means the current version of the paper or electronic form.

(26) **GPA (Grade Point Average).** In this chapter, all GPA requirements pertain to calculations on a four-point scale. Appropriate adjustments shall be made for other scales. The official overall GPA is the GPA posted on the official transcript of the degree granting institution that was used as the basis for granting the degree. The GPA may be rounded to the one hundredth place (i.e., 2.496 rounds to 2.50). The GPA requirement does not apply to an applicant holding a valid Professional Educator Certificate or Professional Leadership Certificate.

(27) **Health Science Program Area.** Refers to a field of study and training focused on health-related occupations.

(28) **Initial Certificate.** The first Alabama certificate in each specific teaching field or area of instructional support issued to an educator.

(29) **Instructional Leader.** When used in this chapter or in applying the Rules of the Alabama State Board of Education, the term applies to a person who holds a previously issued or current Alabama certificate as a career and technical administrator, educational administrator, instructional leader, principal, superintendent, superintendent-principal, or supervisor.

(30) **Instructional Support Areas.** The area(s) and grade level(s) printed on the certificate to which a person may be assigned and deemed properly certified. Area(s) include career and technical administrator, educational administrator, instructional leader, library media specialist, principal, school counselor, school psychologist, school psychometrist, speech language pathologist, sport manager, superintendent, superintendent-principal, and supervisor.

(31) **Issuing Authority.** The official state agency responsible for awarding educator credentials for grades P-12, or DoDEA.

(32) **K (Kindergarten).** In Alabama schools and as used in this chapter, kindergarten refers to programs for five-year olds.

(33) **Levels of Professional Educator Certificates.**

(a) Class B: Bachelor’s degree level.

(b) Class A: Master's degree level program of at least 30 semester hours of graduate credit in a teaching field or instructional support area.

(c) Class AA: Education Specialist degree level program of at least 30 semester hours of graduate credit beyond the master's degree which results in an education specialist degree in a teaching field or instructional support area.

(34) **Levels of Professional Leadership Certificates.**

(a) Class A: Master's degree level program of at least 30 semester hours of graduate credit in instructional leadership.

(b) Class AA: Education Specialist degree level program of at least 30 semester hours of graduate credit beyond the master's degree which results in an education specialist degree in instructional leadership.

(35) **Mentor.** When used in this chapter in regard to a conditional, interim, provisional, or temporary-approach certificate the term "mentor" is defined as a teacher or instructional support employee of a P-12 public school or a P-12 nonpublic school who has at least three full years of professional educational work experience; has demonstrated effectiveness in the performance of his or her work; has demonstrated excellence in communicating and collaborating with colleagues; and is designated by the superintendent or administrator to provide guidance, support, and assistance in the development and improvement of the professional skills and understanding to a beginning teacher or instructional support person. The mentor should hold a valid certificate in the same teaching field or area of instructional support for which the individual to be mentored is seeking certification.

(36) **Nonpublic School.** Includes P-12 schools that are church-related/ parochial, federally operated, special schools that are supported by the state, and schools that are not public. Additional information is in the definition of church-related/parochial school in Rule 290-3-2-. 01.

(37) **Occupational Proficiency Assessment.** The measurable level of skill and competency an individual has attained in a specific career and technical program area typically verified through performance on industry-recognized licenses, credentials, or certifications.

(38) **Official Transcript.** A college or university transcript that has been received directly from the issuing institution or from a Department-approved electronic transcript delivery agent that bears the college/university seal, date of transcript issuance, and the signature of the Registrar.

(39) **P (Preschool or Pre-K).** Any level prior to kindergarten.

(40) **Professional Educational Work Experience.** Acceptable employment in a teaching field or an area of instructional support. Additional information is in Rule 290-3-2-.02.

(41) **Professional Educator Certificate.** A certificate to teach in grades P-12 that is issued by the Alabama State Department of Education based on at least an earned bachelor's degree from a regionally accredited senior institution except as prescribed in Rule 290-3-2-.02. A certificate to provide instructional support (counselor, librarian, psychologist, psychometrist, speech-language pathologist, sport manager) in grades P-12 that is issued by the Alabama State Department of Education based on at least an earned master's degree from a regionally accredited senior institution. Issuance of the Professional Educator Certificate is based on completion of a State-approved approach to certification. Since January 2010, administrative and supervisory certificates are no longer printed on the certificate titled "Professional Educator Certificate."

(42) **Professional Educator Certificate.** A certificate to teach in grades P-12 that is issued by the certificate-issuing authority in another state or DoDEA based on at least an earned bachelor's degree from a regionally accredited senior institution. A certificate to provide instructional support (administrator, counselor, librarian, psychologist, psychometrist, sport manager, supervisor) in grades P-12 that is issued by the certificate issuing authority in another state or DoDEA and is based on at least an earned master's degree.

(43) **Professional Leadership Certificate.** A certificate to provide leadership (career and technical administrator, educational administrator, instructional leader, principal, superintendent, superintendent-principal, and supervisor) in grades P-12 that is issued by the Alabama State Department of Education and is based on at least an earned master's degree from a regionally accredited senior institution and completion of a State-approved approach to certification.

(44) **Professional Learning.** Professional learning activities are sustained, intensive, collaborative, job-embedded, data-driven, and classroom-focused to provide educators with the knowledge and skills necessary to enable students to succeed and meet the challenging state academic standards. The definition in its entirety may be found in Rule 290-4-3-.01.

(45) **Professional Learning Unit.** A Professional Learning Unit (PLU) is a content driven, long-term unit of professional study for instructional leaders that fully addresses all knowledge and ability indicators under an Alabama Standard for Instructional Leaders. Professional study that constitutes a PLU requires multiple professional development experiences over time and will always be aligned with the Alabama Standards for Professional Development. A PLU is earned at the completion of professional study which fully addresses the knowledge and ability indicators under an Alabama Standard for Instructional Leaders. The professional study must include comprehensive coverage and evaluation of effectiveness in the school setting. Professional study that earns a PLU must be approved by the Alabama State Department of Education.

(46) **Program Checklist.** An official document identifying all courses required to complete a State-approved educator preparation program. Program checklists are submitted by an institution and approved by the Alabama State Board of Education following a review. The official State-approved checklist will be used as the basis for issuing a certificate. Additional information on program approval is in the current Educator Preparation Chapter of the *Alabama Administrative Code*.

(47) **Proper Certification.** Proper certification is defined as having a valid Alabama certificate in the teaching field(s) and/or area(s) of instructional support in which the person is assigned throughout the school day. The current edition of the Alabama State Department of Education *Courses Catalog* shall be used to determine whether an individual holds proper certification for his or her assignments throughout the school day.

(48) **Reasonable Suspicion.** Reasonable articulable grounds to believe that a crime has been committed by the individual.

(49) **Receipt Date.** The date a document is received and date stamped by the Educator Certification Section or electronically transmitted and received through the online application system. The date a fee is received in the Educator Certification Section.

(50) **Regional Accrediting Agency.** The six regional accrediting agencies recognized by the U.S. Secretary of Education and the Department are:

(a) Middle States Commission on Higher Education

(b) New England Commission on Higher Education

(c) Higher Learning Commission

(d) Northwest Commission on Colleges and Universities

(e) Southern Association of Colleges and School

Commission on Colleges

(f) Western Association of Schools and Colleges, Accrediting Commission for Senior Colleges and Universities

(51) **Regionally Accredited.** Refers to action taken by one of the regional accrediting agencies and is specific to the status of the institution at the time credit or degrees were earned.

(52) **Renewal.** The continuation of a valid certificate, with a new valid period or the reinstatement of an expired certificate with a new valid period. Additional information can be found in the specific Rule.

(53) **Revocation.** The process of taking adverse action against a certificate, substitute teacher license, or other license.

(54) **Scholastic Year.** Begins July 1 and ends June 30 each year. Refer to Ala. Code § 16-1-1 (1975).

(55) **Section.** The Educator Certification Section of the Office of Teaching and Leading of the Alabama State Department of Education.

(56) **Senior Institution.** A college or university that confers at least the bachelor's degree.

(57) **State.** Any state or commonwealth, the District of Columbia, the Department of Defense Education Activity, or territory of the United States of America.

(58) **State-approved Approach.** The various methods of obtaining a Professional Educator Certificate or a Professional Leadership

Certificate that have been approved by the Alabama State Board of Education.

(59) **State-approved Program.** An educator preparation program at an Alabama regionally accredited senior institution of higher education that has been formally approved by the Alabama State Board of Education on the basis of Alabama standards. All of the courses in an approved educator preparation program shall be indicated on an Alabama State Department of Education form called a Program Checklist.

(60) **State-approved Program.** An educator preparation program at a college or university in another state that has been approved by the Department of Education in that state based on its standards.

(61) **Suitability Determination.** Determination issued by the Alabama State Superintendent of Education to employing superintendents, administrators, or applicants in response to a criminal history background check indicating an applicant's or current employee's fitness for employment as prescribed in *Alabama Child Protection Act of 1999*, as amended.

(62) **Superintendent.** Designed as the Alabama State Superintendent of Education in this chapter.

(63) **superintendent.** Designated as an Alabama city, county, or other public school superintendent in this chapter.

(64) **Supervisor.** When used in this chapter or in applying Rules of the Alabama State Board of Education, the term applies to a person who holds a previously issued or current Alabama certificate as a supervisor.

(65) **Supervisory Experience.** Experience directing an educational program at the central office level of a P-12 school system(s).

(66) **Teacher.** When used in this chapter or in applying the Rules of the Alabama State Board of Education, the term applies to a person who holds a previously issued or current Alabama certificate for a teaching field.

(67) **Teaching Field.** Subject(s) and grade level(s) printed on a certificate to which a person may be assigned and deemed properly certified. Additional information about proper certification is in Rule 290-3-2-.01.

(68) **Technical Education Program Area.** Refers to a specific field or occupation within technical or career-focused education that prepares students for employment in skilled trades.

(69) **Upper-Division.** Coursework designated by an institution of higher education to be at the junior or senior level of undergraduate study.

(70) **Valid.** In effect; not expired.

(71) **Valid Period.** The dates during which a certificate or license is in effect.
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Ed. Note: Rule was previously .06 and renumber to .01 as per certification file August 4, 2008.

290-3-2-.02 Basic Principles.

(1) **Certification Authority.**

(a) The Educator Certification Section shall be the sole office within the Alabama State Department of Education to issue certificates and licenses and to implement Alabama laws and Rules adopted by the Alabama State Board of Education relating to the certification of teachers and instructional support personnel for preschool through Grade 12 (P-12).

(b) Unless otherwise provided by law, the educator certification Rules in this chapter shall be the sole authority by which certification is administered. Only the

Alabama State Superintendent of Education shall have the authority to make exceptions to these Rules.

(c) Certificates issued by another state, DoDEA, or another certificate issuing authority may not be validated as the authority of their holders to teach in Alabama schools.

(d) State certification Rules grant broad general authority but ensure uniformity of administration.

(e) State certification Rules allow modifications to supporting policies and procedures to facilitate adoption and implementation of new technologies and improved business processes.

(2) **Proper Certification.**

(a) Each person who serves as a teacher or in an instructional support personnel position in the public schools of the State is required to hold a valid Alabama certificate as prescribed in Ala. Code §16-23-1 (1975).

(b) Each person who serves as a private tutor is required to hold a valid Alabama certificate as prescribed in Ala. Code §16-28-5 (1975).

(c) Proper certification is defined as having a valid Alabama certificate in the teaching field(s) and/or area(s) of instructional support in which the person is assigned throughout the school day. The current edition of the Alabama State Department of Education *Courses Catalog*, which is updated annually, shall be used to determine whether a person holds proper certification for his or her assignments throughout the school day.

(d) An individual who is assigned one or more periods per day in a teaching field in which he or she is not properly certified will cause a penalty of a minimum of $500.00 per teacher per year to be assessed against the employing board of education.

(3) **Alabama Special Requirements.**

(a) Completion of a criminal history background check as required by the *Alabama Child Protection Act of 1999*, as amended, and in Rule 290-3-2-.04, including any other authorized criminal history background check when applicable

pursuant to Alabama State Department of Education policies or procedures.

(b) Verification, on the current application form for each certification approach, of citizenship or nationality status as required by the *Beason-Hammon Alabama Taxpayer & Citizen Protection Act* (Act No. 2011-535), and as amended, by Alabama Act No. 2012-491.

(c) Completion of requirements of the Alabama Educator Certification Assessment Program (AECAP) as prescribed in Rule 290-3-2-.02.

(4) **Applications.**

(a) All approaches require an application be submitted by an individual, the employing Alabama county/city superintendent, administrator of a non-public school, or the dean/designee of an Alabama college/university. The ALSDE Educator Certification Section is transitioning to an online application platform.

(b) An applicant must meet all certification requirements for the selected approach to certification in effect on the receipt date of the application. All-inclusive information about procedures, processes, and explanation of the requirements will be provided on guidance summary sheets published by the ALSDE Educator Certification Section.

(c) Requirements must be met at the time of application receipt. An applicant who submits an incomplete application for certification must submit the additional required documentation within the 60-day period beginning with the date of a letter from the Educator Certification Section indicating the requirements yet to be verified. If the required documentation is not received in the Section within that 60-day period, the applicant must submit a current application, submit another nonrefundable fee, and meet requirements in effect on the receipt date of the new application.

(d) Applicants required to successfully complete the Alabama Educator Certification Assessment Program (AECAP) must submit verification of meeting the test requirements within the 6-month period beginning with the date of a letter from the Educator Certification Section indicating certificate eligibility status. If the testing requirements are not met or verification is not received in the Section within that 6-month period, the applicant must submit a current application, submit another nonrefundable fee, and meet requirements in effect on the receipt date of the new application. Some approaches to certification require successful completion of

the AECAP at a specific time and must be met as prescribed in this chapter.

(5) **Application Fee.**

(a) The Educator Certification Section shall collect fees for certification purposes pursuant to Ala. Code § 16-23-4 (1975).

(b) Each application for certification must be accompanied by a $38.00 nonrefundable fee.

(c) Each retired educator who meets requirements as outlined in 290-3-2-.41 must submit the appropriate application and documents. The nonrefundable fee is $200.00.

(d) An additional $38.00 nonrefundable fee is required for certificate reinstatement.

1. If the applicant is eligible or becomes eligible for certification within 60 days or 6 months as prescribed in Rule 290-3-2-.02, a certificate will be issued using the initial $38.00 paid with the application. An additional $38.00 will be requested for certification in more than one area.

2. If the applicant does not become eligible for certification within 60 days or 6 months as prescribed in Rule 290-3-2-.02, an Emergency Certificate or Substitute License may be issued for the same applicant at the request of an employing superintendent or administrator. Otherwise, the $38.00 fee is non-transferable and will be forfeited.

3. If eligibility requirements are not met within 60 days or 6 months as prescribed in Rule 290-3-2-.02, the applicant must submit a current application, submit another nonrefundable fee, and meet requirements in effect on the receipt date of the new application.

(e) A cashier’s check, money order, or receipt for online payment through the Department approved payment system is required. No other form of payment is accepted. Money orders and cashier’s checks must be made payable to the Alabama State Department of Education.

(f) All fees are nonrefundable.

(g) Overtime, fees may be increased based on Ala. Code § 41-1-11 (1975) and written approval from the State Superintendent of Education.

(6) **Minimum Degree and Academic Requirements.**

(a) Specific degree requirements must be met in the Rules as prescribed in this chapter.

(b) Degrees must be earned from a senior institution that was regionally accredited or accredited by Distance Education Accreditation Commission at the time the degree was earned. Any degree not earned from a regionally accredited senior institution may be reviewed on an individual basis to determine if it was recognized (regional or national accreditation) by the United States Department of Education at the time the degree was earned.

(c) An applicant who holds a bachelor's degree from a non-regionally accredited senior institution and a bachelor's or higher degree from a regionally accredited senior institution shall have both degrees recognized for certification purposes.

(d) Remedial courses will **not** be recognized for certification purposes. Other than remedial, these courses may be called compensatory, developmental, or basic skills. These courses are usually numbered below 100.

(e) All degrees and credits earned must be verified on an official transcript.

(f) Degrees earned from institutions outside of the United States and used to meet certification requirements must be from a university or college that is equivalent to a regionally accredited senior institution in the United States. An evaluation of the degree must be from a Department-approved foreign credential evaluation agency. A list of approved agencies and requirements may be found on the current application for this approach.

(7) **Criminal History Background Check.**

(a) Effective July 1, 2002, an applicant for certification/ licensure or an applicant employed by a local school system or nonpublic school who will have unsupervised access to children in an educational environment and who has not completed a background check since July 1, 1999, as required by the *Alabama Child Protection Act of 1999*, as amended, shall be required to be fingerprinted for a criminal history background check through the State Bureau of Investigations (SBI) and the Federal Bureau of Investigation (FBI) pursuant to *Alabama Child Protection Act of 1999*, as amended, including any other authorized criminal history background check when applicable pursuant to Alabama State Department of Education policies or procedures. Any additional authorized criminal history background check, when applicable, will be at the applicant's expense and may involve obtaining a Police Clearance

Certificate, Apostille Authentication, Consular Legalization, and other related requirements.

1. The applicant shall be fingerprinted by the approved third-party contractor designated by the Alabama State Department of Education who has been trained to take acceptable fingerprints.

2. An applicant for certification/licensure:

(i) Shall be fingerprinted by the approved third-party contractor designated by the Alabama State Department of Education who has been trained to take acceptable fingerprints, submit the required nonrefundable and nontransferable fee, and authorize the Alabama Department of Public Safety to conduct a criminal history background check and allow the release of any criminal history information to the Alabama State Department of Education; and

(ii) After a suitability determination by the Alabama State Superintendent of Education, the appropriate certificate shall be issued, if other requirements for certification are met.

3. An applicant recommended for employment by a local employing board of a public school:

(i) Shall be fingerprinted by the approved third-party contractor designated by the Alabama State Department of Education who has been trained to take acceptable fingerprints, submit the required nonrefundable and nontransferable fee, and authorize the Alabama Department of Public Safety to conduct a criminal history background check and allow the release of any criminal history information to the Alabama State Department of Education; and

(ii) Shall be issued a suitability determination from the Alabama State Superintendent of Education if the individual is a certified applicant for employment; or

(iii) Shall be issued a clear report or a report consisting of confirmed convictions and pending criminal charges if the individual is a noncertified applicant for employment; and

(iv) Shall have the suitability determination or report issued to the local employing superintendent.

4. An applicant recommended for employment in a nonpublic school:

(i) Shall be fingerprinted by the approved third-party contractor designated by the Alabama Department of Education who has been trained to take acceptable fingerprints, submit the required nonrefundable and nontransferable fee, and authorize the Alabama Department of Public Safety to conduct a criminal history background check and allow the release of any criminal history information to the Alabama Department of Education; and

(ii) Shall have a suitability determination issued by the Alabama State Superintendent of Education to the administrator of the nonpublic school requesting the determination.

(b) Effective July 1, 2002, a current certified/licensed or noncertified employee who has or will have unsupervised access to children in an educational environment and who has not completed a background check since July 1, 1999, through the SBI and the FBI for the purposes of Alabama certification/ licensure or employment with a local employing board or nonpublic school shall be required to submit fingerprints for a background check pursuant to *Alabama Child Protection Act of 1999*, as amended.

1. Any current certified/licensed or noncertified employee in a public school system:

(i) Shall be fingerprinted by the approved third-party contractor designated by the Alabama State Department of Education who has been trained to take acceptable fingerprints, submit the required nonrefundable and nontransferable fee, and authorize the Alabama Department of Public Safety to conduct a criminal history background check and allow the release of any criminal history information to the to the Alabama State Department of Education;

(ii) Shall be issued a suitability determination from the Alabama State Superintendent of Education; and

(iii) Shall have the same suitability determination issued to the local employing superintendent.

2. Any current certified/licensed or noncertified employee in a nonpublic school:

(i) Shall be fingerprinted by the approved third-party contractor designated by the Alabama State Department of Education who has been trained to take acceptable fingerprints, submit the required nonrefundable and nontransferable fee, and authorize the Alabama Department of Public Safety to conduct a

criminal history background check and allow the release of any criminal history information to the Alabama State Department of Education; and

(ii) Shall have a suitability determination issued by the Alabama State Superintendent of Education to the administrator of the nonpublic school requesting the determination.

(c) Effective July 1, 2002, a background check shall be required for any current employee and any new employee of the Alabama State Department of Education who has unsupervised access to and provides education, training, instruction, or supervision for children in an educational setting.

1. An Alabama State Department of Education employee shall be fingerprinted by the approved third-party contractor designated by the Alabama State Department of Education who has been trained to take acceptable fingerprints, submit the required nonrefundable and nontransferable fee, and authorize the Alabama Department of Public Safety to conduct a criminal history background check and allow the release of any criminal history information to the Alabama State Department of Education.

2. An Alabama State Department of Education employee shall be issued a suitability determination by the Alabama State Superintendent of Education.

(d) Effective no later than the beginning of the fall 2008 semester, any candidate applying for admission to a State-approved teacher education program shall be required to be fingerprinted for a criminal history background check through the Alabama State Department of Education to the State Bureau of Investigations (SBI) and the Federal Bureau of Investigation (FBI) pursuant to *Alabama Child Protection Act of 1999*, as amended.

1. The candidate shall be fingerprinted by the approved third-party contractor designated by the Alabama State Department of Education who has been trained to take acceptable fingerprints, submit the required nonrefundable and nontransferable fee, and authorize the Alabama Department of Public Safety to conduct a criminal history background check and allow the release of any criminal history information to the Alabama State Department of Education.

2. The candidate shall be issued a suitability determination from the Alabama State Superintendent of Education. The candidate must provide the designated official of the teacher education unit documentation of having cleared the criminal history background check

prior to admission to a State-approved teacher education program.

3. A candidate whose suitability determination precludes admission to a State-approved teacher education program has the right to due process procedures in accordance with Rule 290-3-2-.04 (Revocation and Suspension of Certificates and Unsuitability Determinations).

(e) After such time that all current employees have been fingerprinted for a background check, any individual who submits an application for additional certification or for the renewal of a certificate, and who has not completed a background check shall be required to be fingerprinted by the approved third-party contractor designated by the Alabama State Department of Education who has been trained to take acceptable fingerprints, submit the required nonrefundable and nontransferable fee, and authorize the Alabama Department of Public Safety to conduct a criminal history background check and allow the release of any criminal history information to the Alabama State Department of Education.

(f) A background clearance shall also be required of an applicant or current employee who completed a background check for certification/licensure purposes prior to July 1, 2002, but no longer has those prints on file due to the lapse of the certificate or license or because the individual was not eligible for a certificate or license.

