In addition to the requirements listed for each certification approach all applicants must also complete the background clearance process, verify their citizenship or national status, and submit an application and fee.

### Existing Approaches with NO Changes Proposed

<table>
<thead>
<tr>
<th>Alabama Educator Preparation Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>An individual who has completed a State-approved P-12 educator preparation program at an Alabama college/university may be recommended for certification by the certification officer of that college/university.</td>
</tr>
<tr>
<td>• At least an earned bachelor’s degree from a senior institution that was regionally accredited at the time the degree was conferred (for most teaching fields)</td>
</tr>
<tr>
<td>• At least an earned master’s degree from a senior institution that was regionally accredited at the time the degree was conferred (for areas of instructional support such as school counseling)</td>
</tr>
<tr>
<td>• Appropriate full time educational experience (for areas of instructional support such as school counseling)</td>
</tr>
<tr>
<td>• When applicable, passing scores on the AECAP basic skills assessments</td>
</tr>
<tr>
<td>• When applicable, passing score(s) on the AECAP prescribed Praxis II subject area test(s)</td>
</tr>
<tr>
<td>• When applicable, passing score(s) on the AECAP Praxis II PLT test(s)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Certification Based on Test</th>
</tr>
</thead>
<tbody>
<tr>
<td>An individual may add certain teaching field(s) to their existing Alabama teaching certificate.</td>
</tr>
<tr>
<td>• A valid Alabama Professional Educator Certificate in a teaching field</td>
</tr>
<tr>
<td>• Two full scholastic years of teaching experience</td>
</tr>
<tr>
<td>• Passing score(s) on the AECAP prescribed Praxis II subject area test(s) for the teaching field to be added</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Certification Based on Completion of a Council for Accreditation of Counseling and Related Educational Programs (CACREP) Accredited School Counseling Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>An individual who has completed at least a master’s degree level CACREP-accredited school counseling program may meet requirements for Alabama certification in school counseling.</td>
</tr>
<tr>
<td>• At least an earned master’s degree from a senior institution that was regionally accredited at the time the degree was conferred</td>
</tr>
<tr>
<td>• Completion of a CACREP-accredited school counseling program</td>
</tr>
<tr>
<td>• Passing score on the National Counseling Exam</td>
</tr>
<tr>
<td>• Passing scores on the AECAP basic skills assessments</td>
</tr>
<tr>
<td>• Passing score(s) on the AECAP prescribed Praxis II subject area test(s)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Child Nutrition Program Director</th>
</tr>
</thead>
<tbody>
<tr>
<td>An individual may meet requirements for child nutrition program director certification.</td>
</tr>
<tr>
<td>• Meet all requirements outlined by the Child Nutrition Section of the ALSDE</td>
</tr>
<tr>
<td>• Recommendation from the State Director of the Child Nutrition Program.</td>
</tr>
</tbody>
</table>
### Driver and Traffic Safety Education
An individual may add Driver and Traffic Safety Education to their existing Alabama teaching or leadership certificate.

- A valid Alabama Professional Educator Certificate or Alabama Professional Leadership Certificate
- Credit earned for the required basic and advanced driver education coursework

### Foreign Credentials
An individual who has completed a P-12 educator preparation program in another country may meet requirements for Alabama certification, if Alabama offers comparable certification.

- Credential evaluation by a Department approved agency verifying:
  - At least an earned bachelor’s degree (master’s degree for areas of instructional support such as school counseling) from another country which is equivalent to a degree earned from a regionally accredited senior institution in the United States, and
  - The area of the P-12 educator preparation program completed.
- Two full years of full time educational experience (for areas of instructional support such as school counseling)
- Passing scores on the AECAP basic skills assessments
- Passing score(s) on the AECAP prescribed Praxis II subject area test(s)
- Passing score(s) on the AECAP Praxis II PLT test(s)

### JROTC
An individual may meet requirements for JROTC certification.

- Request from an employing Alabama county/city superintendent or eligible non-public school administrator
- Recommendation and approval by the United States military to serve as a JROTC instructor.

### National Board for Professional Teaching Standards (NBPTS)
An individual who holds valid NBPTS certification may meet requirements for Alabama certification, if Alabama offers comparable certification.

- At least an earned bachelor’s degree from a senior institution that was regionally accredited at the time the degree was conferred
- At least an earned master’s degree from a senior institution that was regionally accredited at the time the degree was conferred (for school counselor and library media specialist)
- Two full years of full-time educational experience (for school counselor and library media specialist)
- Valid NBPTS certificate
- Passing scores on the AECAP basic skills assessments
- Passing score(s) on the AECAP prescribed Praxis II subject area test(s)
### National School Psychologist

An individual who is certified as a National School Psychologist may meet requirements for Alabama certification in school psychology.

- At least an earned master’s degree from a senior institution that was regionally accredited at the time the degree was conferred
- Valid National School Psychologist certification
- Passing scores on the AECAP basic skills assessments
- Passing score(s) on the AECAP prescribed Praxis II subject area test(s)

### Out of State Certificate

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 may meet requirements for Alabama certification, if Alabama offers comparable certification.

- At least an earned bachelor’s degree from a senior institution that was regionally accredited at the time the degree was conferred
- At least an earned master’s degree from a senior institution that was regionally accredited at the time the degree was conferred (for areas of instructional support such as school counseling)
- Full time educational experience required for the area of instructional support
- Valid professional educator certificate issued by another state
- Satisfy content area testing either by:
  1. Passing score(s) on the AECAP prescribed Praxis II subject area test(s),
  2. Content knowledge test passed for issuance of the certificate in the other state, or
  3. Appropriate educational experience in the other state.

### Substitute License

An individual may meet requirements for a Substitute License.

- Request from an employing Alabama county/city superintendent or eligible non-public school administrator
- Graduation from high school or completion of an Alabama State Department of Education approved equivalent
# New Approaches and Existing Approaches with Proposed Changes

## Career and Technical Education Temporary Certificate
An employing Alabama county/city superintendent or eligible non-public school administrator may request a Career and Technical Education Temporary Certificate for an individual when a teacher in a technical education program area or health science is not available.

<table>
<thead>
<tr>
<th>Current Requirements</th>
<th>Proposed Changes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Science: Active Alabama license in a registered nursing, paramedical, or allied health specialty</td>
<td>An individual