(g) When the Alabama State Superintendent of Education has reasonable suspicion that an individual who holds a certificate or license issued by the Alabama State Board of Education or is a current public employee has been convicted of a felony or a misdemeanor other than a minor traffic violation or has been guilty of immoral, indecent or unbecoming behavior, that individual shall be subject to a background clearance through a fingerprint review. In such case, the individual will not be responsible for the required fee. A letter of notification from the Alabama State Superintendent of Education regarding the intent to conduct a review will be sent to the individual. The individual shall be fingerprinted by the approved third-party contractor designated by the Alabama State Department of Education who has been trained to take acceptable fingerprints and authorize the Alabama Department of Public Safety to conduct a criminal history background check and allow the release of any criminal history information to the Alabama State Department of Education. Failure to comply with this requirement shall result in appropriate disciplinary action.

(h) No local employing board or nonpublic school shall hire an applicant who may have unsupervised access to a child without first obtaining a criminal history background information

check, except on a temporary emergency basis. In the event that this exception is used and a position is filled by the employer due to exigent circumstances, the applicant so employed may be placed on payroll until such time as a criminal history background information check on the employee is completed as prescribed in *Alabama Child Protection Act of 1999*, as amended.

(8) **Alabama Educator Certification Assessment Program (AECAP).** The statewide testing program required by the Alabama State Board of Education.

(a) Applicants must meet the AECAP requirements in effect at the time the application is received in the Educator Certification Section.

(b) Specific information regarding current test and score requirements for all areas of certification may be found in the *Educator Assessment Policies Manuals A and B*.

(c) Only electronic score reports submitted directly from the testing service to the Alabama State Department of Education will be accepted.

(d) Components of the AECAP are:

1. **Praxis Subject Assessments**. Educational Testing Service (ETS) is the Praxis vendor. The Praxis content knowledge assessments became effective April 14, 2005, and are required as a precondition for initial certification in any teaching field or area of instructional support.

2. **Praxis Principles of Learning and Teaching**. Educational Testing Service (ETS) is the Praxis vendor. The Praxis Principles of Learning and Teaching (PLT) is the required pedagogical assessment for initial certification in all teaching fields where an edTPA handbook does not exist.

3. **edTPA**. Pearson is the edTPA vendor. The edTPA pedagogical assessments became effective September 1, 2018, and are required for initial certification in all teaching fields where a handbook is developed.

4. **Foundations of Reading**. Pearson is the Foundations of Reading vendor. The Foundations of Reading assessment became effective September 1, 2022. The assessment is required for initial certification in Early Childhood, Elementary, and Collaborative K-6.

5. **Numeracy Assessment.** ETS is the Numeracy Assessment vendor. The Numeracy Assessment will be consequential

upon development, score setting and adoption. The assessment is required for initial certification in Early Childhood, Elementary, and Collaborative K-6.

(9) **Professional Educational Work Experience.**

(a) Acceptable professional educational work experience is full-time employment in teaching or an area of instructional support (e.g., counseling, etc.) in the following educational settings:

1. A state or local P-12 public school;

2. An Alabama P-12 nonpublic school;

3. A P-12 nonpublic school outside of Alabama that was regionally accredited or approved by the State Department of Education where the school was geographically located when the experience was earned;

4. A P-12 church-related school;

5. A P-12 charter school that was regionally accredited or approved by the State Department of Education where the school is geographically located when the experience was earned;

6. State Departments of Education;

7. An Alabama State Department of Education sponsored Initiative (e.g., Alabama Reading Initiative, etc.);

8. A professional educational association (e.g., National Education Association, National Federation of Teachers, etc.);

9. A post-secondary institution that was regionally accredited when the professional educational work experience was earned. Full-time employment in a post-secondary institution is determined by the written policies of that institution.

10. A P-12 federally operated school (e.g., Department of Defense Education Activity, Bureau of Indian Affairs, etc.);

11. A Head Start Program under the legal jurisdiction of a public school system when the experience was earned;

12. A childcare facility below Kindergarten (Age 5) if the facility was accredited by the National Association for the Education of Young Children (NAEYC) when the experience was earned.

(b) Professional educational work experience earned outside of the United States will be considered on an individual basis.

(c) Employment in increments of less than one semester (4.5 months) will **not** be considered.

(d) Educational experience as an intern, graduate assistant, student teacher, member of a board of education, or in positions such as an aide, clerical worker, or substitute teacher is **not** acceptable.

(e) Supplement EXP must be used to document professional educational work experience.

(10) **Valid Periods for Certificates and Licenses.**

(a) If applicable, deadlines for meeting requirements to issue a certificate are outlined in the specific rule for that certification approach.

(b) **Current valid periods for Professional Educator Certificates, Professional Leadership Certificates, and renewable Career and Technical Certificates.** Professional Educator Certificates, Professional Leadership Certificates, and renewable Career and Technical Certificates are valid from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next five consecutive scholastic years unless otherwise prescribed elsewhere in this chapter.

(c) **Changing valid periods when a new Professional Educator Certificate, Professional Leadership Certificate, or renewable Career and Technical Certificate is added.** Unless specifically stated in the specific Rule, when an additional Professional Educator Certificate, Professional Leadership Certificate, or renewable Career and Technical Certificate is issued, the valid period for each valid Professional Educator Certificate, Professional Leadership Certificate, or renewable Career and Technical Certificate shall be updated to reflect the valid period of the newest Professional Educator Certificate, Professional Leadership Certificate or renewable Career and Technical Certificate.

(d) **Changing valid periods when an additional teaching field is added to a Professional Educator Certificate.** When an additional teaching field is added to a valid Professional Educator Certificate, the valid period for each valid Professional Educator Certificate, Professional Leadership Certificate, or renewable Career and Technical Certificate shall be correlated to that of the existing Professional Educator Certificate.

(e) Additional information regarding the valid period of a certificate is in the Rule for the specific certificate.

(11) **Failure to Maintain a Valid Certificate.** An individual who allows a certificate to expire cannot qualify for a certificate at the same degree-level in the same teaching field or area of instructional support based on the same approach and criteria or credentials that were used to earn the certificate initially. Additional information can be found in the requirements for reinstating an expired certificate.

Author: Dr. Eric G. Mackey

Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2, 16-28-5, and 41-1-11 (1975).

History: **New Rule:** Filed December 19, 1978. **Repealed:** Filed December 8, 1994; effective December 31, 1996. **New Rule:** Filed December 8, 1994; effective January 1, 1997. **Repealed:** Filed November 14, 1996. Amended repealed date of original chapter to June 30, 1997. **New Rule:** Filed February 20, 1997; operative March 27, 1997; effective July 1, 1997. **Amended:** Filed June 14, 1999; effective July 19, 1999. **Amended:** Filed September 9, 1999; effective October 14, 1999. **Repealed and New Rule:** Filed August 8, 2002; effective September 12, 2002. **Repealed and New Rule:** Filed December 12, 2002; effective January 16, 2003. **Repealed and New Rule:** Filed September 11, 2003; effective October 16, 2003. **Amended:** Filed June 9, 2005; effective July 14, 2005. **Repealed and New Rule:** Filed August 4, 2008; effective September 8, 2008. **Repealed and New Rule:** Filed December 10, 2010; effective January 14, 2011. **Amended:** Filed March 14, 2013; effective April 18, 2013. **Repealed and New Rule:** Filed January 17, 2014; effective February 21, 2014. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Amended:** Published August 31, 2020; effective October 15, 2020. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

Ed. Note: Rule was previously .01 and renumber to .02 as per certification file August 4, 2008.

290-3-2-.03 Professional Educator Certificate and Professional Leadership Certificate.

(1) **General Information.**

(a) A Professional Educator Certificate is renewable and may be issued at the Class B, Class A, or Class AA level.

(b) A Professional Leadership Certificate is renewable and may be issued at the Class A or Class AA level.

(c) An individual may be eligible for a Professional Educator Certificate or Professional Leadership Certificate through a State-approved approach as prescribed in this chapter.

(2) **Class B, Class A, or Class AA Professional Educator Certificate for Teaching Fields.**

Certificate	Grade or Age Levels	Class B	Class A	Class AA
Collaborative Special Education	K-6	a, b	a, d	a, e
Collaborative Special Education	6-12	a, b	a, d	a, e
Early Childhood Special Education	P-3	a, b	a, d	a, e
Early Childhood	P-3	a, b	a, d	a, e
Elementary	K-6	a, b	a, d	a, e
Elementary-Secondary	P-12	a, b, c	a, c, d	a, c, e
Middle Level	4-8	a, b, c	a, c, d	a, c, e
Secondary	6-12	a, b, c	a, c, d	a, c, e
Special Education	P-12	a, b, c, f	a, c, d	a, c, e

a
Meet all requirements for the Professional Educator Certificate as prescribed in Rule 290-3-2-.02 and as prescribed in the Rule specific to each applicable approach in this chapter.

b
Hold at least an earned bachelor’s degree from a regionally accredited senior institution or have met requirements as prescribed in Rule 290-3-2-.02.

c
Be issued only in teaching fields listed in the current edition of the ALSDE Course Catalog.

d
Hold at least an earned master's degree from a regionally accredited senior institution.

e
Complete an education specialist or higher degree a regionally accredited senior institution.

f
Initial Class B Professional Educator Certificates in speech and language impaired have not been issued with a valid period beginning after July 1, 2007. See Speech-Language Pathology Assistant, Temporary, or Professional Approach Rules.

(3) **Class A or Class AA Professional Educator Certificate or Professional Leadership Certificate for Areas of Instructional Support Other Than Instructional Leader.**

Certificate	**Grade Levels**	**Class A**	**Class AA**
Educational Administrator	P-12	a, b, d, e, g	a, c, d, e, g
Principal	P-6	a, b, d, e, g	a, c, d, e, g
Principal	7-12	a, b, d, e, g	a, c, d, e, g
Principal	P-12	a, b, d, e, g	a, c, d, e, g
Library Media Specialist	P-12	a, b, f, h	a, c, f, h
School Counselor	P-12	a, b, f, h	a, c, f, h
School Psychologist	P-12	a, b, f, h	a, c, f, h
School Psychometrist	P-12	a, b, f, h	a, c, f, h
Speech-Language Pathologist	P-12	a, b, h, i	a, c, h, i
Sport Manager	P-12	a, b, f, h	a, c, f, h
Superintendent	P-12	a, b, d, e, g	a, c, d, e, g
Supervisor	P-12	a, b, d, e, g	a, c, d, e, g
Career and Technical Administrator	6-12	a, b, d, e, g	a, c, d, e, g

a Meet all requirements for the Professional Educator Certificate or the Professional Leadership Certificate as prescribed in Rule 290-3-2-.02 and as prescribed in the Rule specific to each applicable approach in this chapter.

b Hold at least an earned master's degree from a regionally accredited senior institution.

c Complete an education specialist or higher degree a regionally accredited senior institution.

d
Meet requirements for certification in career and technical administrator, educational administrator, principal, superintendent, or supervisor only through the certificate issued by another state approach.

e
Applicants for certification in career and technical administrator, educational administrator, principal, superintendent, or supervision through the certificate issued by another state approach must meet the experience requirements outlined in that Rule.

fApplicants for certification in library media, school counseling, school psychology, school psychometry, and sport management must verify of full-time, professional educational work experience in a P-12 school system(s) as outlined in 290-3-3 or in the specific rule of 290-3-2.

gMeets requirements for certification in career and technical administrator, educational administrator, principal, superintendent, and supervisor leads to the issuance of the Professional Leadership Certificate.

hMeets requirements for certification in library media, school counselor, school psychologist, school psychometrist, speech-language pathologist, and sport manager leads to the issuance of the Professional Educator Certificate.

iMeet requirements for certification in speech-language pathology through the Speech-Language Pathology Assistant, Temporary, or Professional Certificate Approaches.

(4) **Class A or Class AA Professional Leadership Certificate in Instructional Leader.**

Certificate	**Grade Levels**	**Class A**	**Class AA**
Instructional Leader	P-12	a, b	a, c

a
Meet all requirements for the Professional Leadership Certificate as prescribed in Rule 290-3-2-.02, 290-3-2-.09, 290-3-2-.21, 290-3-2-.26, or 290-3-2-.28..

b
Hold at least an earned master's degree from a regionally accredited senior institution.

c
Complete an education specialist or higher degree a regionally accredited senior institution.

(5) **Valid Period.** The valid period of the Professional Educator Certificate shall be from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next five consecutive scholastic years, unless specific Rules state otherwise. The valid period of the Professional Leadership Certificate shall be from the date of issuance through the

remainder of the same scholastic year, and thereafter, for the next five consecutive scholastic years.
Author: Dr. Thomas R. Bice, Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: **New Rule:** Filed January 17, 1997; operative February 21, 1997; effective July 1, 1997. **Amended:** Filed June 14, 1999; effective July 19, 1999. **Amended:** Filed January 11, 2001; effective February 15, 2001. **Repealed and New Rule:** Filed August 8, 2002; effective September 12, 2002. **Repealed and New Rule:** Filed December 12, 2002; effective January 16, 2003. **Repealed and New Rule:** Filed September 11, 2003; effective October 16, 2003. **Amended:** Filed June 10, 2004; effective July 15, 2004. **Amended:** Filed June 9, 2005; effective July 14, 2005. **Repealed and New Rule:** Filed August 4, 2008; effective September 8, 2008. **Amended:** Filed April 8, 2010; effective May 13, 2010. **Amended:** Filed July 14, 2010; effective August 18, 2010. **Repealed and New Rule:** Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed January 17, 2014; effective February 21, 2014. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

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290-3-2-.04 Revocation and Suspension of Certificates and Unsuitability Determinations.

(1) **Authority of the Alabama State Superintendent of Education.**

(a) The Alabama State Superintendent of Education shall have the authority under existing legal standards to:

1. Revoke, suspend, recall, non-renew, refuse to issue, or impose any other condition or requirement authorized by this Rule upon any certificate held by a person who has been proven guilty of immoral conduct or unbecoming or indecent behavior in Alabama or any other location in accordance with Ala. Code § 16-23-5 (1975).

2. Revoke, suspend, recall, non-renew, refuse to issue, or impose any other condition or requirement authorized by this Rule upon a certificate to an applicant whose certificate has been subject to adverse action by another state until after the adverse action is resolved in his or her favor, or reversed by that state.

3. Suspend or revoke an individual's certificate issued by the Alabama State Superintendent of Education when a certificate or license issued by another state is subject to adverse action. The suspension or revocation shall expire upon reinstatement of the certificate or license without other conditions by the other state.

4. Revoke, refuse to issue, suspend, recall, non-renew, or impose any other condition or requirement authorized by this Rule upon a certificate for just cause.

5. Revoke, refuse to issue, suspend, recall, non-renew, or impose any other condition or requirement authorized by this Rule, any certificate where there has been an alteration of the certificate by any certificate holder or by any other person or agency with intent to mislead or defraud. It shall be incumbent upon the certificate holder to establish evidence of the absence of intent to mislead or defraud.

6. Issue a public reprimand; place a certificate holder on probation or on a period of monitoring; require a person to undergo drug testing, anger management training, classroom management training, anti-harassment training, or student assessment training; or require any other appropriate or remedial training as a condition of his or her certification, licensure, permit, or suitability status.

7. Issue an emergency suspension of a certificate, license, permit, or suitability status using the procedures established by the *Alabama Administrative Procedure Act*, as amended, notwithstanding the procedures in this Rule.

8. Take any other action authorized by applicable law.

(b) This Rule shall apply to individuals holding a Substitute Teacher License, or any other certificate, license, permit, or suitability determination issued pursuant to Title 16 of the Code of Alabama.

(c) This Rule shall apply to individuals applying for admission to a State-approved teacher education program.

(d) The Alabama State Superintendent of Education shall determine whether the applicant satisfies the criteria for

public employment pursuant to the *Alabama Child Protection Act of 1999*, as amended, and Ala. Code § 16-23-5 (1975), as applicable.

(e) The Alabama State Superintendent of Education's decision to revoke, recall, non-renew, non-issue, deny, accept a surrender of a certificate, or other similar action is a permanent decision concerning the individual's fitness to teach and suitability for public employment.

(2) **Requirements of Local Superintendents of Education, Boards of Education, Certified Employees of Public Charter Schools, and Individuals Holding Certification, License, or Permits.**

(a) Within 10 calendar days of the decision, each local superintendent shall submit to the Alabama Educator Certification Section of the Alabama State Department of Education, using the procedure established by the Department, the name and social security number of each employee, contractor, or agent, regardless of whether they are hired through the school system or a third party, holding an Alabama certificate, license, permit, or who is an intern, and who is recommended for termination, terminated, nonrenewed, suspended, resigned, or placed on administrative leave, if such decision was made under circumstances that indicate a possible violation of Ala. Code § 16-23-5 (1975), or any harm to any person. The submission to the Department shall indicate the reason for such action.

(b) Local superintendents shall provide personnel records and all investigative information as soon as possible, but no later than 10 days after a request by the Alabama State Department of Education. Superintendents are not required to report employees who are nonrenewed without any suspicion of a violation of Ala. Code § 16-23-5 or of harm to any person. If the local superintendent is the subject of the allegation, the local board president, or his or her designee, shall submit the required information. Failure to comply may result in disciplinary action against the employing local superintendent and other individuals as may apply.

(c) The Certified principals or managers, by whatever title, of public charter schools must also comply with this reporting requirement, pursuant to Ala. Code § 16-6F-9(d).

(d) Local superintendents and principals or managers, by whatever title, of public charter schools, if they receive

federal funds, shall ensure that their school system and school system staff comply with the *Elementary and Secondary Education Act of 1965*, as amended, regarding the prohibition on aiding and abetting sexual abuse, codified at 20 U.S.C. § 7926.

(e) Any certified, licensed, permitted individual, or person enrolled in an Alabama educator preparation program, must self-report being placed on administrative leave, suspension of employment, termination of employment, arrest, criminal charge, when such actions were taken under circumstances that indicate a possible violation of Ala. Code § 16-23-5(a) (1975); and all criminal convictions must be reported. The reports must be made within 10 days of the event to the Alabama Educator Certification Section of the Alabama State Department of Education, using the procedure established by the Department.

(3) **Initial Certification and Unsuitability Status Review Process.**

(a) When information is received pursuant to a criminal background check conducted under the *Alabama Child Protection Act of 1999*, as amended, for an individual who has been convicted of or entered a plea of no contest to a felony or misdemeanor other than a minor traffic violation, or has a pending charge against him or her, a confidential review of the individual's suitability status shall be conducted to determine whether or not to recommend action.

(b) When information is received by any method other than directly pursuant to a criminal background check conducted under the *Alabama Child Protection Act of 1999*, as amended, for an individual who is suspected or accused of immoral, unbecoming, or indecent behavior, a confidential review of the individual’s fitness to hold a certificate or license shall be conducted to determine whether or not to recommend action.

(c) All reviews shall be thorough and concluded as expeditiously as possible. Information discovered during the review not relevant to the question of certification or suitability for employment shall be disregarded. All documents shall be deemed investigatory documents and remain confidential during the preliminary review.

(d) During this period, the State Department of Education shall state to third parties inquiring about the valid certificate holder’s status whether the individual’s

certificate is valid. Nothing in this Rule shall be construed to impede the State Department of Education from investigating claims of misconduct, including contacting potential witnesses, to determine whether to initiate any action against the certificate holder or other potential respondent.

(e) Upon completion of the initial confidential review, the process prescribed in Rule 290-3-2-.04(4) through (9) shall apply as appropriate.

(f) When an individual has been convicted of any crime described in Ala. Code § 16-23-5(b)(1975), the procedures in this Rule need not be followed; instead, immediate action may be taken pursuant to the provisions of that section or as otherwise provided by law.

(g) Amendments and new charges or allegations may be made or added to a pending action at any time without going through this process again.

(4) **Hearing Procedures.**

(a) Notice of Proposed Action or Unsuitability. A proposed action against an individual's certificate or license or notice of unsuitability shall be initiated by service of a written notice of the proposed action or unsuitability, and shall contain a statement of:

1. The nature of the hearing including the individual's rights to challenge the proposal pursuant to the *Alabama Administrative Procedures Act,* as amended;

2. The legal authority and jurisdiction under which the hearing is to be held;

3. Reference to the particular sections of statutes and Rules involved; and

4. The reasons for the proposed action. If the Alabama State Department of Education is unable to state the reasons in detail at the time the notice is served, the initial notice may be limited to a statement of the issues involved. Thereafter, upon application by the respondent, a more definite statement may be furnished.

(b) Service of Notice. The notice may be served by personal service or certified mail, return receipt requested.

(c) Request for Hearing. A respondent may request in writing a hearing to contest a proposed action.

1. The request shall be submitted to the Alabama State Superintendent of Education within 15 calendar days of the date of receipt of notice of the proposed action.

2. Failure to request a hearing within the above time frame shall constitute a waiver of the opportunity for a hearing and shall cause the matter to be submitted to the Alabama State Superintendent of Education for final action.

3. If a hearing is requested within the above time frame, the Alabama State Superintendent of Education may request the appointment of a hearing officer to conduct the hearing. If the respondent is a current public noncertified employee, the due process administrative hearing shall be conducted by an administrative law judge in accordance with the hearing procedures of the *Alabama Administrative Procedures Act*; and the administrative law judge shall hear the case, make findings of fact, and enter the final determination of suitability.

(d) Conduct of Hearing.

1. A hearing officer shall have the authority to:

(i) Establish a date, time and place for the hearing;

(ii) Maintain order;

(iii) Make a record of the proceedings;

(iv) Establish reasonable time limits for the conduct of the proceedings;

(v) Rule on the admissibility of evidence;

(vi) Hold a prehearing conference, if necessary, to clarify the matters in dispute; establish the order of presentation; allow and establish time limits for the exchange of exhibits and names of witnesses; and

(vii) Enter an order on any other matter which would affect the conduct of the hearing.

2. The hearing shall be open to the public, unless it is ordered to be closed by the hearing officer for good cause or by agreement of the parties.

3. A respondent may be represented by counsel at his/her own expense.

4. The hearing officer may allow witnesses to provide remote telephone or video conference testimony unless the hearing officer sustains a timely objection for good cause.

5. The hearing officer shall enter a protective order sealing any portion of the record and documents exchanged by the parties when that information contains personally identifiable information about one or more students, and when the public has no need for that information.

6. The charging party may amend or add to its allegations against the respondent without permission of the hearing officer up to 30 days before the hearing date. If there are fewer than 30 days before the hearing date, the charging party must file a motion for permission to amend or add to the charges.

7. Within a reasonable amount of time before the hearing, both parties shall exchange all documents to be introduced into evidence at the hearing. The service of materials exchanged by the parties, and of any filings with the administrative law judge, may be by electronic means, including e-mail. Any filing e-mailed to an administrative law judge shall be simultaneously e-mailed to the opposing party or his or her attorney. E-mailed documents should be in PDF format. When service on an opposing party or his or her attorney is not made by e-mail, any e-mailed filing shall be placed in the U.S. Mail to the opposing party or his or her attorney within one business day.

8. The Alabama Rules of Civil Procedure may be a guide to the conduct of discovery by the parties.

9. Deadlines specified in this Rule and in the hearing officer’s scheduling order are counted according to calendar days. If a deadline falls on a Saturday, Sunday, or legal federal or state holiday, the deadline shall roll to the next non-holiday business weekday. A filing

is timely if it is served on or before 11:59 p.m. on the date it is due, unless the hearing officer specifies otherwise in writing.

(e) Settlement. Informal dispositions may be made in any matter by stipulation, agreed settlement, consent order, default, or by another method agreed upon by the parties in writing.

(f) Record of Proceedings.

1. The record of a hearing shall include:

(i) The notice of proposed action;

(ii) The request for a hearing;

(iii) All evidence received during the hearing;

(iv) A transcript of the proceedings;

(v) A statement of all matters officially noticed;

(vi) All questions and offers of proof, objections and rulings thereon;

(vii) The written recommendation of the hearing officer; and

(viii) The final order of the Alabama State Superintendent of Education or his designee (if the respondent is certified or an applicant for certification); or

(ix) The final order by an administrative law judge (if the respondent is a noncertified current employee).

2. Oral proceedings shall be recorded either by mechanized means or by a qualified shorthand reporter. Oral proceedings shall be transcribed at the request of any party with the expense of transcription charged to the requesting party. The record of oral proceedings shall be maintained by the Alabama State Department of Education for five years from the date of entry of the final order of the Alabama State Superintendent of Education.

(g) Rules of Evidence. The Alabama Rules of Evidence as provided in Ala. Code § 41-22-13 shall apply to all hearings conducted under these Rules. When necessary to ascertain facts not reasonably susceptible of proof under the Alabama Rules of Evidence, evidence not admissible thereunder may be admitted (except where precluded by statute) if it is of a type commonly relied upon by reasonably prudent persons in the conduct of their affairs.

(h) Final Order.

1. Within 30 days of the completion of a hearing and receipt of the transcript and closing of the record, the hearing officer shall prepare and submit to the Alabama State Superintendent of Education a written recommendation with respect to the proposed action. This deadline may be extended at the discretion of the hearing officer for up to 30 more days or, under exceptional circumstances, for a longer period. The hearing officer may, if he or she disagrees with the proposed action, make any recommendation that he or she finds is warranted under this Rule and pertinent law. The recommendation may be for a less severe sanction than the action that was proposed by the Department. The recommendation shall consist of a statement of facts found by the hearing officer and a recitation of the application of the facts found to the applicable statutes and regulations.

2. For any certificate, license, or permit holder or applicant, or applicant to a teacher education program, the recommendation from the hearing officer is not a "proposed order" under § 41-22-15 of the *Alabama Administrative Procedure Act,* as amended.

3. The parties to a case may file a post-recommendation motion to the hearing officer to correct scrivener's errors within 10 days of the issuance of the recommendation. A party may file a response to the post-recommendation motion within seven (7) days of the motion being filed. The hearing officer must rule on the motion within 15 days of it being filed, or the motion shall be deemed automatically denied.

4. Within 30 days of the issuance of the hearing officer's recommendation, or decision regarding any post-recommendation motions, the Alabama State Superintendent of Education, or his designee, shall issue a final order

based upon reading the administrative record of the hearing, including the recommendation of the hearing officer. The 30-day period may be waived or extended with the consent of the parties or counsel. Even if the Alabama State Superintendent of Education's final order is not made within 30 days, the recommendation of the hearing officer does not automatically become the final decision of the State Superintendent.

5. The final order of the Alabama State Superintendent of Education, or his designee, may accept, reject, or modify the recommendation of the hearing officer for individuals who are certified or licensed or who are applicants for certification or licensure.

6. The decision of the administrative law judge for cases involving noncertified current employees is final and not subject to appeal.

7. Upon final resolution, the results of the hearing and any accompanying findings or order are sent to both the individual or, if applicable, his or her attorney, and the local employing superintendent.

(5) **Application for Rehearing.** Any party may, within 15 days after entry of the final order by the Alabama State Superintendent of Education or his designee, file an application for rehearing pursuant to the provisions of Ala. Code § 41-22-17 (1975). A party may file opposition to a rehearing request within 15 days after receipt of the application for rehearing. For purposes of this Rule, the "entry" of a final order is the date the letter is received.

(6) **Summary Proceeding.**

(a) If, after a reasonable and diligent effort, service of notice of a proposed action is not perfected, or if service of the final order is not perfected, the Alabama State Superintendent of Education may make a summary disposition of the matters reflected in the notice of proposed action.

(b) The Alabama State Superintendent of Education may take any action allowed under this Rule or the *Alabama Administrative Procedure Act*, as amended, until such time as the whereabouts of the respondent becomes known. At such time, the Alabama State Department of Education may serve the respondent with a notice of proposed action or final order.

(7) **Judicial Review.** A respondent who has exhausted all administrative remedies available and who is aggrieved by a final order of the Alabama State Superintendent of Education may seek judicial review pursuant to the provisions of Ala. Code §§ 41-22-20 and 41-22-21.

(8) **Report of Final Dispositions.** Upon final order of the Alabama State Superintendent of Education to revoke, recall, suspend, refuse to issue a certificate or license, or imposing any other sanction authorized by this Rule or by settlement, the Alabama State Department of Education shall report the final disposition to the National Association of State Directors of Teacher Education and Certification (NASDTEC) Clearinghouse or its agent, in a manner consistent with the requirements of the NASDTEC compact.

(9) **Applications for reconsideration or reinstatement.** Although the decision of the Alabama State Superintendent of Education is a final and permanent decision regarding a person's certification, fitness to teach, or for suitability to be employed in a K-12 educational environment, and although a person does not have a right to a subsequent hearing, the Alabama State Superintendent of Education may reconsider and alter a previous decision upon proper application and supporting information. Information regarding an application for reconsideration or reinstatement after revocation or surrender may be obtained through the Alabama State Department of Education's Office of General Counsel. An application for reconsideration may not be considered within five years of the original decision. However, a revocation based upon sex abuse, child abuse, or any crime specified in Ala. Code § 16-23-5(b) (1975) is permanent and not subject to reconsideration or reinstatement.

(10) The provisions of this Rule are severable. If any portion of this Rule is declared unconstitutional or in violation of any statute, such invalidity shall not affect the remaining provisions or application of this Rule that can be given effect without the invalid provisions or application.

Author: Dr. Thomas R. Bice, Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2, 16-23-5 , 16-64-9, 41-22-1 et seq. (1975).
History: Repealed and New Rule: Filed January 17, 1997; operative February 21, 1997; effective July 1, 1997. **Amended:** Filed June 14, 1999; effective July 19, 1999. **Repealed and New Rule:** Filed August 8, 2002; effective September 12, 2002. **Repealed and New Rule:** Filed December 12, 2002; effective January 16, 2003. **Repealed and New Rule:** Filed September 11, 2003;

effective October 16, 2003. **Repealed and New Rule:** Filed August 4, 2008; effective September 8, 2008. **Amended:** Filed April 8, 2010; effective May 13, 2010. **Repealed and New Rule:** Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

290-3-2-.05 Additional Teaching Field Approach Based on a Professional Educator Certificate in a Teaching Field.

(1) **Overview.** An individual may seek additional certification in the teaching field(s) of collaborative special education (K-6 or 6-12), early childhood education (P-3), early childhood special education (P-3), elementary education (K-6), most middle level (4-8), secondary (6-12), and elementary-secondary (P-12) teaching fields if a valid Professional Educator Certificate in a teaching field is held and a current passing score(s) on the appropriate Alabama-prescribed AECAP assessment(s) is attained.

(2) **Limitations on Issuance.**

(a) This approach is not available to an individual who holds only a valid Professional Educator Certificate in an area of instructional support or a Professional Leadership Certificate.

(b) This approach is not available to an individual who holds only a Provisional Certificate, Conditional Certificate, Interim Employment Certificate, Business and Industry to Educational Administrator Certificate, Temporary Special Education Certificate, Career and Technical (Degree Equivalent and/or Emergency) Certificate, Speech-Language Pathology (Assistant, Professional, or Temporary) Certificate, Early Childhood Development Certificate, Child Nutrition Program Director Certificate, Junior Reserve Officer Training Corps (JROTC) Certificate, Dyslexia Therapist Certificate, Emergency Certificate, Substitute License, Student-Intern Substitute License, Apprentice License, Computer Science Permit, an Adjunct Instructor Permit, or any other nonprofessional certificate identified on the application of this approach.

(3) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(4) **Requirements.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) A valid Professional Educator Certificate in a teaching field as prescribed in Rules 290-3-2-.03 and 290-3-2-.05.

(c) Verification of a **current** passing score on the appropriate Alabama-prescribed AECAP assessment(s) for the teaching field(s) sought.

1. Praxis subject area assessment(s) and

2. Foundations of Reading (890) and Numeracy for the teaching fields of early childhood education (P-3), elementary education (K-6), and collaborative special education teacher (K-6).

(d) Verification of successful completion of the Career and Technical Education Teacher Certification Program (CTE 101) for the requested areas of Career and Technical Education (agriscience, business marketing, career technologies, computer science, family and consumer sciences). CTE 101 is not required for holders of a valid Professional Educator Certificate in a career and technical education teaching field or a valid Degree Equivalent Career and Technical Certificate.

(e) Verification of successful completion of all required ALSDE-developed Special Education Professional Learning activities for the requested areas of early childhood special education grades P-3 and collaborative special education teacher grades K-6 or 6-12.

(5) **Degree Level.** The Professional Educator Certificate issued through this approach shall be issued only at the Class B (bachelor's degree) level.

(6) **Valid Period.** The valid period of the certificate shall be from the date of issuance through the remainder of the currently valid prerequisite certificate.

Author: Dr. Thomas Bice, Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: **New Rule:** Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

290-3-2-.06 Additional Teaching Field Approach in Driver and Traffic Safety Education.

(1) **Overview.** An individual may seek additional certification in Driver and Traffic Safety Education if a valid Professional Educator Certificate or Professional Leadership Certificate is

held and credit is earned for the basic and advanced Driver Education courses.

(2) **Limitations on Issuance.** This approach is not available to an individual who holds only a Provisional Certificate, Conditional Certificate, Interim Employment Certificate, Business and Industry to Educational Administrator Certificate, Temporary Special Education Certificate, Career and Technical (Degree Equivalent and/or Emergency) Certificate, Speech-Language Pathology (Assistant, Professional, or Temporary) Certificate, Early Childhood Development Certificate, Child Nutrition Program Director Certificate, Junior Reserve Officer Training Corps (JROTC) Certificate, Dyslexia Therapist Certificate, Emergency Certificate, Substitute License, Student-Intern Substitute License, Apprentice License, Computer Science Permit, an Adjunct Instructor Permit, or any other nonprofessional certificate identified on the application of this approach.

(3) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(4) **Requirements.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) A valid Professional Educator Certificate or Professional Leadership Certificate as prescribed in Rules 290-3-2-.03 and 290-3-2-.06.

(c) Verification of earned credit for both the basic and advanced driver's education coursework provided by **one** of the following:

1. The Department. The earned credit must be documented on the applicant's PowerSchool Professional Learning Training History Report.

2. An Alabama college/university, if prior to July 2020. A grade of "B" or above must have been earned in each course.

(5) **Degree Level.** The Professional Educator Certificate issued through this approach shall be issued only at the Class B (bachelor's degree) level.

(6) **Valid Period.** The valid period of the certificate shall be from the date of issuance through the remainder of the currently valid prerequisite certificate.

Author: Dr. Thomas Bice, Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).

History: New Rule: Filed August 4, 2008; effective September 8, 2008. **Repealed and New Rule:** Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

Ed. Note: Rule was previously .08 and renumber to .06 as per certification file December 10, 2010.

290-3-2-.07 Adjunct Instructor Permit (ADJ) Approach.

(1) **Overview.** The Adjunct Instructor Permit Approach was approved by the Alabama State Board of Education by resolution on January 14, 2016. A superintendent or administrator who wishes to employ an individual as an adjunct instructor may request the ADJ. The ADJ allows the holder to serve only as an adjunct instructor for 6-12 and P-12 teaching fields as outlined on the application. The ADJ is not an alternative type certificate, emergency, or Professional Educator Certificate.

(2) **Limitations on Issuance.**

(a) An Adjunct Instructor Permit may not be used as the basis for employment as a regular, full-time teacher.

(b) An adjunct instructor may only be employed less than half-time.

(c) An adjunct instructor must work under the guidance of a mentor who will be designated as the teacher of record.

(3) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(4) **Requirements.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) Verification of a high school diploma or state-issued high school equivalency diploma. Required documentation must be kept on file by the superintendent or administrator requesting the permit. A certificate of attendance will not meet this requirement.

(c) Verification of a current occupational proficiency assessment for Health Science or a Technical Education program area.

(d) For other teaching fields, verification of expertise in the teaching field of the ADJ being requested must be provided.

(5) **Degree Level.** The Adjunct Instructor Permit will not be issued at a degree level.

(6) **Valid Period.** The valid period of the ADJ shall be valid for three scholastic years. The ADJ can be reissued with recent expertise.
Author: Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: New Rule: Filed August 4, 2008; effective September 8, 2008. **Amended:** Filed July 14, 2010; effective August 18, 2010. **Repealed and New Rule:** Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

Ed. Note: Rule was previously .09 and renumber to .07 as per certification file December 10, 2010.

290-3-2-.08 Apprentice Teacher License Approach.

(1) **Overview.** As a result of Executive Order 732 executed by Governor Kay Ivey on January 18, 2023, the Alabama Office of Apprenticeships, various Alabama colleges/universities, and the Alabama State Department of Education worked in partnership to create a high-quality, sustainable, and scalable apprenticeship program to help meet the critical need of the teacher shortage. A superintendent who wishes to employ an individual who has been admitted to an Alabama State-approved program through the Teacher Apprenticeship Program may request an Apprentice Teacher License. The individual will be eligible for a Professional Educator Certificate upon completion of all program requirements, all assessment requirements, and recommendation from the Alabama college/university.

(2) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(3) **Requirements.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) Application submitted by the Alabama Office of Apprenticeship verifying completion of all requirements.

(4) **Degree Level.** The Apprentice Teacher License will not be issued at a degree level.

(5) **Valid Period.** The valid period of the first Apprentice Teacher License shall be valid for two scholastic years. A second Apprentice Teacher License may be issued for one additional scholastic year.

Author: Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: New Rule: Filed August 4, 2008; effective September 8, 2008. **Repealed and New Rule:** Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

Ed. Note: Rule was previously .06 and renumber to .08 as per certification file December 10, 2010.

290-3-2-.09 Certificates Issued by Another State(s), the District of Columbia, a U.S. Territory, or the Department of Defense Education Activity (DoDEA) Approach.

(1) **Overview.** An individual who holds a valid professional educator certificate issued by another state, the District of Columbia, a U.S. Territory, or the Department of Defense Education Activity (referred to as "another state" in this Rule) may seek an Alabama Professional Educator Certificate or Professional Leadership Certificate. This approach is commonly referred to as Certificate Reciprocity.

(2) **Limitations on Issuance.**

(a) An individual may be eligible for Alabama certification only if the professional educator certificate issued by another state is in an area, at a grade level, and at degree level in which Alabama offers comparable certification.

(b) Alabama offers certification based on "in-field" or "supplemental" or "endorsement" areas which are contingent upon the individual holding other professional educator certificates with passing scores on the appropriate AECAP Praxis subject area assessment(s).

(c) Speech-Language Pathology certification is not available through this approach.

(d) The issuance of Professional Educator Certificates in areas of instructional support and Professional Leadership Certificates require verification of prior professional

educational work experience in a P-12 setting. Additional information is in Rule 290-3-2-.03.

(e) Certification will not be considered if Alabama no longer offers certification at the degree level of the professional educator certificate issued by another state. An individual may be eligible for Alabama certification in an area in which Alabama does not currently offer, but has previously offered, certification.

(f) Alabama does not offer certification at the doctoral level.

(3) **Degree Requirements.** Degrees applied to meet certification requirements must be from regionally accredited senior institutions. Additional information is in Rule 290-3-2-.02.

(a) For teaching fields, verification of an earned bachelor's or higher degree.

(b) For areas of instructional support, verification of an earned master's or higher degree.

(4) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(5) **Requirements for Teaching Fields.** All requirements must be successfully completed prior to the date the application is received in the Educator Certification Section.

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) Successful completion of the degree requirements in Rule 290-3-2-.09 and verification of all degrees earned.

(c) Verification of the applicant's valid professional educator certificate in a teaching field.

(d) The completion of a graduate-level (master's, education specialist, or doctoral degree), state-approved P-12 educator preparation program may be verified on Form VER for consideration of advancing the degree level of the Alabama certificate offered to an applicant whose valid professional educator certificate issued by another state reflects an area of comparable certification but does not reflect a degree level.

The program must require at least 30 semester hours of graduate credit, and the transcript must post a major in the teaching field at the degree level of the program. However, if by institutional policy a major in the teaching field is not posted, verification of having earned at least 12 semester

hours of graduate credit in the teaching field is required. The 12 semester hours of graduate credit may not include credit for internship, practicum, student teaching, or lab experiences. This credit must have been earned prior to the date of program completion and must not have been applied to the prior issuance of an Alabama certificate in any area.

(6) **Requirements for Instructional Support Areas.** All requirements must be successfully completed prior to the date the application is received in the Educator Certification Section.

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) Successful completion of the degree requirements in Rule 290-3-2-.09 and verification of all degrees earned.

(c) Verification of the applicant's valid graduate-level (master's, education specialist, and/or doctoral degree) professional educator certificate in an instructional support area other than administration or supervision.

(d) The completion of a graduate-level (master's, education specialist, or doctoral degree) state-approved P-12 educator preparation program may be verified on Form VER for consideration of advancing the degree level of the Alabama certificate offered to an applicant whose valid professional educator certificate issued by another state reflects an area of comparable certification but does not reflect a degree level.

The program must require at least 30 semester hours of graduate credit, and the transcript must post a major in the area of instructional support at the degree level of the program. However, if by institutional policy a major in the area of instructional support is not posted, verification of having earned at least 12 semester hours of graduate credit in the area of instructional support is required. The 12 semester hours of graduate credit may not include credit for internship, practicum, student teaching, or lab experiences. This credit must have been earned prior to the date of program completion and must not have been applied to the prior issuance of an Alabama certificate in any area.

(e) **For Instructional Support Areas other than Educational Administration and Supervision.** Verification of at least one full year of full-time, professional educational work experience in a P-12 school system(s). Professional educational work experience in increments of less than one semester will not apply toward the calculation of the full year.

(f) **For Areas of Educational Administration.** Verification of professional educational work experience using **one** of the options below.

1. **Option 1.** At least three full years of full-time professional educational work experience in a P-12 school system(s) which must include at least one full year of full-time classroom teaching experience.

2. **Option 2.** Also have a valid professional educator certificate issued by another state and endorsed for library media or school counseling and document at least four full years of full-time professional educational work experience in a P-12 school system, as a library media specialist or school counselor.

3. Certification through this approach will be issued in Education Administration.

(g) **For Areas of Supervision.** Verification of professional educational work experience using **one** of the options below.

1. **Option 1.** At least three full years of full-time professional educational work experience in a P-12 school system(s) which must include at least one full year of full-time classroom teaching experience.

2. **Option 2.** Also have a valid professional educator certificate issued by another state and endorsed for library media or school counseling and document at least four full years of full-time professional educational work experience in a P-12 school system, as a library media specialist or school counselor.

(7) **Expedited Career and Technical Certificates.** Alabama Act #2026-605. A superintendent who wishes to employ an individual who holds a valid career and technical certificate or a professional educator certificate endorsed in a career and technical area, issued by another state, the District of Columbia, a U.S. Territory, or the Department of Defense Education Activity may request an Alabama Career and Technical Degree Equivalent Certificate or Professional Educator Certificate endorsed in a comparable area. This approach will be referred to as the Career and Technical Education Certificate Reciprocity.

(a) The application, the applicant’s valid renewable career and technical certificate or professional educator certificate in a career and technical teaching field/program area, and all supporting documents must be submitted by the employing Alabama county/city superintendent.

(b) An individual may be eligible for Alabama certification only if the career and technical certificate issued by another

state is in an area, at a grade level, and at a degree level in which Alabama offers comparable certification.

(c) Certification will not be considered if Alabama no longer offers certification at the degree level of the career and technical certificate issued by another state. An individual may be eligible for Alabama certification in an area where Alabama does not currently offer certification but has previously offered it.

(8) **Alabama Educator Certification Assessment Program (AECAP).** The applicant must meet the requirements of the AECAP for this approach.

(9) **Degree Level.** The Professional Educator Certificate or Professional Leadership Certificate issued through this approach shall be issued at the degree level of the professional educator certificate issued by another state or at a degree level based on Supplement VER.

(a) The Career and Technical Education Certificate issued through this approach shall be at the equivalent Alabama certificate level, as the career and technical education certification issued by another state.

(b) In Alabama, the renewable Career and Technical Education Certificate begins with the Degree Equivalent Bachelor's Equivalent 2 Career and Technical Education Certificate.

(10) **Valid Period.** The valid period of the certificate shall be from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next five consecutive scholastic years.

Author: Dr. Thomas Bice, Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: New Rule: Filed August 4, 2008; effective September 8, 2008. **Repealed and New Rule:** Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

Ed. Note: Rule was previously .07 and renumber to .09 as per certification file December 10, 2010.

290-3-2-.10 Child Nutrition Program Director Certificate Approach.

(1) **Requirements.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) A recommendation from the ALSDE's Coordinator of Child Nutrition Programs to the ALSDE's Educator Certification Section.

(2) **Valid Period.** The valid period of the certificate shall be from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next five consecutive scholastic years. The certificate may be renewed upon application to the Child Nutrition Program of the Alabama State Department of Education. Renewal requirements in effect at the time of application must be met. A recommendation for renewal from the Coordinator of Child Nutrition Programs of the Department will be sent to the Educator Certification Section.
Author: Dr. Thomas R. Bice, Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: New Rule: Filed August 4, 2008; effective September 8, 2008. **Repealed and New Rule:** Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

290-3-2-.11 Computer Science Course-Specific Permit (CSCP) Approach.

(1) **Overview.** A superintendent may seek a Computer Science Course-Specific Permit for Grades 6-12 in selected computer science courses. The CSCP allows the holder to teach only the specific computer science courses for which ALSDE-approved training has been completed. The CSCP is not an alternative type certificate, an emergency certificate, or a Professional Educator Certificate.

(2) **Limitations on Issuance.** A Computer Science Course-Specific Permit allows the individual to only teach the computer science course for which the permit is issued.

(3) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(4) **Requirements.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) A valid Alabama Professional Educator Certificate, a valid Alabama Professional Leadership Certificate, or at least a

valid Bachelor's Equivalent 2 Career and Technical Certificate.

(c) Successful completion of approved training(s) by an ALSDE-approved provider. The certification application will provide details on training options and approved vendors.

(5) **Degree Level.** The Computer Science Course-Specific Permit will not be issued at a degree level.

(6) **Valid Period.** The valid period of the CSCP is from the date of issuance through the remainder of the same scholastic year and thereafter for the next three consecutive scholastic years. The CSCP is nonrenewable.

Author: Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: New Rule: Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

290-3-2-.12 Council for Accreditation of Counseling and Related Education Programs (CACREP) Approach.

(1) **Overview.** An individual who has completed at least a master's degree level CACREP-accredited school counseling program may seek a Class A School Counselor Professional Educator Certificate.

(2) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(3) **Requirements.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) Verification of all degrees earned.

(c) Verification of an earned master's or higher degree in school counseling from a regionally accredited senior institution.

(d) Verification of completion of a master's degree level CACREP-accredited school counseling program at a senior institution was regionally accredited at the time of program completion.

(4) **Alabama Educator Certification Assessment Program (AECAP).** The applicant must meet the required Alabama-prescribed Praxis subject assessment(s) of the AECAP for this approach.

(5) **Degree Level.** The Professional Educator Certificate obtained through this approach shall be issued at the Class A level.

(6) **Valid Period.** The valid period of the certificate shall be from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next five consecutive scholastic years.

Author: Dr. Thomas R. Bice, Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: New Rule: Filed December 10, 2010; effective January 14, 2011. **Amended:** Filed August 8, 2013; effective September 12, 2013. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

290-3-2-.13 Dyslexia Therapist Endorsement.

(1) **Overview.** An individual who holds a valid Alabama Professional Educator Certificate in a teaching field, speech-language pathology, or a valid Speech Pathology Professional Educator Certificate and meets the specified training and assessment requirements as prescribed in this Rule may apply for the Dyslexia Therapist Endorsement.

(2) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(3) **Requirements.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) A valid Professional Educator Certificate in a teaching field or speech-language pathology as prescribed in Rules 290-3-2-.03, or a valid Speech Pathology Professional Educator Certificate.

(c) Successful completion of an International Multisensory Structured Language Education Council endorsed training course.

(d) 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.

(4) **Degree Level.** The Professional Educator Certificate issued through this approach shall be issued based upon the applicant's highest level valid Professional Educator Certificate in a teaching field held.

(5) **Valid Period.** The valid period of the certificate shall be from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next five consecutive scholastic years. The Dyslexia Therapist Endorsement may be reissued by presenting a currently valid CALT license.
Author: Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: New Rule: Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

290-3-2-.14 Early Childhood Development Approach.

(1) **Overview.** 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.

(2) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(3) **Requirements.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) Verification of all degrees earned.

(c) Verification of an earned bachelor's degree from a regionally accredited senior institution.

(d) Verification of completion of a bachelor's level NAEYC-accredited program in child development for birth through age four with a minimum grade point average of least 2.5 on a 4.0 scale.

(4) **Alabama Educator Certification Assessment Program (AECAP).** The applicant must meet the requirements of the AECAP for this approach.

(5) **Degree Level.** The Early Childhood Development Certificate issued through this approach shall be issued only at the Class B (bachelor's degree) level.

(6) **Valid Period.** The valid period of the certificate shall be from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next five consecutive scholastic years.

(7) **Professional Educator Certificate.** An individual who holds a valid Early Childhood Development Certificate may apply for the Professional Educator Certificate if requirements are met. If the Early Childhood Development Certificate needs to be renewed successful completion of approved training by the Alabama Department of Early Childhood Education is required.
Author: Mr. Michael Sentance, Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: New Rule: Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

290-3-2-.15 Professional Certification Following Early Childhood Development Certificate Approach.

(1) **Overview.** An individual who holds a valid Early Childhood Development Certificate may seek a bachelor's level Professional Educator Certificate for birth through age four by meeting the following criteria.

(2) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(3) **Requirements.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) While holding the Early Childhood Development Certificate, verification of three full scholastic years of full-time classroom teaching experience, as the teacher of record, in a school approved by the Alabama Department of Early Childhood Education.

(c) Successful completion of approved training by the Alabama Department of Early Childhood Education.

(4) **Degree Level.** The Professional Educator Certificate issued through this approach shall be issued only at the Class B (bachelor's degree) level.

(5) **Valid Period.** The valid period of the certificate shall be from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next five consecutive scholastic years.

Author: Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: New Rule: Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed January 17, 2014; effective February 21, 2014. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

290-3-2-.16 Emergency Certificate.

(1) **Overview.** In cases of emergency when an individual who holds a valid Alabama certificate is not available, a superintendent or administrator who wishes to employ an individual may request an Emergency Certificate. The Emergency Certificate is not an alternative certificate.

(2) **Limitations on Issuance.**

(a) An individual who holds a valid Alabama certificate is not eligible to receive an Emergency Certificate.

(b) An Emergency Certificate may be issued for no more than two teaching fields or areas of instructional support.

(c) An Emergency Certificate will not be issued for any special education teaching field, driver and traffic safety education, school psychometry, school psychology, or speech-language pathology.

(d) An individual who has held an Emergency Certificate, valid for two consecutive scholastic years, can only receive one additional Emergency Certificate, valid for two consecutive scholastic years, in any teaching field or area of instructional support.

(e) An Emergency Certificate will not be issued to an individual who holds or has held the Career and Technical Education Emergency Certificate for four years.

(f) Under Ala. Code § 16-23-3(e) (1975), "time served as a teacher pursuant to an emergency certificate shall not be counted in determining continuing service status pursuant to Section 16-24-2."

(3) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(4) **Requirements.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) Verification of an earned bachelor's or higher degree from a senior institution that was regionally accredited at the time the degree was conferred.

(5) **Degree Level.** The Emergency Certificate shall be issued at the bachelor's degree level.

(6) **Valid Period.** The valid period of the Emergency Certificate shall be no more than two consecutive scholastic years (July 1 to June 30). The Emergency Certificate may be reissued once for an additional two consecutive scholastic years.
Author: Dr. Thomas R. Bice, Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: New Rule: Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed January 17, 2014; effective February 21, 2014. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

290-3-2-.17 Foreign Credentials Approach.

(1) **Overview.** An individual who earned a bachelor's or higher degree and completed an educator preparation program at a university or college in another country may seek a Professional Educator Certificate in a teaching field.

(2) **Limitations on Issuance.**

(a) An individual may be eligible for Alabama certification if the individual's major program area or specific teaching field completed in another country is in a teaching field, at a grade level, and at a degree level in which Alabama offers comparable certification.

(b) Alabama certification in areas of instructional support are **not** available based on a program completed in another country.

(c) Certification will not be considered if Alabama no longer offers certification at the degree level of the program completed in another country. An individual may be eligible for Alabama certification in a teaching field in which Alabama does not currently offer, but has previously offered, certification.

(d) Alabama does not offer certification at the doctoral level.

(3) **Degree Requirements.**

(a) Degrees applied to meet certification requirements must be from a university or college that is equivalent to a regionally accredited senior institution in the United States.

(b) The individual must have earned a degree that is equivalent to at least an earned bachelor's degree from a regionally accredited senior institution in the United States.

(4) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(5) **Requirements.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) Successful completion of the degree requirements in this Rule.

(c) Evaluation of the applicant's foreign credentials.

1. The evaluation must be from a Department-approved foreign credential evaluation agency. A list of approved agencies may be found on the current application for this approach.

2. The original complete evaluation must be submitted and must include **all** of the following:

(i) An accurate course-by-course and credit hour-by-credit hour translation of the coursework completed.

(ii) A statement that the applicant has earned at least a bachelor's degree which is equivalent to a bachelor's degree granted by a regionally accredited senior institution in the United States.

(iii) A statement that the applicant has completed an educator preparation program that is equivalent to at least a bachelor's degree level state-approved program in the United States. The statement must include the major program area or specific teaching field.

(iv) If applicable, a statement that the applicant has earned a master's degree which is equivalent to a master's degree granted by a regionally accredited senior institution in the United States.

(v) If applicable, a statement that the applicant has completed an educator preparation program that is equivalent to a master's degree level state-approved program in the United States. The statement must include the major program area or specific teaching field.

(vi) If applicable, a statement that the applicant has completed an education specialist degree or earned a doctoral degree which is equivalent to an education specialist degree or a doctoral degree granted by a regionally accredited senior institution in the United States.

(vii) If applicable, a statement that the applicant has completed an educator preparation program that is equivalent to an education specialist or a doctoral degree level state-approved program in the United States. The statement must include the major program area or specific teaching field.

(viii) The overall grade point average (GPA) of the degree earned must be on a 4.0 scale.

(6) **Alabama Educator Certification Assessment Program (AECAP).** The applicant must meet the required Alabama-prescribed Praxis subject assessment(s) and Praxis pedagogy assessment(s) of the AECAP for this approach.

(7) **Degree Level.** The Professional Educator Certificate in a teaching field issued through this approach shall be issued at the Class B (bachelor's), Class A (master's), or Class AA (education specialist but not doctoral) level based upon statements in the applicant's foreign credentials evaluation from a Department-approved evaluation agency as follows:

(a) Class B level. The applicant must have earned at least a bachelor's degree which is equivalent to a bachelor's degree granted by a regionally accredited senior institution in the United States and completed an educator preparation program equivalent to at least a bachelor's degree level state-approved program in the United States in the area of the certificate to be issued.

(b) Class A. The applicant must have earned a master's degree which is equivalent to a master's degree granted by a regionally accredited senior institution in the United States and completed an educator preparation program equivalent to a master's degree level state-approved program in the United States in the area of the certificate to be issued.

(c) Class AA. The applicant must have earned an education specialist degree or earned a doctoral degree which is

equivalent to an education specialist or doctoral degree granted by a regionally accredited senior institution in the United States and completed an educator preparation program equivalent to an education specialist or doctoral degree level state-approved program in the United States in the area of the certificate to be issued.

(8) **Valid Period.** The valid period of the certificate shall be from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next five consecutive scholastic years.
Author: Dr. Thomas R. Bice, Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: New Rule: Filed August 4, 2008; effective September 8, 2008. **Repealed and New Rule:** Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed January 17, 2014; effective February 21, 2014. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Amended:** Published August 31, 2020; effective October 15, 2020. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

Ed. Note: Rule was previously .05 and renumber to .17 as per certification file December 10, 2010.

290-3-2-.18 Interim Employment Certificate Approach.

(1) **Overview.** A superintendent or administrator who wishes to employ an individual may request an Interim Employment Certificate (IEC). The individual must be unconditionally admitted to **one** of the following:

(a) State-approved Alternative Class A program in a teaching field;

(b) State-approved Traditional Class A Teaching Field (the Class B Certificate held must be in a different teaching field from the initial Class A program for which the applicant has been unconditionally admitted);

(c) State-approved Traditional Class A or Class AA program in an area of Special Education, Gifted, or English for Speakers of Other Languages;

(d) State-approved Traditional Class A program in Library Media, School Counseling, or Instructional Leadership;

(e) State-approved Class AA program in an area of Special Education; or

(f) Counseling for Accreditation of Counseling and Related Educational Programs (CACREP)-accredited School Counseling program.

(2) **General Information.**

(a) An individual may complete up to three scholastic years of employment while holding a valid IEC. All three IECs must be issued within a four consecutive scholastic year time period and must be held in the same teaching field or area of instructional support. The employment does not have to be full-time and does not have to be in the same public school system and/or nonpublic school.

(b) An individual must hold a valid certificate for all teaching fields and/or areas of instructional support to which he or she is assigned. An individual who holds only a valid IEC must be assigned only to the teaching field for which the IEC was issued.

(c) The superintendent or administrator must monitor the applicant's compliance with the requirements of the IEC approach.

(d) There is a cap of three conditional, interim, provisional, or temporary-approach certificates, or any combination thereof, within the four scholastic years from the July 1 beginning date of the first conditional, interim, provisional, or temporary-approach certificate.

(e) The time frame will not be extended past the four-year window for individuals holding a conditional, interim, provisional, or temporary-approach certificate and who have not been issued the resulting Professional Educator or Professional Leadership Certificate.

(f) An individual who earns a Professional Educator Certificate or Professional Leadership Certificate in the area for which the conditional, interim, provisional, or temporary-approach certificates were issued may be eligible to begin another alternative approach to earning a Professional Educator Certificate or Professional Leadership Certificate in another area.

(3) **First IEC.**

(a) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(b) **Requirements.**

1. Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

2. Submission of Supplement forms and supporting documentation verifying the applicant's unconditional admission to the State-approved or CACREP-accredited program. Information pertaining to unconditional admission may be found in the Educator Preparation Chapter of the *Alabama Administrative Code*.

3. If the IEC is to be issued in any area of special education, including gifted, employing superintendent or nonpublic school administrator must provide the applicant with high-quality professional development that is sustained, intensive, and classroom focused, and intensive supervision that consists of structured guidance and regular ongoing support or a teacher mentoring program. Training is required for the first, second, and third certificate.

4. An assigned mentor as required in Rule 290-3-2-.01

(4) **Second IEC.**

(a) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(b) **Requirements.**

1. Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

2. Verification of credit earned for at least three courses in the State-approved or CACREP-accredited program for which the first IEC was issued.

3. An assigned mentor as required in Rule 290-3-2-.01.

(5) **Third IEC.**

(a) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(b) **Requirements.**

1. Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

2. Verification of credit earned for at least four additional courses in the State-approved or CACREP-accredited program for which the second IEC was issued.

3. An assigned mentor as required in Rule 290-3-2-.01.

(6) **Degree Level.** The IEC shall be issued only at the bachelor's degree level.

(7) **Valid Period.** The valid period of the IEC shall be no more than one scholastic year (July 1 to June 30). The IEC will be valid from the date the certificate is issued through June 30 of the scholastic year for which it is issued.

(8) **Application for the Professional Educator Certificate or Professional Leadership Certificate.**

(a) The IEC is not a prerequisite for a Professional Educator or Professional Leadership Certificate.

(b) An applicant who completes all requirements of a State-approved program and is recommended by the institution may be issued the appropriate Class A or Class AA Certificate.

(c) An applicant who completes a CACREP-accredited school counseling program may apply for the Class A School Counselor Professional Educator Certificate through the Council for Accreditation of Counseling and Related Education Programs (CACREP) Approach.

Author: Dr. Thomas R. Bice, Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: **New Rule:** Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Amended:** Published August 31, 2020; effective October 15, 2020. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

290-3-2-.19 National Board for Professional Teaching Standards (NBPTS) Approach.

(1) **Overview.** An individual who holds valid NBPTS certification may seek a Professional Educator Certificate.

(2) **Limitations on Issuance.** This approach is only available if the applicant's NBPTS certification is in an area, at a grade level, and at a degree level in which Alabama offers comparable certification.

(3) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(4) **Requirements.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) Verification of the applicant's valid NBPTS certification.

(c) Verification of the applicant's valid Professional Educator or Professional Leadership Certificate.

(d) For the areas of library media or school counseling, verification of an earned master's or higher degree from a regionally accredited senior institution.

(e) For the areas of library media or school counseling, verification of one full year of full-time P-12 educational experience.

(5) **Degree Level.** The Professional Educator Certificate issued through this approach shall be issued at the Class B, A, or AA level based upon:

(a) The level of the applicant's highest earned degree from a regionally accredited senior institution in the area of the certificate to be issued; or

(b) The level of the applicant's highest earned degree from a regionally accredited senior institution in an education field.

(6) **Valid Period.** The valid period of the certificate shall be from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next five consecutive scholastic years.

Author: Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: **New Rule:** Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Amended:** Published August 31, 2020; effective October 15, 2020. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

290-3-2-.20 Nationally Certified School Psychologist Approach.

(1) **Overview.** An individual who holds valid certification as a Nationally Certified School Psychologist may seek a School Psychologist Professional Educator Certificate.

(2) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(3) **Requirements.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) Verification of all degrees earned.

(c) Verification of an earned master's or higher degree from a regionally accredited senior institution.

(d) Verification of the applicant's valid certification as a Nationally Certified School Psychologist.

(4) **Alabama Educator Certification Assessment Program (AECAP).** The applicant must meet the required Alabama-prescribed Praxis subject assessment(s) of the AECAP for this approach.

(5) **Degree Level.** The Professional Educator Certificate issued through this approach shall be issued at the Class A or AA level based upon the applicant's highest earned degree in school psychology from a regionally accredited senior institution.

(6) **Valid Period.** The valid period of the certificate shall be from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next five consecutive scholastic years.

Author: Dr. Thomas R. Bice, Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: New Rule: Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

290-3-2-.21 State-Approved Program Approach.

(1) **Overview.** An individual who completes a State-approved program as prescribed in the Educator Preparation Chapter of the *Alabama Administrative Code* may be eligible for a Professional Educator Certificate or Professional Leadership Certificate upon the recommendation of the dean/designee of the Alabama college or university.

(2) **General Information.**

(a) An individual who completes a State-approved program must be recommended for certification by the certification officer of the institution where the program was completed.

(b) The application must be received in the Educator Certification Section within 60 calendar months of the date of program completion specified on the current recommendation form.

(c) An individual whose application is not received in the Educator Certification Section within the 60 calendar months must meet requirements of the most recent State-approved program at the same institution or at another institution or meet all requirements of another State-approved approach.

(d) The applicant must meet all State requirements for certification, including the Alabama Special Requirements in Rule 290-3-2-.02, in effect at the time the application is received in the Educator Certification Section.

(3) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(4) **Class B State-approved Programs for Teaching Fields** lead to an initial Professional Educator Certificate at the bachelor's degree level. Additional information regarding Class B State-approved programs may be found in the Educator Preparation Chapter of the *Alabama Administrative Code.*

(5) **Alternative Class A State-approved Programs for Teaching Fields** lead to an initial Professional Educator Certificate at the master's degree level. Additional information regarding Alternative Class A State-approved programs may be found in the Educator Preparation Chapter of the *Alabama Administrative Code.*

(6) **Class A State-approved Programs for Teaching Fields** lead to a Class A Professional Educator Certificate at the master's degree level. Additional information regarding Class A State-approved programs for teaching fields may be found in the Educator Preparation Chapter of the *Alabama Administrative Code.*

(7) **Class A State-approved Programs for Areas of Instructional Support** lead to a Class A Professional Educator Certificate or Professional Leadership Certificate at the master's degree level. Additional information regarding Class A State-approved programs in areas of instructional support may be found in the Educator Preparation Chapter of the *Alabama Administrative Code.*

(8) **Class AA State-approved Programs for Teaching Fields** lead to a Class AA Professional Educator Certificate at the education specialist degree level. Some institutions require program completers to earn an education specialist degree. Additional information regarding Class AA State-approved programs for teaching fields may be found in the Educator Preparation Chapter of the *Alabama Administrative Code.*

(9) **Class AA State-approved Programs for Areas of Instructional Support** lead to a Class AA Professional Educator Certificate or Professional Leadership Certificate at the education specialist degree level. Additional information regarding Class AA State-approved programs in areas of instructional support may be found in the Educator Preparation Chapter of the *Alabama Administrative Code.*

(10) **Alabama Educator Certification Assessment Program (AECAP).** An applicant through the State-approved program approach must meet the requirements of the AECAP in effect on the date the application is received in the Educator Certification Section.

Author: Dr. Thomas R. Bice, Dr. Eric G. Mackey

Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: New Rule: Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

290-3-2-.22 Student Intern Substitute License.

(1) **Overview.** A superintendent or administrator who wishes to employ a student intern completing a State-approved program at an Alabama college/university as a substitute teacher may request a Student Intern Substitute License. This is a collaborative partnership between the employing superintendent or administrator and the Alabama college/university.

(2) **Restriction.** A Student Intern Substitute License may not be used as the basis for employment as a regular, full-time teacher. An individual who holds a valid Student Intern Substitute License may be employed only in the school system that requested the license.

(3) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(4) **Requirements.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02(4). A fee is not required for issuance of this license.

(b) Criteria to serve in this capacity must be set by the dean of the Alabama college/university and met prior to recommendation.

(c) The individual, the college/university, and employer must follow internship guidelines in the Educator Preparation Chapter and clarifying guidelines on the application form.

(5) **Degree Level.** The Student Intern Substitute License will not be issued at a degree level.

(6) **Valid Period.** The valid period of the license shall be for one scholastic year.
Author: Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: New Rule: Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

290-3-2-.23 Substitute Teacher License.

(1) **Overview.** A superintendent or administrator who wishes to employ an individual as a substitute teacher may request a Substitute Teacher License. An individual who holds a valid Substitute Teacher License may be employed as a substitute in any Alabama public or nonpublic/private school.

(2) **Restriction.** A Substitute Teacher License may not be used as the basis for employment as a regular, full-time teacher.

(3) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(4) **Requirements.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02(4).

(b) Verification of a high school diploma or state-issued high school equivalency diploma. Required documentation must be kept on file by the superintendent or administrator requesting the license. A certificate of attendance will not meet this requirement.

(5) **Degree Level.** The Substitute Teacher License will not be issued at a degree level.

(6) **Valid Period.** The valid period of the license shall be from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next five consecutive scholastic years. The Substitute Teacher License may be reissued by following the same procedure used in issuing the initial certificate.

Author: Dr. Thomas R. Bice, Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: New Rule: Filed August 4, 2008; effective September 8, 2008. **Repealed and New Rule:** Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed June 15, 2012; effective July 20, 2012. **Amended:** Filed March 14, 2013; effective April 18, 2013. **Amended:** Filed August 8, 2013; effective September 12, 2013. **Repealed and New Rule:** Filed January 17, 2014; effective February 21, 2014. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

Ed. Note: Rule was previously .11 and renumber to .23 as per certification file December 10, 2010.

290-3-2-.24 Conditional Certificate in a Teaching Field (CCTF) Approach.

(1) **Overview.** A superintendent or administrator who wishes to employ an individual may request a Conditional Certificate in a Teaching Field (CCTF). A CCTF is available for certain teaching fields as approved in the Alternative Teacher Preparation Organization (ATPO) application by the Alabama State Board of Education and as indicated on the current application form. The individual must be employed full-time in a teaching field while completing the requirements of the CCTF approach to earn a Class B Professional Educator Certificate in that teaching field. Information regarding ATPO qualifications can be found in the Educator Preparation Chapter of the *Alabama Administrative Code.*

(2) **General Information.**

(a) An individual may complete one, two, or three full years of full-time teaching experience in the teaching field while holding a valid CCTF in no more than two public school systems and/or nonpublic schools within the four scholastic years from the July 1 beginning date of the first CCTF. At least one full year is required while completing all requirements; however, no more than three full years is allowed.

(b) An individual must hold a valid certificate for all teaching fields to which he or she is assigned. An individual who holds only a valid CCTF must be assigned only to the teaching field for which the CCTF was issued. An individual who holds a valid CCTF and a valid certificate in another teaching field or area of instructional support must be assigned to the area of the CCTF for at least the majority of the day.

(c) The superintendent or administrator must monitor the applicant’s compliance with the requirements of the CCTF approach.

(d) There is a cap of three conditional, interim, provisional, or temporary-approach certificates, or any combination thereof, within the four scholastic years from the July 1 beginning date of the first conditional, interim, provisional, or temporary-approach certificate.

(e) The time frame will not be extended past the four-year window for individuals holding a conditional, interim, provisional, or temporary-approach certificate and who have not been issued the resulting Professional Educator or Professional Leadership Certificate.

(f) An individual who earns a Professional Educator Certificate or a Professional Leadership Certificate in the area for which the conditional, interim, provisional, or temporary-approach certificate were issued may be eligible to begin another alternative approach to earning a Professional Educator Certificate or Professional Leadership Certificate in another area.

(3) **Limitations on Issuance.**

(a) The Department may refuse to issue a certificate for an individual who was enrolled in but did not meet the requirements of an educator preparation program.

(b) A CCTF is only valid for employment with the public school system or nonpublic school to which the CCTF was issued.

(4) **CCTF.**

(a) **Application.** Information about applications can be found in Rule 290-3-2-.02.

1. The applicant is required to submit to the superintendent or administrator the current application for this approach and documentation of having met all requirements as prescribed in this Rule and on the application.

2. The superintendent or administrator who wishes to employ the applicant to teach full-time in the teaching field and at the grade level for which the CCTF is to be issued is required to submit to the Educator Certification Section:

(i) A recommendation for this approach.

(I) The deadline for submission is October 1 of the scholastic year for which the CCTF is requested.

(II) Recommendations may be submitted after October 1 of the scholastic year; however, the experience will not be counted as a full year of full-time teaching experience.

(ii) The applicant's current application and documentation of having met all requirements.

(5) **Requirements.** All requirements must be successfully completed prior to October 1 of the scholastic year for which the first CCTF is requested. The requirements must be completed prior to

application submission for recommendations submitted after October 1.

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

1. **First CCTF.**

(i) Verification of at least an earned bachelor's degree from a regionally accredited senior institution.

(I) The bachelor’s degree must be posted with a minimum overall grade point average (GPA) of at least 2.5, or the master’s or higher degree must be posted with a minimum overall GPA of at least 3.0.

(II) If the applicant has less than the 2.5 GPA, but at least a 2.0 GPA, one of the following options may be used:

a. Verification of successfully meeting the Increased Praxis Score Option on the Praxis subject area assessment(s).

b. Verification of credit earned for at least six semester hours of coursework in the teaching field of the certificate being sought.

1. Coursework must be from a regionally accredited senior institution.

2. Coursework must have been completed after the degree was conferred.

3. Coursework may be at the undergraduate or graduate level.

4. A grade of at least a B is required for all coursework.

(ii) For teaching fields listed on the current application for this approach in which a Praxis subject area assessment(s) is currently adopted and prescribed, verification of a **current** passing score on the prescribed Praxis subject area assessment(s) of the AECAP.

(iii) ATPO Eligibility Letter verifying admission to the program.

(iv) An assigned mentor as required in Rule 290-3-2-.01.

2. **Second CCTF.**

(i) Letter of Continuation issued by the ATPO.

(ii) For Career and Technical Education teaching fields, verification of successful completion of CTE 101 of the Career and Technical Education Teacher Certification Program (CTE TCP). CTE 101 of the CTE TCP is not required for holders of a valid Professional Educator Certificate in a career and technical education teaching field, a valid Specialty Area Career and Technical Certificate, or a valid Degree Equivalent Career and Technical Certificate.

(iii) An assigned mentor as required in Rule 290-3-2-.01.

3. **Third CCTF.**

(i) Letter of Continuation issued by the ATPO.

(ii) An assigned mentor as required in Rule 290-3-2-.01.

(6) **Degree Level.** The Conditional Certificates issued through this approach shall be issued only at the bachelor's degree level.

(7) **Valid Period.** The certificate shall be valid for one scholastic year (July 1 to June 30).

(8) **Professional Educator Certification.** The applicant and the ATPO must apply for the Class B Professional Educator Certificate.
Author: Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, and 16-23-2.
History: New Rule: Filed August 4, 2008; effective September 8, 2008. **Repealed and New Rule:** Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed June 15, 2012; effective July 20, 2012. **Amended:** Filed March 14, 2013; effective April 18, 2013. **Amended:** Filed August 8, 2013; effective September 12, 2013. **Repealed and New Rule:** Filed January 17, 2014; effective February 21, 2014. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

Ed. Note: Rule was previously .12 and renumber to .24 as per certification file December 10, 2010.

290-3-2-.25 Professional Certification Following the Conditional Certificate in a Teaching Field (CCTF) Approach.

(1) **Overview.** An individual who has met all requirements for the first, second, and third CCTF and held at least the first CCTF may meet requirements for a Class B Professional Educator Certificate in the same teaching field and grade level for which the CCTFs were issued.

(2) **Limitation on Issuance.** An individual who does not apply by October 1 of the calendar year during which the four scholastic year window ends will forfeit the right to seek a Professional Educator Certificate through this approach.

(3) **Application.** Information about applications can be found in Rule 290-3-2-.02. The application must be received in the Educator Certification Section no later than October 1 of the calendar year in which the four scholastic year window ends.

(4) **Requirements for Issuance of the Professional Educator Certificate.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) Verification of at least one full year of full-time classroom teaching experience while holding the CCTF.

(c) Verification that all requirements for issuance of CCTFs one, two, and three have been met.

(d) ATPO Recommendation Letter recommending the individual for certification and course completion transcript verifying successful program completion.

(5) **Alabama Educator Certification Assessment Program (AECAP).**

(a) Verification of a current passing score attained on the prescribed Pedagogy Assessment of the AECAP. This requirement does not apply to an applicant holding a valid Professional Educator Certificate in a teaching field. Use of the Praxis Principles of Learning and Teaching (PLT) will no longer be accepted for individuals who apply for their first CCTF beginning with the 2027-2028 scholastic year. Individuals must meet requirements of the current Pedagogy Assessment. Additional information is in Rule 290-3-2-.02.

(b) Verification of a current passing score attained for teaching fields that require passing scores on additional

AECAP Praxis subject area assessment(s), Foundations of Reading, and Numeracy assessments.

(6) **Degree Level.** The Professional Educator Certificate issued through this approach shall be issued only at the Class B (bachelor's degree) level.

(7) **Valid Period.** The valid period of the certificate shall be from the date of issuance through the remainder of the same scholastic year and thereafter for the next five consecutive scholastic years.

Author: Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, and 16-23-2.
History: New Rule: Filed August 4, 2008; effective September 8, 2008. **Repealed and New Rule:** Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed June 15, 2012; effective July 20, 2012. **Repealed and New Rule:** Filed January 17, 2014; effective February 21, 2014. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

Ed. Note: Rule was previously .13 and renumber to .25 as per certification file December 10, 2010.

290-3-2-.26 Provisional Business and Industry to Educational Administrator Certificate (BIEA) Approach.

(1) **Overview.** When no other certification approach is applicable, a superintendent who wishes to employ an individual as an educational administrator, or the chairperson of the Board of Education of a public school system that wishes to employ an individual as a superintendent, may request a Provisional Business and Industry to Educational Administrator Certificate (BIEA). The individual must be employed full-time in the area of educational administration while completing the requirements of the BIEA approach to earn at least a Class A Professional Leadership Certificate. A BIEA is available only in educational administration.

(2) **General Information.**

(a) An individual must complete two full scholastic years of full-time professional educational work experience in the area of educational administration while holding the valid BIEA in the same public school system within the four scholastic years from the July 1 beginning date of the first BIEA.

(b) An individual who holds a valid BIEA must be assigned only to the area of educational administration.

(c) The superintendent, or chairperson of the Board of Education if the applicant is serving as the superintendent, must monitor the applicant's compliance with the requirements of the BIEA approach.

(d) There is a cap of three conditional, interim, provisional, or temporary-approach certificates, or any combination thereof, within the four scholastic years from the July 1 beginning date of the first conditional, interim, provisional, or temporary-approach certificate.

(e) The time frame will not be extended past the four-year window for individuals holding a conditional, interim, provisional, or temporary-approach certificate and who have not been issued the resulting Professional Educator or Professional Leadership Certificate.

(f) An individual who earns a Professional Educator Certificate or Professional Leadership Certificate in the area for which the alternative certificates were issued may be eligible to follow an alternative approach to earning a Professional Educator Certificate or Professional Leadership Certificate in another area.

(3) **Limitations on Issuance.**

(a) A BIEA is only valid for employment with the public school system to which the BIEA was issued. Employment while on the first and second BIEA must be with the same public school system.

(b) An individual who has not completed all requirements for the Professional Leadership Certificate through this approach by the expiration date of the second BIEA shall no longer be eligible for certification through the BIEA approach.

(c) A BIEA in educational administration will not be considered for an individual who is eligible to earn a Professional Leadership Certificate through another approach.

(4) **First BIEA in Educational Administration.**

(a) **Application.** Information about applications can be found in Rule 290-3-2-.02.

1. The applicant is required to submit to the superintendent, or to the chairperson of the Board of Education if the applicant is to serve as superintendent, the current application for this approach and documentation of having met all requirements as prescribed in this Rule and on the application.

2. The superintendent, or the chairperson of the Board of Education if the applicant is to serve as superintendent, who wishes to employ the applicant to serve full-time in the area of educational administration is required to submit to the Educator Certification Section:

(i) A recommendation for this approach no later than October 1 of the scholastic year for which the BIEA is requested.

(ii) The applicant's current application and documentation of having met all requirements.

(b) **Requirements.** All requirements must be successfully completed prior to October 1 of the scholastic year for which the first BIEA is requested.

1. Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

2. Verification of a current passing score on the Alabama-prescribed Praxis subject area assessment(s) of the Alabama Educator Certification Assessment Program (AECAP). Additional information is in Rule 290-3-2-.02.

3. Verification of all degrees earned.

4. Verification of at least an earned master's degree from a regionally accredited senior institution. Verification of an earned education specialist degree or doctoral degree from a regionally accredited senior institution may also meet the degree requirement. The master's or higher degree must be posted with a minimum overall grade point average (GPA) of at least 3.0.

5. Verification of credit earned with at least a grade of a B, in the areas of data analysis, ethics, financial management, human resource management, leadership, nonhuman resource management, organizational behavior, planning, public relations, and technology from a regionally accredited senior institution.

6. Verification of having attained, within the 10 years immediately preceding October 1 of the calendar year during which the certificate is to become valid, a minimum of 5 years of leadership experience in a compensated executive, supervisory, or leadership position in a business and industry entity or field other than education.

For self-employment, business licenses and tax transcripts verifying compensation equivalent for full-time employment for each year are required.

7. An assigned mentor as required in Rule 290-3-2-.01.

(5) **Second BIEA in Educational Administration.**

(a) **Application.** Information about applications can be found in Rule 290-3-2-.02.

1.The applicant is required to submit to the superintendent, or to the chairperson of the Board of Education if the applicant is to serve as superintendent, the current application for this approach and documentation of having met all requirements as prescribed in this Rule and on the application.

2. The superintendent, or the chairperson of the Board of Education if the applicant is to serve as superintendent, who wishes to employ the applicant to serve full-time in the area of educational administration is required to submit to the Educator Certification Section:

(i) A recommendation for this approach no later than October 1 of the scholastic year for which the BIEA is requested.

(ii) The applicant's current application and documentation of having met all requirements.

(b) **Requirements.** All requirements must be successfully completed prior to October 1 of the scholastic year for which the second BIEA is requested.

1.Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

2. Verification of a full scholastic year of full-time professional educational work experience in the area of educational administration while holding the first BIEA.

3. Verification of completion of:

(i) Superintendents' Academy for applicants serving in an educational administration role other than the superintendent, or

(ii) Superintendents' Professional Development Program for applicants serving as the superintendent.

4. An assigned mentor as required in Rule 290-3-2-.01.

(6) **Degree Level.** A BIEA shall be issued at the master's or education specialist level based upon the applicant's highest earned degree from a regionally accredited senior institution.

(7) **Valid Period.** The certificate shall be valid for one scholastic year (July 1 to June 30).

(8) **Professional Leadership Certificate.** The applicant must apply for the Professional Leadership Certificate.
Author: Dr. Thomas R. Bice, Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, and 16-23-2.
History: New Rule: Filed August 4, 2008; effective September 8, 2008. **Repealed and New Rule:** Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed June 15, 2012; effective July 20, 2012. **Amended:** Filed August 8, 2013; effective September 12, 2013. **Repealed and New Rule:** Filed January 17, 2014; effective February 21, 2014. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

Ed. Note: Rule was previously .14 and renumber to .26 as per certification file December 10, 2010.

290-3-2-.27 Provisional Certificate in Library Media or School Counseling (PCLS) Approach.

(1) **Overview.** A superintendent or administrator who wishes to employ an individual may request a Provisional Certificate in Library Media or School Counseling. The individual must be employed full-time in the area of instructional support for which the certificate is issued while completing the requirements of the PCLS approach. The Professional Educator Certificate in that area leads to at least a Class A certificate.

(2) **General Information.**

(a) An individual must complete one full scholastic year of full-time professional educational work experience in the area of instructional support for which the certificate is issued while holding the valid PCLS in no more than two public school systems and/or nonpublic schools within the four scholastic years from the July 1 beginning date of the first PCLS.

(b) An individual must hold a valid certificate for all areas of instructional support to which he or she is assigned. An individual who holds a valid PCLS must be assigned only to the area of instructional support for which the PCLS was issued.

(c) The superintendent or administrator must monitor the applicant's compliance with the requirements of the PCLS approach.

(d) There is a cap of three conditional, interim, provisional, or temporary-approach certificates, or any combination thereof, within the four scholastic years from the July 1 beginning date of the first conditional, interim, provisional, or temporary-approach certificate.

(e) The time frame will not be extended past the four-year window for individuals holding a conditional, interim, provisional, or temporary-approach certificate and who have not been issued the resulting Professional Educator or Professional Leadership Certificate.

(f) An individual who earns a Professional Educator Certificate or Professional Leadership Certificate in the area for which the conditional, interim, provisional, or temporary-approach certificate were issued may be eligible to follow an alternative approach to earning a Professional Educator Certificate or Professional Leadership Certificate in another area.

(3) **Limitations on Issuance.**

(a) A PCLS is only valid for employment with the public school system or nonpublic school to which the PCLS was issued.

(b) An individual who has not completed all requirements for the Professional Educator Certificate through this approach during the four scholastic years from the July 1 beginning date of the first PCLS shall no longer be eligible for certification through the PCLS approach.

(c) A PCLS for the requested area will not be issued for individuals who could meet requirements for certification through any other alternative, reciprocal, or traditional approach option for the requested area.

(d) A PCLS will not be issued to an individual who holds an expired Alabama Professional Educator Certificate in Library Media or School Counseling.

(4) **First PCLS in Library Media or School Counseling.**

(a) Application. Information about applications can be found in Rule 290-3-2-.02.

1. The applicant is required to submit to the superintendent or administrator the current application for this approach and documentation of having met all

requirements as prescribed in this Rule and on the application.

2. The superintendent or administrator who wishes to employ the applicant to serve full-time as a school librarian or school counselor is required to submit to the Educator Certification Section:

(i) A recommendation for this approach.

(I) The deadline for submission is October 1 of the scholastic year for which the PCLS is requested.

(II) Recommendations may be submitted after October 1 of the scholastic year; however, the experience will not be counted as a full year of full-time teaching experience.

(ii) The applicant's current application and documentation of having met all requirements.

(b) **Requirements.** All requirements must be successfully completed prior to October 1 of the scholastic year for which the first PCLS is requested. The requirements must be completed prior to application submission for recommendations submitted after October 1.

1. Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

2. Verification of a current passing score on the Alabama-prescribed Praxis subject area assessment(s) of the AECAP. Additional information is in Rule 290-3-2-.02.

3. An assigned mentor as required in Rule 290-3-2-.01.

4. For **Library Media**, verification of having met **one** of the following options:

(i) **Option 1.** Verification of a valid master's degree level or higher professional educator certificate in library media from another state, the District of Columbia, a U.S. Territory, or the Department of Defense Education Activity (DoDEA) but lacking the required one full year of full-time professional educational work experience.

(ii) Verification of all degrees earned with at least an earned master's degree from a regionally accredited senior institution.

(iii) **Option 2.** Verification of all degrees earned with at least an earned master's degree or higher in library science or library information systems from a regionally accredited senior institution. The master's or higher degree must be posted with a minimum overall grade point average (GPA) of at least 3.0.

5. For **School Counseling**, verification of having met **one** of the following options:

(i) **Option 1.** Verification of a valid master's degree level or higher professional educator certificate in school counseling from another state, the District of Columbia, a U.S. Territory, or the Department of Defense Education Activity (DoDEA) but lacking the required one full year of full-time professional educational work experience.

(ii) Verification on official transcript(s) of all degrees earned with at least an earned master's degree from a regionally accredited senior institution.

(iii) **Option 2.** Verification of all degrees earned with at least an earned master's degree or higher in an area of counseling other than school counseling from a regionally accredited senior institution.

(iv) Verification of a valid license as an Associate Licensed Counselor (ALC) or a Licensed Professional Counselor (LPC) issued by a state board of examiners in counseling.

(5) **Degree Level.**

(a) If using **Option 1**, the certificate shall be issued at the highest degree level of the certificate held in that area from another state.

(b) If using **Option 2**, the certificate shall be issued at the level of the applicant's highest earned degree (master's, education specialist, but not doctoral) from a regionally accredited senior institution with a major in the area of instructional support.

Author: Dr. Thomas Bice, Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: New Rule: Filed August 4, 2008; effective September 8, 2008. **Repealed and New Rule:** Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Amended:** Published August 31, 2020;

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Ed. Note: Rule was previously .15 and renumber to .27 as per certification file December 10, 2010.

290-3-2-.28 **Professional Certification Following the Provisional Certificate in Library Media or School Counseling (PCLS) or Provisional Business and Industry to Educational Administrator (BIEA) Approach.**

(1) **Overview.** An individual who has held the first PCLS may meet requirements for a Professional Educator Certificate in the same area and grade level for which the PCLS was issued. An individual who has held the first and second BIEA may meet requirements for a Professional Leadership Certificate in the same area and grade level for which the two BIEAs were issued.

(2) **Limitations on Issuance.** An individual who does not apply by October 1 of the calendar year during which the four scholastic year window ends will forfeit the right to seek a Professional Educator or Professional Leadership Certificate through this approach.

(3) **Application.** Information about applications can be found in Rule 290-3-2-.02. The application must be received in the Educator Certification Section no later than October 1 of the calendar year in which the four scholastic year window ends.

(4) **Requirements for Issuance of the Professional Educator or Professional Leadership Certificate.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) For library media and school counseling: verification of a full scholastic year of full-time professional educational work experience, in the area for which the PCLS was issued, while holding the PCLS.

(c) For educational administration:

1. Verification of a full scholastic year of full-time professional educational work experience in the area of educational administration while holding the second BIEA in educational administration.

2. Verification of completion of the Superintendents' Academy or Professional Development Program as appropriate.

(5) **Alabama Educator Certification Assessment Program (AECAP).** The applicant must meet the requirements of the AECAP for this approach.

(6) **Degree Level.** The Professional Educator Certificate issued through this approach shall be issued at the degree level of the PCLS certificates held. The Professional Leadership Certificate shall be issued at the degree level of the BIEA certificates held.

(7) **Valid Period.** The valid period of the certificate shall be from the date of issuance through the remainder of the same scholastic year and thereafter for the next five consecutive scholastic years.

Author: Dr. Thomas R. Bice, Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: **New Rule:** Filed August 4, 2008; effective September 8, 2008. **Repealed and New Rule:** Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed January 17, 2014; effective February 21, 2014. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

Ed. Note: Rule was previously .16 and renumber to .28 as per certification file December 10, 2010.

290-3-2-.29 Provisional Certificate in a Teaching Field (PCTF) Approach.

(1) **Overview.** A superintendent or administrator who wishes to employ an individual may request a Provisional Certificate in a Teaching Field (PCTF). A PCTF is available for certain teaching fields in grades K-12, 6-12, and 4-8, as indicated on the current application form. The individual must be employed full-time in a teaching field while completing the requirements of the PCTF approach to earn a Class B Professional Educator Certificate in that teaching field.

(2) **General Information.**

(a) An individual may complete one, two, or three full years of full-time teaching experience in the teaching field while holding a valid PCTF in no more than two public school systems and/or nonpublic schools within the four scholastic years from the July 1 beginning date of the first PCTF. At least one full year is required while completing all requirements; however, no more than three full years is allowed.

(b) An individual must hold a valid certificate for all teaching fields to which he or she is assigned. An individual who holds only a valid PCTF must be assigned only to the teaching field for which the PCTF was issued. An individual who holds a valid PCTF and a valid certificate in another teaching field or area of instructional support must be assigned to the area of the PCTF for at least the majority of the day.

(c) The superintendent or administrator must monitor the applicant's compliance with the requirements of the PCTF approach.

(d) There is a cap of three conditional, interim, provisional, or temporary-approach certificates, or any combination thereof, within the four scholastic years from the July 1 beginning date of the first conditional, interim, provisional, or temporary-approach certificate.

(e) The time frame will not be extended past the four-year window for individuals holding a conditional, interim, provisional, or temporary-approach certificate and who have not been issued the resulting Professional Educator or Professional Leadership Certificate.

(f) An individual who earns a Professional Educator Certificate or a Professional Leadership Certificate in the area for which the conditional, interim, provisional, or temporary-approach certificate were issued may be eligible to begin another alternative approach to earning a Professional

Educator Certificate or Professional Leadership Certificate in another area.

(3) **Limitations on Issuance.**

(a) The Department may refuse to issue a certificate for an individual who was enrolled in, but did not meet the requirements of, an educator preparation program.

(b) A PCTF is only valid for employment with the public-school system or nonpublic school to which the PCTF was issued.

(4) **Grade Levels, Teaching Fields, and Resulting Professional Educator Certificates.**

PCTF Grade Levels	K-12	6-12	4-8
PCTF Teaching Fields	a, b	a, c	a, c
Resulting Baccalaureate-Level Professional Educator Certificate	d	e	f

[a]First, second, and third **PCTFs** must be issued in the same teaching field.

[b]Limited to choral or instrumental music, dance, languages other than English (as listed on the current application for this approach), theatre, and visual arts.

[c]Limited to the 6-12 and 4-8 teaching fields as listed on the current application for this approach.

[d]Class B Elementary-Secondary Professional Educator Certificate (Grades P-12).

[e]Class B Secondary Professional Educator Certificate (Grades 6-12).

[f]Class B Middle Level Professional Educator Certificate (Grades 4-8).

(5) **PCTF.**

(a) **Application.** Information about applications can be found in Rule 290-3-2-.02.

1.The applicant is required to submit to the superintendent or administrator the current application for this approach and documentation of having met all

requirements as prescribed in this Rule and on the application.

2. The superintendent or administrator who wishes to employ the applicant to teach full-time, in the teaching field and at the grade level for which the PCTF is to be issued is required to submit to the Educator Certification Section:

(i) A recommendation for this approach.

(I) The deadline for submission is October 1 of the scholastic year for which the PCTF is requested.

(II) Recommendations may be submitted after October 1 of the scholastic year; however, the experience will not be counted as a full year of full-time teaching experience.

(ii) The applicant's current application and documentation of having met all requirements.

(6) **Requirements.** All requirements must be successfully completed prior to October 1 of the scholastic year for which the first PCTF is requested. The requirements must be completed prior to application submission for recommendations submitted after October 1.

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

1. **First PCTF.**

(i) Verification of at least an earned bachelor's degree from a regionally accredited senior institution.

(I) The bachelor's degree must be posted with a minimum overall grade point average (GPA) of at least 2.5 or the master's or higher degree must be posted with a minimum overall GPA of at least 3.0.

(II) If the applicant has less than the 2.5 GPA, but at least at 2.0 GPA, one of the following options may be used:

a. **Option 1.** Verification of successfully meeting the Increased Praxis Score Option on the Praxis subject area assessment(s).

b. **Option 2.** Verification of credit earned for at least six semester hours of coursework in the teaching field of the certificate being sought. This cannot be the coursework required for this approach.

1. Coursework must be from a regionally accredited senior institution.

2. Coursework must have been completed after the degree was conferred.

3. Coursework may be at the undergraduate or graduate level.

4. A grade of at least a B is required for all coursework.

(ii) Members of the United States Armed Forces Option

(I) Verification on an official transcript of at least an earned master's degree from a regionally accredited senior institution with at least a 3.0. The earned master's degree must be in the subject area to be taught.

(II) Form DD214 verifying the applicant was a retiree in good standing or was honorably discharged and had at least 10 years of service.

(III) The Praxis subject area assessment(s) is not required for these applicants.

(iii) For teaching fields listed on the current application for this approach in which a Praxis subject area assessment(s) is currently adopted and prescribed, verification of a **current** passing score on the prescribed Praxis subject area assessment(s) of the AECAP.

(iv) For teaching fields listed on the current application for this approach in which **no** Praxis subject area assessment(s) is currently adopted and prescribed, verification that **one** of the following options has been met:

(I) **Option 1.** Verification of an academic major in the teaching field.

(II) **Option 2.** Verification of at least 30 semester hours of earned credit, including at least 18 semester hours of upper-division credit, appropriate to the teaching field.

(v) An assigned mentor as required in Rule 290-3-2-.01.

2. **Second PCTF.**

(i) Verification of a full year of full-time classroom teaching experience in the teaching field and at the grade level for which the first PCTF was issued, while holding the first PCTF.

(ii) Verification of credit earned for at least two of the four required courses.

(iii) For Career and Technical Education teaching fields, verification of successful completion of CTE 101 of the Career and Technical Education Teacher Certification Program (CTE TCP). CTE 101 of the CTE TCP is not required for holders of a valid Professional Educator Certificate in a career and technical education teaching field, a valid Specialty Area Career and Technical Certificate, or a valid Degree Equivalent Career and Technical Certificate.

(iv) An assigned mentor as required in Rule 290-3-2-.01.

3. **Third PCTF.**

(i) Verification of a full year of full-time classroom teaching experience in the teaching field and at the grade level for which the second PCTF was issued, while holding the second PCTF.

(ii) Verification of credit earned for the remaining two of the four required courses.

(iii) An assigned mentor as required in Rule 290-3-2-.01.

(7) **Course Requirements.** An applicant pursuing certification through the PCTF approach must earn credit for the required coursework for which the second and third PCTFs are to be issued.

(a) Coursework must be completed at an Alabama institution with State-approved programs and include each of the following areas:

1. Classroom management;

2. Evaluation of teaching and learning;

3. Methods of teaching in the teaching field and at the grade levels for which certification is sought; and

4. Strategies for teaching special needs students in inclusive settings.

(b) If an applicant for the second PCTF holds a valid Professional Educator Certificate in a teaching field, the methods of teaching is **the only course required** for issuance of the second PCTF.

(c) Coursework must be completed with a grade of "B" or above.

(d) Each course must be from the approved listings available on the Educator Certification webpage and must have been on the approved listing at the time the course was taken.

(e) Coursework completed five or more years prior to the July 1 beginning valid period of the first PCTF will not be accepted.

(8) **Degree Level.** The Provisional Certificates issued through this approach shall be issued only at the bachelor's degree level.

(9) **Valid Period.** The certificate shall be valid for one scholastic year (July 1 to June 30).

(10) **Professional Educator Certification.** The applicant must apply for the Class B (bachelor's degree) level Professional Educator Certificate.

Author: Dr. Thomas Bice, Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: New Rule: Filed August 4, 2008; effective September 8, 2008. **Repealed and New Rule:** Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed January 17, 2014; effective February 21, 2014. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

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290-3-2-.30 Professional Certification Following the Provisional Certificate in a Teaching Field (PCTF) Approach.

(1) **Overview.** An individual who has met all requirements for the first, second, and third PCTF and held at least the first PCTF may meet requirements for a Class B Professional Educator Certificate in the same teaching field and grade level for which the PCTFs were issued.

(2) **Limitation on Issuance.** An individual who does not apply by October 1 of the calendar year during which the four scholastic year window ends will forfeit the right to seek a Professional Educator Certificate through this approach.

(3) **Application.** Information about applications can be found in Rule 290-3-2-.02. The application must be received in the Educator Certification Section no later than October 1 of the calendar year in which the four scholastic year window ends.

(4) **Requirements for Issuance of the Professional Educator Certificate.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) Verification of at least one full year of full-time classroom teaching experience while holding the PCTF.

(c) Verification that all requirements for issuance of PCTFs one, two, and three have been met.

(d) An applicant with less than three years of full-time classroom teaching experience while holding the PCTF is required to have Supplement BTA completed by the employing superintendent or nonpublic school administrator verifying the applicant's performance. A Professional Educator Certificate will not be issued if the applicant's performance does not meet the outlined criteria.

(5) **Alabama Educator Certification Assessment Program (AECAP).** Verification of a current passing score attained on the prescribed Pedagogy Assessment of the AECAP. This requirement does not apply to an applicant holding a valid Professional Educator Certificate in a teaching field. Use of the Praxis Principles of Learning and Teaching (PLT) will no longer be accepted for individuals who apply for their first TSEC beginning with the 2027-2028 scholastic year. Individuals must meet requirements of the current Pedagogy Assessment. Additional information is in Rule 290-3-2-.02.

(6) **Degree Level.** The Professional Educator Certificate issued through this approach shall be issued only at the Class B (bachelor's degree) level.

(7) **Valid Period.** The valid period of the certificate shall be from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next five consecutive scholastic years.

Author: Dr. Thomas R. Bice, Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: New Rule: Filed August 4, 2008; effective September 8, 2008. **Repealed and New Rule:** Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed January 17, 2014; effective February 21, 2014. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

Ed. Note: Rule was previously .18 and renumber to .30 as per certification file December 10, 2010.

290-3-2-.31 Temporary Special Education Certificate (TSEC) Approach.

(1) **Overview.** A superintendent who wishes to employ an individual may request a Temporary Special Education Certificate (TSEC). A TSEC is available for Collaborative Special Education Teacher, grades 6-12. The individual must be employed full-time in the area of special education while completing the requirements of the TSEC approach to earn a Class B Professional Educator Certificate.

(2) **General Information.**

(a) An individual may complete one, two, or three full years of full-time teaching experience in the teaching field while holding a valid TSEC in no more than two public school systems within the four scholastic years from the July 1 beginning date of the first TSEC. At least one full year is required while completing all requirements; however, no more than three full years is allowed.

(b) An individual must hold a valid certificate for all teaching fields to which he or she is assigned. An individual who holds only a valid TSEC must be assigned only to the teaching field for which the TSEC was issued. An individual who holds a valid TSEC and a valid certificate in another teaching field or area of instructional support must be assigned to the area of the TSEC for at least the majority of the day.

(c) The superintendent must monitor the applicant’s compliance with the requirements of the TSEC approach.

(d) There is a cap of three conditional, interim, provisional, or temporary-approach certificates, or any combination thereof, within the four scholastic years from the July 1 beginning date of the first conditional, interim, provisional, or temporary-approach certificate.

(e) The time frame will not be extended past the four-year window for individuals holding a conditional, interim, provisional, or temporary-approach certificate and who have not been issued the resulting Professional Educator or Professional Leadership Certificate.

(f) An individual who earns a Professional Educator Certificate or a Professional Leadership Certificate in the area for which the conditional, interim, provisional, or

temporary-approach certificate were issued may be eligible to follow another alternative approach to earning a Professional Educator Certificate or Professional Leadership Certificate in another area.

(3) **Limitations on Issuance.**

(a) The Department may refuse to issue a certificate for an individual who was enrolled in, but did not meet the requirements of, an educator preparation program.

(b) A TSEC is only valid for employment with the public-school system to which the TSEC was issued.

(4) **TSEC.**

(a) **Application.** Information about applications can be found in Rule 290-3-2-.02.

1. The applicant is required to submit to the superintendent the current application for this approach and documentation of having met all requirements as prescribed in this Rule and on the application.

2. The superintendent who wishes to employ the applicant to teach full-time, is to be issued is required to submit to the Educator Certification Section:

(i) A recommendation for this approach.

(I) The deadline for submission is October 1 of the scholastic year for which the TSEC is requested.

(II) Recommendations may be submitted after October 1 of the scholastic year; however, the experience will not be counted as a full year of full-time teaching experience.

(ii) The applicant's current application and documentation of having met all requirements.

(5) **Requirements.** All requirements must be successfully completed prior to October 1 of the scholastic year for which the first TSEC is requested. The requirements must be completed prior to application submission for recommendations submitted after October 1.

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

1. **First TSEC.**

(i) Verification of at least an earned bachelor's degree from a regionally accredited senior institution.

(I) The bachelor’s degree must be posted with a minimum overall grade point average (GPA) of at least 2.5 or the master’s or higher degree must be posted with a minimum overall GPA of at least 3.0.

(II) If the applicant has less than the 2.5 GPA, but at least at 2.0 GPA, one of the following options may be used:

a. **Option 1.** Verification of successfully meeting the Increased Praxis Score Option on the Praxis subject area assessment(s).

b. **Option 2.** Verification of credit earned for at least six semester hours of coursework in the teaching field of the certificate being sought. This cannot be the coursework required for this approach.

1. Coursework must be from a regionally accredited senior institution.

2. Coursework must have been completed after the degree was conferred.

3. Coursework may be at the undergraduate or graduate level.

4. A grade of at least a B is required for all coursework.

(ii) Verification of enrollment in or completion of at least one approved course at the Alabama college or university, authorized to provide coursework for this approach.

(iii) Verification of enrollment in at least two of the ALSDE-developed Special Education Professional Learning activities.

(iv) An assigned mentor as required in Rule 290-3-2-.01 or as outlined on the application form.

2. **Second TSEC.**

(i) Verification of a full year of full-time classroom teaching experience in the teaching field

and at the grade level for which the first TSEC was issued, while holding the first TSEC.

(ii) Verification of participation in the mentoring program while holding the first TSEC and an assigned mentor while holding the second TSEC.

(iii) Verification of completion of at least two approved courses at the Alabama college or university, authorized to provide coursework for this approach.

(iv) Verification of completion of at least two ALSDE-developed Special Education Professional Learning activities.

(v) Verification of completion of at least two required practical field experiences.

3. **Third TSEC.**

(i) Verification of a full year of full-time classroom teaching experience in the teaching field and at the grade level for which the second TSEC was issued, while holding the second TSEC.

(ii) Verification of completion of at least two additional approved courses at the Alabama college or university, authorized to provide coursework for this approach.

(iii) Verification of completion of at least two additional ALSDE-developed Special Education Professional Learning activities.

(iv) Verification of completion of at least two additional required practical field experiences.

(6) **Course Requirements.** An applicant pursuing certification through the TSEC approach must earn credit for the required coursework for which the second and third TSECs are to be issued.

(a) Coursework must be completed at an Alabama institution with State-approved programs that has been authorized to provide coursework for the TSEC approach and in the following areas:

1. Survey of Special Education

2. Collaboration/Consultation

3. Methods and Assessment

4. Special education laws and

5. Behavior Analysis/Modification.

(b) Coursework must be completed with a grade of "B" or above.

(c) Coursework completed five or more years prior to the July 1 beginning valid period of the first TSEC will not be accepted.

1. Courses must be the exact courses on the current approved listing.

2. All coursework must be completed at the same Alabama college/university.

(7) **Degree Level.** The TSECs issued through this approach shall be issued only at the bachelor's degree level.

(8) **Valid Period.** The certificate shall be valid for one scholastic year (July 1 to June 30).

(9) **Professional Educator Certification.** The applicant must apply for the Class B Professional Educator Certificate.
Author: Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, and 16-23-2 (1975).
History: New Rule: Filed August 4, 2008; effective September 8, 2008. **Repealed and New Rule:** Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed January 17, 2014; effective February 21, 2014. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

Ed. Note: Rule was previously .19 and renumber to .31 as per certification file December 10, 2010.

290-3-2-.32 Professional Certification Following the Temporary Special Education Certificate (TSEC) Approach.

(1) **Overview.** An individual who has met all requirements for the first, second, and third TSEC and held at least the first TSEC may meet requirements for a Class B Professional Educator Certificate in the same teaching field and grade level for which the TSECs were issued.

(2) **Limitation on Issuance.** An individual who does not apply by October 1 of the calendar year during which the four scholastic year window ends will forfeit the right to seek a Professional Educator Certificate through this approach.

(3) **Application.** Information about applications can be found in Rule 290-3-2-.02. The application must be received in the Educator Certification Section no later than October 1 of the calendar year in which the four scholastic year window ends.

(4) **Requirements for Issuance of the Professional Educator Certificate.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) Verification of at least one full year of full-time classroom teaching experience while holding the TSEC.

(c) Verification that all requirements for issuance of TSECs one, two, and three have been met.

(d) An applicant with less than three years of full-time classroom teaching experience while holding the TSEC is required to have Supplement BTA completed by the employing superintendent or nonpublic school administrator verifying the applicant's performance. A Professional Educator Certificate will not be issued if the applicant's performance does not meet the outlined criteria.

(5) **Alabama Educator Certification Assessment Program (AECAP).**

(a) Beginning with individuals issued a first TSEC for the 2027-2028 scholastic year, verification of a current passing score attained on the prescribed Pedagogy Assessment of the AECAP. This requirement does not apply to an applicant holding a valid Professional Educator Certificate in a teaching field. Additional information is in Rule 290-3-2-.02.

(b) Verification of a current passing score on the prescribed Praxis subject area assessment(s) of the AECAP.

(6) **Degree Level.** The Professional Educator Certificate issued through this approach shall be issued only at the Class B (bachelor's degree) level.

(7) **Valid Period.** The valid period of the certificate shall be from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next five consecutive scholastic years.

Author: Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, and 16-23-2 (1975).
History: New Rule: Filed August 4, 2008; effective September 8, 2008. **Repealed and New Rule:** Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed January 17, 2014; effective February 21, 2014. **Repealed and New Rule:** Filed March

10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

Ed. Note: Rule was previously .20 and renumber to .32 as per certification file December 10, 2010.

290-3-2-.33 Career and Technical Education Additional Teaching Field Approach Based on a Degree-Equivalent Certificate.

(1) **Overview.** An individual may seek additional certification in selected technical education program areas if a valid Bachelor's Equivalent 2 or higher Degree Equivalent Technical Education Certificate in technical education or health science is held and the current and appropriate Department-approved occupational proficiency assessment is attained.

(2) **Limitations on Issuance.**

(a) This approach is only available to an individual who holds a Bachelor's Equivalent 2 or higher Degree Equivalent Technical Education Certificate in technical education or health science.

(b) This approach is available in technical education program areas, not health science.

(3) **Application** Information about applications can be found in Rule 290-3-2-.02.

(4) **Requirements.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) A valid Bachelor's Equivalent 2 or higher Degree Equivalent Technical Education Certificate in technical education or health science.

(c) Verification of a passing score on the current and appropriate Department-approved occupational proficiency assessment.

(5) **Level of Degree Equivalent Issued.**

(a) If the applicant's occupational proficiency assessment is less than the MASTER level, the new technical education program area will be added to the applicant's valid Bachelor's Equivalent Technical Education 2 Certificate. If the applicant does not hold a valid Bachelor's Equivalent Technical Education 2 Certificate, the applicant will be issued a

Bachelor's Equivalent Technical Education 2 Certificate in the new technical education program area.

(b) If the applicant's occupational proficiency assessment is at the MASTER level, the new technical education program area will be added to the applicant's valid Bachelor's Equivalent Technical Education 2 Certificate if it is the only valid Degree Equivalent Technical Education Certificate held by the applicant.

(c) If the applicant's occupational proficiency assessment is at the MASTER level, the new technical education program area will be added to the applicant's highest valid Degree Equivalent Technical Education Certificate above the Bachelor's Equivalent Technical 2 Certificate.

(6) **Valid Period.** The valid period of the certificate shall be from the date of issuance through the remainder of the currently valid prerequisite certificate.
Author: Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, and 16-23-2 (1975).
History: New Rule: Filed January 17, 1997; operative February 21, 1997; effective July 1, 1997. **Amended:** Filed June 14, 1999; effective July 19, 1999. **Repealed and New Rule:** Filed August 8, 2002; effective September 12, 2002. **Repealed and New Rule:** Filed December 12, 2002; effective January 16, 2003. **Repealed and New Rule:** Filed September 11, 2003; effective October 16, 2003. **Amended:** Filed July 13, 2004; effective August 17, 2004. **Amended:** Filed November 9, 2006; effective December 14, 2006. **Repealed and New Rule:** Filed August 4, 2008; effective September 8, 2008. **Repealed and New Rule:** Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed January 17, 2014; effective February 21, 2014. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

Ed. Note: Rule was previously .04 and renumber to .21 as per certification file August 4, 2008. Rule was previously .21 and renumber to .33 as per certification file December 10, 2010.

290-3-2-.34 Career and Technical Education Additional Teaching Field Approach Based on a Professional Educator Certificate.

(1) **Overview.** An individual may seek additional certification in selected technical education program areas or health science (6-12) if a valid Professional Educator Certificate in a teaching field is held and the current and appropriate Department-approved occupational proficiency assessment is attained.

(2) **Limitations on Issuance.**

(a) This approach is not available to an individual who holds only a valid Professional Educator Certificate in an area of instructional support or a Professional Leadership Certificate.

(b) This approach is not available to an individual who holds only a Provisional Certificate, Conditional Certificate, Interim Employment Certificate, Business and Industry to Educational Administrator Certificate, Temporary Special Education Certificate, Career and Technical (Degree Equivalent and/or Emergency) Certificate, Speech-Language Pathology (Assistant, Professional, or Temporary) Certificate, Early Childhood Development Certificate, Child Nutrition Program Director Certificate, Junior Reserve Officer Training Corps (JROTC) Certificate, Dyslexia Therapist Certificate, Emergency Certificate, Substitute License, Student-Intern Substitute License, Apprentice License, Computer Science Permit, an Adjunct Instructor Permit, or any other nonprofessional certificate identified on the application of this approach.

(3) **Application** Information about applications can be found in Rule 290-3-2-.02.

(4) **Requirements.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) A valid Professional Educator Certificate in a teaching field as prescribed in Rule 290-3-2-.03.

(c) Verification of a passing score on the current and appropriate Department-approved occupational proficiency assessment.

(d) Verification of successful completion of the Career and Technical Education Teacher Certification Program (CTE 101).

1. CTE 101 is not required for holders of a valid Professional Educator Certificate in a career and technical education teaching field or a valid Degree Equivalent Career and Technical Certificate.

2. Successful completion must be verified by submission of Department-approved professional development training history.

(5) **Degree Level.** The Professional Educator Certificate issued through this approach shall be issued only at the Class B (bachelor’s degree) level.

(6) **Valid Period.** The valid period of the certificate shall be from the date of issuance through the remainder of the currently valid prerequisite certificate.
Author: Dr. Thomas R. Bice, Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: New Rule: Filed January 17, 1997; operative February 21, 1997; effective July 1, 1997. **Amended:** Filed June 14, 1999; effective July 19, 1999. **Repealed and New Rule:** Filed August 8, 2002; effective September 12, 2002. **Repealed and New Rule:** Filed December 12, 2002; effective January 16, 2003. **Repealed and New Rule:** Filed September 11, 2003; effective October 16, 2003. **Repealed and New Rule:** Filed August 4, 2008; effective September 8, 2008. **Repealed and New Rule:** Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed March 10, 2016; effective April 24, 2016. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

Ed. Note: Rule was previously .05 and renumber to .22 as per certification file August 4, 2008. Rule was previously .22 and renumber to .34 as per certification file December 10, 2010.

290-3-2-.35 Career and Technical Education Additional Certification in Work-Based Learning Coordinator Approach.

(1) **Overview.** An individual may seek additional certification in Work-Based Learning Coordination for Grades 6-12 if a valid Alabama Professional Educator Certificate in a career and technical education teaching field or at least a Bachelor's Equivalent 2 Career and Technical Education Certificate in health science or a technical education program area is held and credit earned in an approved work-based learning preparation course is verified or verification of ALSDE-approved coursework.

(2) **Limitations on Issuance.**

(a) This approach is not available to an individual who holds only a valid Professional Educator Certificate in a teaching field other than a career and technical education teaching field or only a valid Professional Educator Certificate in an area of instructional support, or a Professional Leadership Certificate.

(b) This approach is not available to an individual who holds only a Provisional Certificate, Conditional Certificate, Interim Employment Certificate, Business and Industry to Educational Administrator Certificate, Career and Technical (Level 1, Type 1, Specialty Area 1, Degree Equivalent 1, and/or Emergency) Certificate, Speech-Language Pathology (Assistant, Professional, or Temporary) Certificate, Early

Childhood Development Certificate, Child Nutrition Program Director Certificate, Junior Reserve Officer Training Corps (JROTC) Certificate, Dyslexia Therapist Certificate, Emergency Certificate, Substitute License, Student-Intern Substitute License, Apprentice License, Computer Science Permit, an Adjunct Instructor Permit, or any other nonprofessional certificate identified on the application of this approach.

(3) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(4) **Requirements.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) A valid Professional Educator Certificate in a career and technical education teaching field as prescribed in Rule 290-3-2-.03.

(c) At least a valid Bachelor's Equivalent 2 Career and Technical Education Certificate as prescribed in Rules 290-3-2-.37 and 290-3-2-.38.

(d) Verification of earned credit, with a grade of "B" or above, in an approved work-based learning-coordinator preparation course (*Functions of the Coordinator, Principles of Coordination,* or equivalent*)* at an Alabama or non-Alabama institution with a State-approved program in a career and technical education teaching field. OR Verification of successful completion of the ALSDE-approved coursework.

(e) Verification of two full scholastic years of full-time classroom teaching experience in a career and technical education teaching field within a 6-12 setting. Partial years cannot be combined to meet this requirement. Experience is only required if the individual does not 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 but does hold a valid Alabama Professional Leadership Certificate.

(5) **Degree Level.** The Secondary Professional Educator Certificate issued through this approach shall be issued only at the Class B (bachelor's degree) level. The Career and Technical Certificate – Degree Equivalent 2 issued through this approach shall be issued only at the bachelor's degree level.

(6) **Valid Period.** The valid period of the certificate shall be from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next five consecutive scholastic years.

Author: Dr. Thomas R. Bice, Dr. Eric G. Mackey

Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: New Rule: Filed January 17, 1997; operative February 21, 1997; effective July 1, 1997. **Amended:** Filed June 14, 1999; effective July 19, 1999. **Amended:** Filed September 9, 1999; effective October 14, 1999. **Amended:** Filed January 11 2001; effective February 15, 2001. **Amended:** Filed April 12, 2001; effective May 17, 2001. **Amended:** Filed March 14, 2002; effective April 18, 2002. **Repealed and New Rule:** Filed August 8, 2002; effective September 12, 2002. **Repealed and New Rule:** Filed December 12, 2002; effective January 16, 2003. **Repealed and New Rule:** Filed September 11, 2003; effective October 16, 2003. **Repealed and New Rule:** Filed September 11, 2003; effective October 16, 2003. **Repealed:** Filed July 13, 2004; effective August 17, 2004. **New Rule:** Filed August 4, 2008; effective September 8, 2008. **Repealed and New Rule:** Filed December 10, 2010; effective January 14, 2011. **Repealed and New Rule:** Filed January 17, 2014; effective February 21, 2014. **Repealed:** Filed March 10, 2016; effective April 24, 2016. **New Rule:** Filed July 11, 2017; effective August 25, 2017. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

Ed. Note: Rule was previously .07 and renumber to .23 as per certification file August 4, 2008. Rule was previously .23 and renumber to .35 as per certification file December 10, 2010.

290-3-2-.36 Career and Technical Education Emergency Certificate (CTE E).

(1) **Overview.** In cases where an individual who holds a valid Alabama certificate endorsed in the appropriate technical education program area or health science is not available, a superintendent who wishes to employ an individual to teach may request a Career and Technical Education Emergency Certificate (CTE E) in health science or the technical education program area to be taught. The CTE E is not an alternative certificate.

(2) **Limitations on Issuance.**

(a) A CTE E is issued for only one technical education program area or health science.

(b) An individual who has held a CTE E, valid for two consecutive scholastic years, can only receive one additional CTE E, valid for two consecutive scholastic years, in any teaching field or area of instructional support.

(c) A CTE E will not be issued to an individual who holds or has held the Emergency Certificate for four years.

(d) A CTE E will not be issued for technical education: computer science.

(e) An individual skipping a year while on the Provisional Certificate, Conditional Certificate, Interim Employment Certificate, Business and Industry to Educational Administrator Certificate, or any other alternative certificate will be issued a CTE E valid for one scholastic year.

(f) Under Ala. Code §16-23-3(e) (1975), "time served as a teacher pursuant to an emergency certificate shall not be counted in determining continuing service status pursuant to Section 16-24-2."

(3) **Application.** Information about applications can be found in Rule 290-3-2-.02. This application may also be submitted by the superintendent who wishes to employ an applicant, who is an employee of a business or governmental agency with which a partnership has been established, to teach in health science or the technical education program area for which a certificate is sought.

(4) **Requirements.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) For the CTE E in the technical education program area of cosmetology and barbering, verification of valid Alabama Cosmetology Instructor and Barbering Instructor licenses are required.

(c) For the CTE E in health science, verification of an active Alabama license in a registered nursing, paramedical, or an approved allied health specialty is required.

(5) **Degree Level.** The CTE E shall not be issued at a degree level.

(6) **Valid Period.** The valid period of the CTE E shall be no more than two consecutive scholastic years (July 1 to June 30). The CTE E may be reissued once for an additional two consecutive scholastic years.

Author: Dr. Thomas R. Bice, Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: New Rule: Published September 30, 2019; effective November 14, 2019. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

290-3-2-.37 Degree-Equivalent Health Science Certificate Approach.

(1) **Overview.** A superintendent who wishes to employ an individual may seek a Degree Equivalent 1 Health Science Certificate for Grades 6-12 in health science. The Degree Equivalent 2-4 may be requested by the individual. These certificates are Career and Technical Certificates.

(2) **Bachelor's Equivalent Health Science 1 Certificate.**

(a) **Application.** Information about applications can be found in Rule 290-3-2-.02. This application may also be submitted by the superintendent who wishes to employ an applicant, who is an employee of a business or governmental agency with which a partnership has been established, to teach in health science.

(b) **Requirements.**

1. Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

2. Verification of a currently valid Department-approved ENTRY or MASTER level occupational proficiency assessment for health science which shall include an active Alabama license in a registered nursing, paramedical, or approved allied health specialty.

3. Verification of current passing scores for the basic skills assessments. This requirement does not apply to an applicant who holds at least a bachelor's degree from a senior institution that was regionally accredited at the time the degree was earned or to an applicant holding a valid Specialty Area Certificate, a valid Degree Equivalent Certificate, a valid Professional Educator Certificate, or a valid Professional Leadership Certificate. This requirement may be met through one (1) of the following two (2) options:

(i) **Option 1.** Passing scores on the CTE Basic Skills Assessment, approved by the State Board of Education on June 13, 2019, administered through ACT WorkKeys. The required assessments are Applied Math, Business Writing, and Workplace Documents. Passing scores must be attained prior to the date the application is received in the Educator Certification Section. Passing scores attained prior to July 1, 2019, will not be accepted.

(ii) **Option 2.** Passing scores on the Praxis Core Academic Skills for Educators (Core) basic skills assessments, the current basic skills assessment of the Alabama Educator Certification Assessment Program (AECAP). The required assessments are Mathematics, Reading, and Writing. Passing scores must have been attained prior to July 1, 2019.

4. Education and work experience through one of the following two options:

(i) **Option 1.**

(I) Verification of an associate's degree, in a healthcare or related area, was earned from a regionally accredited postsecondary institution prior to the date the application is received in the Educator Certification Section. The Office of Career and Technical Education of the Department must approve the degree.

(II) Verification of having attained, within the seven years immediately prior to the date the application is received in the Educator Certification Section, a minimum of 5,400 clock hours (3 years) of acceptable part-time or full-time work experience.

(ii) **Option 2.**

(I) Verification of a bachelor's or higher degree, with a major in a healthcare or related area, was earned from a regionally accredited senior institution. The degree must have been earned prior to the date the application is received in the Educator Certification Section. The Office of Career and Technical Education of the Department must approve the degree.

(II) Verification of having attained, within the five years immediately prior to the date the application is received in the Educator Certification Section, a minimum of 3,600 clock hours (2 years) of acceptable part-time or full-time work experience.

(3) **Bachelor's Equivalent Health Science 2 Certificate.**

(a) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(b) **Requirements.**

1. Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

2. A valid, or completion of all requirements in (2) above for issuance of a valid, Bachelor's Equivalent Health Science 1 Certificate.

3. Verification of a currently valid Department-approved ENTRY or MASTER level occupational proficiency assessment for health science which shall include an active Alabama license in a registered nursing, paramedical, or approved allied health specialty.

4. Verification of successful completion of the Career and Technical Education Teacher Certification Program (CTE TCP) Level 1 by submission of one of the following: Department-approved professional development training history.

5. Certificate of completion. If the applicant holds at least a valid Class B Professional Educator Certificate with an endorsement in a Career and Technical Education teaching field, the CTE TCP Level 1 is not required.

(4) **Master's Equivalent Health Science 3 Certificate.**

(a) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(b) **Requirements.**

1. Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

2. A valid, or completion of all requirements in (3) above for issuance of a valid, Bachelor's Equivalent Health Science 2 Certificate.

3. Verification of a currently valid Department-approved MASTER level occupational proficiency assessment for health science which shall include an active Alabama license in a registered nursing, paramedical, or approved allied health specialty.

4. Completion of one of the following two options:

(i) **Option 1.** Verification of earned credit, with a grade of "B" or above, for the two required courses and two of the elective courses listed below. These courses must be completed at an Alabama institution or a non-Alabama institution with a State-approved program in a career and technical education teaching field and within the 5 years (60 months) immediately

prior to the date the application is received in the Educator Certification Section. If a valid Professional Educator Certificate in a career and technical teaching field is held, coursework from a non-Alabama institution with a state-approved program can be considered if coursework meets requirements.

Courses	Courses
Classroom Management and CTE Lab*	Industrial Health and Shop Safety**
Meeting the Needs of Exceptional CTE Students*	Learning Resources and Technology in CTE**
Career and Technical Student Youth Organizations**	Teaching CTE**
Course Development and Evaluation in CTE**	Testing/Evaluation in CTE**
History and Principles of CTE**	

*Required courses

**Elective courses from which two must be selected

(ii) **Option 2.**

(I) Verification of having attained a minimum of 12,600 clock hours (7 years) of acceptable part-time or full-time work experience.

(II) Verification of successful completion of the Career and Technical Education Teacher Certification Program (CTE TCP) Level 2 by submission of one of the following:

a. Department-approved professional development training history.

b. Certificate of completion.

c. If the applicant holds at least a valid Class A Professional Educator Certificate with an endorsement in a Career and Technical Education teaching field, the CTE TCP Level 2 is not required.

(5) **Sixth-Year Equivalent Health Science 4 Certificate.**

(a) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(b) **Requirements.**

1. Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

2. A valid, or completion of all requirements in (4) above for issuance of a valid, Master's Equivalent Health Science 3 Career and Technical Certificate.

3. Verification of a currently valid Department-approved MASTER level occupational proficiency assessment for health science which shall include an active Alabama license in a registered nursing, paramedical, or approved allied health specialty.

4. Verification of at least an earned master's degree in a healthcare or related area from a regionally accredited senior institution. The Office of Career and Technical Education of the Department must approve the degree.

(6) **Professional Educator Certification.** Individuals holding at least a valid **Master's Equivalent** Health Science 3 Certificate may be eligible for a Professional Educator Certificate.

(7) **Acceptable Work Experience.**

(a) Acceptable part-time or full-time work experience must have been attained through one or more of the following:

1. **Employee in the healthcare industry** in a compensated position as a healthcare practitioner. The work experience must be verified with submission of:

(i) Supplement CTV; and/or

(ii) A notarized cover letter verifying the applicant's prior work experience. The cover letter must be on the employer's business/company stationery and must include at least a description of the nature of the business/company, a brief description of the scope and quality of the applicant's work history, and the original signature of the employer or owner of the business/company.

2. **Self-employment in the healthcare industry** as a healthcare practitioner. The self-employment experience must be verified with submission of:

(i) Supplement CTV; and/or

(ii) A notarized cover letter on company stationery, a copy of each business license held during the verification period, and notarized letters from three individuals and/or companies with which business or work transactions occurred during the verification period.

3. **Teaching experience** at the postsecondary level in health science or a related area. The postsecondary institution must have been regionally accredited at the time the experience was earned.

(b) The following cannot be used as acceptable part-time or full-time work experience:

1. Teaching experience in grades P-12 while holding any valid Alabama certificate.

2. Teaching experience in grades P-12 while not holding any valid Alabama certificate.

(8) **Name of Certificate, Degree Equivalency, Valid Period, and Renewability.**

Name of Certificate	Degree Equivalency	Valid Period	Renewable
Bachelor's Equivalent Health Science 1	Bachelor's	Minimum of 2 years[a]	No
Bachelor's Equivalent Health Science 2	Bachelor's	Minimum of 5 years[b]	Yes
Master's Equivalent Health Science 3	Master's	Minimum of 5 years[b]	Yes
Sixth-Year Equivalent Health Science 4	Sixth-year	Minimum of 5 years[b]	Yes

[a] Bachelor's Equivalent Health Science 1 Certificates are valid from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next two consecutive scholastic years.

[b] These Career and Technical Certificates are valid from the date of issuance through the remainder of the same scholastic year and thereafter for the next five consecutive scholastic years.

(9) **Type, Level, and Specialty Area Career and Technical Certificates.** Information pertaining to these certificates can be found in the previous version of Rule 290-3-2.

Author: Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: New Rule: Published January 31, 2020; effective March 16, 2020. **Repealed and New Rule:** Published June 30, 2026; effective August 14, 2026.

290-3-2-.38 Degree-Equivalent Technical Education Certificate Approach.

(1) **Overview.** A superintendent who wishes to employ an individual may seek a Degree Equivalent 1 Technical Education Certificate for Grades 6-12 in selected technical education program areas. The Degree Equivalent 2-5 may be requested by the individual. The specific technical education program areas are identified by the Office of Career and Technical Education of the Department. These certificates are Career and Technical Certificates.

(2) **Bachelor's Equivalent Technical Education 1 Certificate.**

(a) **Application.** Information about applications can be found in Rule 290-3-2-.02. This application may also be submitted by the superintendent who wishes to employ an applicant, who is an employee of a business or governmental agency with which a partnership has been established, to teach in the technical education program area for which a certificate is sought.

(b) **Requirements.**

1. Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

2. Verification of a currently valid passing score on the Department-approved ENTRY or MASTER level occupational proficiency assessment (test score, license, or credential) for the technical education program area for which the certificate is sought.

3. Verification of current passing scores for the basic skills assessments. This requirement does not apply to an applicant who holds at least a bachelor's degree from a senior institution that was regionally accredited at the time the degree was earned or to an applicant holding a valid Specialty Area Certificate, a valid Degree Equivalent Certificate, a valid Professional Educator Certificate, or a valid Professional Leadership Certificate. This requirement may be met through one (1) of the following two (2) options:

(i) **Option 1.** Passing scores on the CTE Basic Skills Assessment, approved by the Alabama State Board of

Education on June 13, 2019, administered through ACT WorkKeys. The required assessments are Applied Math, Business Writing, and Workplace Documents. Passing scores must be attained prior to the date the application is received in the ALSDE Educator Certification Section. Passing scores attained prior to July 1, 2019, will not be accepted.

(ii) **Option 2.** Passing scores on the Praxis Core Academic Skills for Educators (Core) basic skills assessments, the current basic skills assessment of the Alabama Educator Certification Assessment Program (AECAP). The required assessments are Mathematics, Reading, and Writing. Passing scores must have been attained prior to July 1, 2019.

4. Education and work experience through one of the following three options:

(i) **Option 1.**

(I) Verification of graduation from high school or high school equivalency or a technical certificate or an associate's degree from a regionally accredited postsecondary institution prior to the date the application is received in the Educator Certification Section.

(II) Verification of having attained, within the 7 years immediately prior to the date the application is received in the Educator Certification Section, a minimum of 5,400 clock hours (3 years) of acceptable part-time or full-time work experience in the technical education program area for which the certificate is sought.

(ii) **Option 2.**

(I) Verification of an earned bachelor's or higher degree from a regionally accredited senior institution. The degree must have been earned prior to the date the application is received in the Educator Certification Section.

(II) Verification of having attained, within the five years immediately prior to the date the application is received in the Educator Certification Section, a minimum of 3,600 clock hours (2 years) of acceptable part-time or full-time work experience in the technical education program area for which the certificate is sought.

(iii) **Option 3.** Verification of having attained, prior to the date the application is received in the Educator Certification Section, a minimum of 18,000 clock hours (10 years) of acceptable part-time or full-time work experience in the technical education program area for which the certificate is sought.

(3) **Bachelor's Equivalent Technical Education 2 Certificate.**

(a) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(b) **Requirements.**

1. Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

2. A valid, or completion of all requirements in (2) above for issuance of a valid, Bachelor's Equivalent Technical Education 1 Certificate in the technical education program area for which the Bachelor's Equivalent Technical Education 2 Certificate is sought.

3. Verification of a currently valid passing score on the Department-approved ENTRY or MASTER level occupational proficiency assessment (test score, license, or credential) for the technical education program area for which the certificate is sought.

4. Verification of successful completion of the Career and Technical Education Teacher Certification Program (CTE TCP) Level 1 by submission of one of the following:

(i) Department-approved professional development training history.

(ii) Certificate of completion.

(iii) If the applicant holds at least a valid Class B Professional Educator Certificate with an endorsement in a Career and Technical Education teaching field, the CTE TCP Level 1 is not required.

(4) **Master's Equivalent Technical Education 3 Certificate.**

(a) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(b) **Requirements.**

1. Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

2. A valid, or completion of all requirements in (3) above for issuance of a valid, Bachelor's Equivalent Technical Education 2 Certificate in a technical education program area for which the Master's Equivalent Technical Education 3 Certificate is sought.

3. Verification of a currently valid passing score on the Department-approved MASTER level occupational proficiency assessment (test score, license, or credential) for the technical education program area for which the certificate is sought.

4. Completion of **one** of the following two options:

(i) **Option 1.** Verification of earned credit, with a grade of "B" or above, for the two required courses and two of the elective courses listed below. These courses must be completed at an Alabama institution or non-Alabama institution with a State-approved program in a career and technical education teaching field and within the 5 years (60 months) immediately prior to the date the application is received in the Educator Certification Section.

Courses	Courses
Classroom Management and CTE Lab*	Industrial Health and Shop Safety**
Meeting the Needs of Exceptional CTE Students*	Learning Resources and Technology in CTE**
Career and Technical Student Youth Organizations**	Teaching CTE**
Course Development and Evaluation in CTE**	Testing/Evaluation in CTE**
History and Principles of CTE**	

*Required courses

**Elective courses from which two must be selected

(ii) **Option 2.**

(I) Verification of having attained a minimum of 12,600 clock hours (7 years) of acceptable part-time or full-time work experience in the technical education program area for which the certificate is sought.

(II) Verification of successful completion of the Career and Technical Education

Teacher Certification Program (CTE TCP) Level 2 by submission of one of the following:

a. Department-approved professional development training history.

b. Certificate of completion.

c. If the applicant holds at least a valid Class A Professional Educator Certificate with an endorsement in a Career and Technical Education teaching field, the CTE TCP Level 2 is not required.

(5) **Master's Equivalent Technical Education 4 Certificate.**

(a) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(b) **Requirements.**

1. Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

2. A valid, or completion of all requirements in (4) above for issuance of a valid, Master's Equivalent Technical Education 3 Certificate in a technical education program area for which the Master's Equivalent Technical Education 4 Certificate is sought.

3. Verification of a currently valid passing score on the Department-approved MASTER level occupational proficiency assessment (test score, license, or credential) for the technical education program area for which the certificate is sought.

4. Completion of **one** of the following options:

(i) **Option 1.** Verification of at least a valid Alabama Class B Professional Educator Certificate in a teaching field.

(ii) **Option 2.** Verification of at least an earned bachelor's degree from a regionally accredited senior institution in an area of Career and Technical Education.

(6) **Sixth-Year Equivalent Technical Education 5 Certificate.**

(a) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(b) **Requirements.**

1. Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

2. A valid, or completion of all requirements in (5) above for issuance of a valid, Master's Equivalent Technical Education 4 Certificate in a technical education program area for which the Sixth-Year Equivalent Technical Education 5 Certificate is sought.

3. Verification of a currently valid passing score on the Department-approved MASTER level occupational proficiency assessment (test score, license, or credential) for the technical education program area for which the certificate is sought.

4. Completion of one of the following options:

(i) **Option 1.** Verification of at least a valid Alabama Class A Professional Educator Certificate in a teaching field or area of instructional support or a valid Alabama Class A Professional Leadership Certificate.

(ii) **Option 2.** Verification of at least an earned master's degree from a regionally accredited senior institution in in an area of Career and Technical Education. The Office of Career and Technical Education of the Department must approve the degree.

(7) **Professional Educator Certification.** Individuals holding at least a valid Master's Degree Equivalent Technical Education 4 Certificate in a technical education program area may be eligible for a Professional Educator Certificate. Additional information may be found in this Rule.

(8) **Acceptable Work Experience.** Acceptable full-time or part-time work experience must have been attained through one or more of the following:

(a) Work experience in business and industry **as an employee** in a compensated position in the technical education program area for which the certificate is sought. The work experience must be verified with submission of:

1. Supplement CTV; and/or

2. A notarized cover letter verifying the applicant's prior work experience. The cover letter must be on the

employer's business/company stationery and must include at least a description of the nature of the business/company, a brief description of the scope and quality of the applicant's work history, and the original signature of the employer or owner of the business/company.

(b) **Self-employment** in business and industry in the technical education program area for which the certificate is sought. The self-employment experience must be verified with submission of:

1. Supplement CTV; and/or

2. A notarized cover letter on company stationery, a copy of each business license held during the verification period, and notarized letters from three individuals and/or companies with which business or work transactions occurred during the verification period.

(c) **Teaching experience** at the postsecondary level in the technical education program area, or in an area related to the technical education program area, for which the certificate is sought. The postsecondary institution must have been regionally accredited at the time the experience was earned.

(d) **Teaching experience** in grades P-12 cannot be used as acceptable part-time or full-time work experience. There are some exceptions outlined on the application.

(9) **Name of Certificate, Degree Equivalency, Valid Period, and Renewability.**

Name of Certificate	Degree Equivalency	Valid Period	Renewable
Bachelor's Equivalent 1	Bachelor's	Minimum of 2 years [a]	No
Bachelor's Equivalent 2	Bachelor's	Minimum of 5 years [b]	Yes
Master's Equivalent 3	Master's	Minimum of 5 years [b]	Yes
Master's Equivalent 4	Master's	Minimum of 5 years [b]	Yes
Sixth-Year Equivalent 5	Sixth-Year	Minimum of 5 years [b]	Yes

[a]Bachelor's Equivalent 1 Certificates are valid from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next two consecutive scholastic years.

[b]These Career and Technical Certificates are valid from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next five consecutive scholastic years.

(10) **Type, Level, and Specialty Area Career and Technical Certificates.** Information pertaining to these certificates can be found in the previous version of Rule 290-3-2.

Author: Dr. Thomas R. Bice, Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: New Rule: Published June 30, 2026; effective August 14, 2026.

290-3-2-.39 Career and Technical Certificate to a Professional Educator Certificate.

(1) **Overview.** An individual holding a valid Master's Equivalent Technical Education 4 Certificate or Sixth-Year Equivalent Technical Education 5 Certificate in a technical education program area or a valid Master's Equivalent Health Science 3 Certificate or Sixth-Year Equivalent Health Science 4 Certificate may meet requirements for a Class B Secondary Professional Educator Certificate in the same technical education program area or in health science.

(2) **Limitations on Issuance.** This approach is available only in health science and the technical education program areas listed on the valid Master's Equivalent Technical Education 4 Certificate or Sixth-Year Equivalent Technical Education 5 Certificate.

(3) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(4) **Requirements for Health Science.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) A valid Master's Equivalent Health Science 3 Certificate or Sixth-Year Equivalent Health Science 4 Certificate.

(c) Verification of a currently valid Department-approved MASTER level occupational proficiency assessment for health science which shall include an active Alabama license in a registered nursing, paramedical, or approved allied health specialty.

(d) Verification of an earned bachelor's or higher degree in a healthcare or related area from a regionally accredited senior institution. The Office of Career and Technical Education of the Department must approve the degree.

The bachelor's degree with a minimum overall GPA of at least 2.5 or the master's or higher degree with a minimum overall GPA of at least 3.0.

(e) Verification of earned credit, with a grade of "B" or above, for strategies for teaching special needs students in inclusive settings at an Alabama institution or non-Alabama institution with State-approved programs. The credit must have been earned within the 5 years (60 months) prior to the date the application is received in the Educator Certification Section.

(f) Verification of three full scholastic years of full-time classroom teaching experience in grades 6-12 health science. Partial years cannot be combined to meet this requirement.

(5) **Requirements for Technical Education Program Areas.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) A valid Master's Equivalent Technical Education 4 Certificate or Sixth-Year Equivalent Technical Education 5 Certificate in a technical education program area for which the Professional Educator Certificate is sought.

(c) Verification of a currently valid passing score on the Department-approved MASTER level occupational proficiency assessment (test score, license, or credential) for the technical education program area for which the certificate is sought.

(d) Verification of an earned bachelor's or higher degree in the technical education program area, or in an area related to the technical education program area, for which the certificate is sought from a regionally accredited senior institution. The Office of Career and Technical Education of the Department must approve the degree.

The bachelor's degree with a minimum overall GPA of at least 2.5 or the master's or higher degree with a minimum overall GPA of at least 3.0.

(e) Verification of earned credit, with a grade of "B" or above, for strategies for teaching special needs students in inclusive settings at an Alabama institution or non-Alabama with State-approved programs. The credit must have been earned

within the 5 years (60 months) prior to the date the application is received in the Educator Certification Section.

(f) Verification of three full scholastic years of full-time classroom teaching experience in grades 6-12 in the technical education program area for which the certificate is sought. Partial years cannot be combined to meet this requirement.

(6) **Degree Level.** The Professional Educator Certificate issued through this approach shall be issued only at the Class B (bachelor's degree) level.

(7) **Valid Period.** The valid period of the certificate shall be from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next five consecutive scholastic years.
Author: Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend, 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: New Rule: Published June 30, 2026; effective August 14, 2026.

290-3-2-.40 Junior Reserve Officer Training Corps (JROTC) Certificate Approach.

(1) **Overview.** A superintendent or administrator who wishes to employ an individual as a JROTC instructor may request a JROTC Certificate.

(2) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(3) **Requirements.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) Verification that the applicant has been recommended and approved by a branch of the United States military to serve as a JROTC instructor.

(4) **Degree Level.** The JROTC Certificate will not be issued at a degree level.

(5) **Valid Period.** The valid period of the certificate shall be from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next five consecutive scholastic years. The JROTC Certificate may be reissued by following the same procedure used in issuing the initial certificate.
Author: Dr. Thomas R. Rice, Dr. Eric G. Mackey

Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: **New Rule:** Published June 30, 2026; effective August 14, 2026.

290-3-2-.41 Renewal Requirements.

(1) **General Requirements** for the Continuation of a Valid Renewable Professional Educator Certificate, Renewable Degree Equivalent Career and Technical Certificate, Speech-Language Professional Educator Certificate, or Professional Leadership Certificate.

(a) To continue a certificate is to update it without allowing it to expire by meeting requirements by June 30 of the year of its expiration. The applicant is required to submit to the ALSDE Educator Certification Section the current application for this approach, and it must be received in the Section between January 1 and no later than June 30 of the calendar year of expiration of the certificate. The applicant must also submit to the Section documentation of having met all requirements no later than June 30 of the calendar year of expiration of the certificate.

(b) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(c) All allowable credit, allowable professional learning, Professional Learning Units (PLUs), and/or license/credential requirements applied toward the continuation of a certificate must be completed during the valid period of the current certificate, but no later than June 30 of the calendar year of expiration of the certificate.

(d) All Certificates when continued are valid from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next five consecutive scholastic years.

(e) Certificates may not be continued prior to the calendar year of their expiration.

(f) If the applicant holds a Professional Leadership Certificate and also holds a Professional Educator Certificate, meeting requirements to continue the Professional Leadership Certificate will **also** meet requirements to continue the Professional Educator Certificate. If the applicant holds a Professional Leadership Certificate and also holds a renewable Career and Technical Certificate, meeting requirements to continue the Professional Leadership Certificate will also meet requirements. However, if a

license/credential is required for another category, that requirement must also be met.

(g) Solely meeting requirements to continue the Professional Educator Certificate or renewable Career and Technical Certificate **will not** continue the Professional Leadership Certificate.

(h) Information about applications can be found in Rule 290-3-2-.02. Additional information regarding certificate renewal can be found on renewal guidance published by the Educator Certification Section.

(2) **Requirements for Continuation.** ALSDE-Approved General Professional Learning **and** the Content Specific Professional Learning must be met.

Category 1: Professional Leadership Certificate. Professional Learning is required in both general and content specific categories.

1. ALSDE Approved **General** Professional Learning must be met by completion of 10 clock hours of professional learning in Educator Ethics, which may be included in **one** of the PLUs.

2. ALSDE Approved **Content Specific** Professional Learning must be met by completion of three (3) ALSDE-Approved PLUs.

Category 2: Professional Educator Certificate in an area of Early Childhood Education (grades P-3), Elementary Education (grades K-6, K-9, 1-9), or any Collaborative/Special Education/Multiple Abilities Certificate (grades P-3, K-6, 6-12, or P-12). Professional Learning is required in both general and content specific categories.

1. ALSDE Approved **General** Professional Learning must be met by completion of 10 clock hours of professional learning in Educator Ethics.

2. ALSDE Approved **Content Specific** Professional Learning must be met by completion of **all** the following:

a. 20 clock hours of professional learning in the Science of Reading

b. 20 clock hours of professional learning in Numeracy

Category 3: Speech Language Pathology Professional Educator Certificate. Professional Learning is required in both general and content specific categories.

1. ALSDE Approved **General** Professional Learning must be met by completion of 10 clock hours of professional learning in Educator Ethics.

2. ALSDE Approved **Content Specific** Professional Learning must be met by completion **one** of the following:

a. Valid license issued by a State Board of Examiners in Speech; **or**

b. 40 clock hours of professional learning offered by ALSDE-Approved Providers, in the area of certificate held or professional learning offered by the ALSDE.

Category 4: Renewable Degree Equivalent Career and Technical Education Certificate. Professional Learning is required in both general and content specific categories.

1. ALSDE Approved **General** Professional Learning must be met by completion of 10 clock hours of professional learning in Educator Ethics.

2. ALSDE Approved **Content Specific** Professional Learning must be met by completion **one** of the following:

a. MASTER level Occupational Proficiency as listed on the current occupational proficiency list; or

b. ENTRY level Occupational Proficiency as listed on the current occupational proficiency list **and** 15 hours of technical updates from CTE Summer Conference or other provider approved by the ALSDE CTE Section.

Category 5: Professional Educator Certificate in areas not covered by Categories 1, 2, 3, or 4. Professional Learning is required in both general and content specific categories.

1. ALSDE Approved General Professional Learning must be met by completion of 10 clock hours of professional learning in Educator Ethics.

2. ALSDE Approved **Content Specific** Professional Learning must be met by completion of 40 clock hours of professional learning in the area of the certificate held, offered by Alabama-approved providers or offered by the ALSDE.

Category 6: Alabama Retired Educators with at least 25 years of service may continue their certificate by paying a fee of $200.00. The certificate(s) will be renewed with a lifetime remaining valid period. Verification of retirement with at least 25 years of service is required from the Retirement Systems of Alabama (RSA). This option will not renew a certificate where a license/ credential is required.

(3) **General Requirements for the Reinstatement of Renewable Professional Educator Certificate, Renewable Degree Equivalent Career and Technical Certificate, Speech-Language Professional Educator Certificate, or Professional Leadership Certificate.**

(a) An expired certificate may be reinstated by meeting all current requirements in effect at the time the current application for this approach is received in the Educator Certification Section.

(b) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(c) Expired certificates may be reinstated, except those designated by the Educator Certification Section as not eligible for reinstatement.

(d) All Professional Educator Certificate, Renewable Degree Equivalent Career and Technical Certificate, Speech-Language Professional Educator Certificate, or Professional Leadership Certificate when reinstated are valid from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next five consecutive scholastic years.

(e) If the applicant has an expired Professional Leadership Certificate and also has an expired Professional Educator Certificate, meeting requirements to reinstate the Professional Leadership Certificate will **also** meet requirements, to reinstate the Professional Educator Certificate. If the applicant has an expired Professional Leadership Certificate and an expired renewable Career and Technical Certificate, meeting requirements to reinstate the Professional Leadership Certificate will also meet requirements. However, if a license/credential is required for another category, that requirement must also be met.

(f) Solely meeting requirements to reinstate the Professional Educator Certificate or renewable Career and Technical Certificate **will not** reinstate the Professional Leadership Certificate.

(g) Information about applications can be found in Rule 290-3-2-.02. Additional information regarding certificate renewal can be found on renewal guidance published by the Educator Certification Section.

(4) **Requirements for Reinstatement.** ALSDE Approved General Professional Learning **and** the Content Specific Professional Learning must be met.

(a) To reinstate a Professional Educator Certificate, Renewable Degree Equivalent Career and Technical Certificate,

Speech-Language Professional Educator Certificate, or Professional Leadership Certificate **during the same calendar year that the Certificate(s) expired.**

(b) The applicant must submit verification of meeting the continuation requirements during the valid period of the recently expired certificate and/or during the same calendar year of the recently expired certificate.

(c) In addition to the $38.00 application fee, the applicant must also pay an additional $38.00 late fee.

(d) To reinstate a Professional Educator Certificate, Renewable Degree Equivalent Career and Technical Certificate, Speech-Language Professional Educator Certificate, or Professional Leadership Certificate **after the calendar year that the Certificate(s) expired.**

(e) The applicant must submit verification of meeting the requirements outlined for continuation within 2 years (48 months) immediately prior to receipt of the current application in the Educator Certification Section.

(f) In addition to the $38.00 application fee, the applicant must also pay an additional $38.00 late fee.

(g) If another valid certificate and/or license is not held, a new criminal history background check is required.

(5) **Allowable Professional Development: Clock Hours of Professional Development and Professional Learning Units (PLUs).** Professional learning and Professional Learning Unit is defined in Rule 290-3-2-.01.

(a) Clock hours of professional learning earned and applied toward renewal must meet **all** of the following requirements:

1. Related to professional education in the identified areas with consideration given to the sponsoring organization, the professional qualifications of the presenter and the purposes, goals and evaluation of the activity.

2. Consistent with the Alabama Standards for Professional Development as prescribed in Rule 290-4-3-.01.

3. Must be approved and completed through the ALSDE-approved providers published by the Professional Learning Section.

(b) PLUs for instructional leadership are a content driven, long-term unit of professional study for instructional leaders that fully addresses all knowledge and ability indicators

under an Alabama Standard for School Leadership. PLUs must be approved and completed through the ALSDE-approved providers published by the Professional Learning Section.

(6) **Allowable Credit.**

(a) Semester or quarter hours of college or university credit, earned and applied toward the renewal of a Professional Educator Certificate, Renewable Degree Equivalent Career and Technical Certificate, Speech-Language Professional Educator Certificate, or Professional Leadership Certificate must be completed at a regionally accredited senior institution.

(b) Appropriate course content for the **Content Specific Professional Learning** must meet the outlined content criteria. The Content Specific Professional Learning may also be met with three (3) semester hours of allowable credit. The allowable credit must be earned in **one** of the following:

1. Content Specific: A State/state-approved educator preparation program in the content specific teaching field or area of instructional support.

2. Content Specific: An academic content course in the teaching field or area of instructional support of the certificate(s) held.

3. Content Specific: The teaching field or area of instructional support at the doctoral level of the certificate(s) held.

4. For **Category 2** Certificates, only approved allowable credit from an Alabama college or university will be accepted.

(c) Appropriate course content for the **General Professional Learning** area of educator ethics, must receive prior approval by the Educator Certification Section.

(d) Appropriate level and minimum grade requirement of coursework earned towards renewal. Allowable credit must meet **one** of the following criteria:

1. Upper division or graduate level courses with a grade of "B' or above in each course completed for credit towards the renewal of a:

(i) Class B Professional Educator Certificate;

(ii) Renewable Degree Equivalent Technical Education 2, 3, or 4 Career and Technical Certificate;

(iii) Renewable Degree Equivalent Health Science 2 or 3 Career and Technical Certificate.

2. Graduate level courses with a grade of "B" or above in each course completed for credit towards the renewal of a:

(i) Class A or Class AA Professional Educator Certificate;

(ii)Class A or Class AA Professional Leadership Certificate;

(iii) Speech-Language Pathology Professional Educator Certificate;

(iv) Renewable Degree Equivalent Technical Education 5 Certificate;

(v) Renewable Degree Equivalent Health Science 4 Certificate.

Author: Dr. Thomas R. Bice, Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: **New Rule:** Published June 30, 2026; effective August 14, 2026.

290-3-2-.42 Speech Language Pathology Assistant (SLA) Certificate Approach.

(1) **Overview.** A superintendent who wishes to employ an individual as a speech-language pathology assistant may request a nonrenewable Level I or renewable Level II Speech-Language Pathology Assistant Certificate. This certificate allows an individual who has an earned bachelor's degree from a regionally accredited senior institution in speech-language pathology or communication sciences and disorders (with a speech-language emphasis) to be employed as a full-time speech-language pathology assistant under appropriate supervision. Requirements for issuance of a renewable Level II Speech-Language Pathology Assistant Certificate, include 12 semester hours of prescribed graduate credit. A Speech-Language Pathology Assistant Certificate is not appropriate certification for any other assignment.

(2) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(3) **Requirements for Issuance of a Nonrenewable Level I Certificate.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) The applicant is required to submit to the superintendent documentation of having met all requirements as prescribed in this Rule and on the application.

(c) Verification of at least an earned bachelor's degree from a regionally accredited senior institution in speech-language pathology or communication sciences and disorders (with a speech-language emphasis). The bachelor's degree must be posted with a minimum overall grade point average (GPA) of at least 2.5.

(d) Verification of a current passing score on the prescribed Praxis subject area assessment(s) of the AECAP. The Praxis requirement becomes effective when a subject area assessment is implemented.

(e) The employing superintendent's designation of an appropriate supervisor who is **one** of the following:

1. A speech-language pathologist who holds a valid Class A or Class AA Professional Educator Certificate in speech or language impairment.

2. A special education coordinator or special education supervisor who holds a valid Professional Educator Certificate **in an area of** special education.

(4) **Requirements for Issuance of a Renewable Level II Certificate.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) The applicant is required to submit to the superintendent documentation of having met all requirements as prescribed in this Rule and on the application.

(c) A valid or expired Level I Certificate.

(d) 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 Certificate.

(e) Verification the two years of required employment were supervised by an appropriate supervisor.

(f) Documentation of having completed **one** of the following:

1. A valid Class A Professional Educator Certificate in an area of special education.

2. Twelve (12) semester hours of graduate credit with a grade of "B" or above from a regionally accredited senior institution. The credit must be from **one** of the following three options:

(i) A master's degree level special education state-approved program.

(ii) A master's degree level speech-language pathology program that was in candidacy status at the time the credits were earned or holds accreditation by the Council of Academic Accreditation in Audiology and Speech-Language Pathology (CAA).

(iii) A combination of courses from (i) and (ii).

(g) Verification of a current passing score on the prescribed Praxis subject area assessment(s) of the AECAP. The Praxis requirement becomes effective when a subject area assessment is implemented.

(5) **Requirements for the Renewal of a Level II Certificate.**

(a) The Level II Certificate may be **continued** at the request of the employing superintendent who wishes to employ the applicant as a speech-language pathology assistant when **all** requirements have been met. All requirements to be applied toward the continuation of a certificate must be completed during the valid period of the current certificate.

1. If the individual holds a valid Class A Professional Educator Certificate in an area of special education, the Level II Certificate may be continued upon continuation of the Class A Professional Educator Certificate.

2. If the individual does not hold a valid Class A Professional Educator Certificate in an area of special education:

(i) Verification that years serving as a speech-language pathology assistant were supervised by an appropriate supervisor.

(ii) Unless the individual has completed all courses and other master's degree level or higher state-approved program requirements except the internship, twelve additional semester hours of graduate credit with a grade of "B" or above from a regionally accredited senior institution are required. The credit must be earned during the valid period of the Level II Certificate. The credit must meet the same criteria as required for issuance of the Level II Certificate.

(iii) The requirement for 12 additional semester hours of graduate credit earned during the valid period of the Level II Certificate to be renewed continues until the individual completes one of the following:

(I) Earns a master's degree in speech-language pathology or communication sciences and disorders (with a speech-language emphasis) and holds at least a Class A Professional Educator Certificate in speech and language impairment;

(II) Holds a valid Class A Professional Educator Certificate in an area of special education; or

(III) Completes all courses and other state-approved program requirements for a Class A Professional Educator Certificate in an area of special education except the internship.

(b) The Level II Certificate may be **reinstated** at the request of the employing superintendent who wishes to employ the applicant as a speech-language pathology assistant when **all** requirements have been met. All requirements to be applied toward the continuation of a certificate must be completed during the valid period of the current certificate.

1. If the individual held a Class A Professional Educator Certificate in an area of special education, requirements for reinstating a Level II Certificate are the same as the requirements for reinstating a Class A Professional Educator Certificate.

2. If the individual does not hold a Class A Professional Educator Certificate in an area of special education the individual must meet the same credit requirements as outlined for continuation in this Rule. The credit must be earned within the two years prior to the beginning date of the reinstated certificate.

3. Verification of a current passing score on the prescribed Praxis subject area assessment(s) of the AECAP. The Praxis requirement becomes effective when a subject area assessment is implemented.

(6) **Valid Period.**

(a) The Level I Certificate shall be valid from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next three consecutive scholastic years and is not renewable.

(b) The Level II Certificate shall be valid from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next consecutive five scholastic years and is renewable.

(7) **Historical Information.** Class B Professional Educator Certificates in speech or language impairment have not been initially issued with a valid period beginning after July 1, 2007.
Author: Dr. Thomas R. Bice, Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: **New Rule:** Published June 30, 2026; effective August 14, 2026.

290-3-2-.43 Speech Language Pathology Professional Educator Certificate (SLPEC) Approach.

(1) **Overview.** An individual may seek certification in the instructional support area of speech-language pathology. A SLPEC allows the holder to serve only as a speech-language pathologist.

(2) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(3) **Requirements.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) Verification of all degrees earned.

(c) Verification of an earned master's or higher degree from a regionally accredited senior institution.

(d) Verification of the applicant's valid speech-language pathology license or valid renewal certificate/card issued by any state's board of examiners in speech pathology and audiology.

(4) **Degree Level.** The Professional Educator Certificate issued through this approach shall be issued at the Class A (master's degree) level.

(5) **Valid Period.** The valid period of the SLPEC shall be from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next five consecutive scholastic years.
Author: Dr. Thomas R. Bice, Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).

History: New Rule: Published June 30, 2026; effective August 14, 2026.

290-3-2-.44 Speech Language Pathology Temporary Certificate (SLTC) Approach.

(1) **Overview.** A superintendent or administrator who wishes to employ an individual as a speech-language pathologist may request a SLTC. This certificate may be requested for an individual who does not hold a valid speech-language pathology license or valid renewal certificate/card issued by any state's board of examiners in speech pathology and audiology. The SLTC is not an alternative certificate. A SLTC allows the holder to serve only as a speech-language pathologist.

(2) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(3) **Requirements.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) Verification of all degrees earned.

(c) Verification of an earned master's or higher degree from a regionally accredited senior institution.

(d) Verification of completion of a master's degree level speech-language pathology program that held, or was in candidacy status for, accreditation by the Council on Academic Accreditation (CAA) of the American Speech-Language Hearing Association (ASHA) at the time of program completion.

(e) Verification of satisfactory performance on the CAA-prescribed Praxis subject area assessment(s).

(4) **Degree Level.** The SLTC shall be issued at the master's degree level.

(5) **Valid Period.** The valid period of the SLTC shall be from the date of issuance through the remainder of the same scholastic year, and thereafter, for the next consecutive scholastic year. The SLTC shall not be continued, renewed, reinstated, or reissued.
Author: Dr. Thomas R. Bice, Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, 16-23-2 (1975).
History: New Rule: Published June 30, 2026; effective August 14, 2026.

290-3-2-.45 Military Veteran Temporary Teaching Certificate (MTV) Approach.

(1) **Overview.** A superintendent or administrator who wishes to employ a military veteran as a teacher may request an MTV. This certificate may be requested for veterans who meet certain requirements for providing instruction in teaching fields as identified on the application form. To apply for a Professional Educator Certificate, the veteran must meet the certification requirements of one of the available certification approaches. The veteran will be notified by the Educator Certification Section of the available approaches upon issuance of the MTV. **Effective date of this Rule is October 1, 2026.**

(2) **Limitations on Issuance.**

(a) Time served as a teacher pursuant to an MVT shall not be counted in determining continuing service status.

(b) Individuals who receive an MTV shall not be available to receive an emergency certificate. Individuals who have held an emergency certificate are not eligible to receive an MTV.

(3) **Application.** Information about applications can be found in Rule 290-3-2-.02.

(4) **Requirements.**

(a) Successful completion of the Alabama Special Requirements in Rule 290-3-2-.02.

(b) Verification of 48 months of active-duty military service with an honorable discharge or a medical separation.

(c) Verification of completion of 60 college credits with a minimum grade point average (GPA) of at least 2.5.

(d) Verification of a **current** passing score on the prescribed Praxis subject area assessment(s) of the AECAP.

(e) An assigned mentor as required in Rule 290-3-2-.01 for two years or participation in the Alabama Teacher Mentor Program if hired by a local board of education that participates in the program.

(4) **Degree Level.** The Military Veteran Temporary Teaching Certificate will not be issued at a degree level.

(5) **Valid Period.** The valid period of the MTV shall be issued for five consecutive scholastic years. The MTV shall not be continued, renewed, reinstated, or reissued.
Author: Dr. Eric G. Mackey
Statutory Authority: Ala. Const. 1901, Amend. 284; Ala. Code §§ 16-3-11, 16-23-1, and 16-23-2 (1975).
History: **New Rule:** Published June 30, 2026; effective August 14, 2026.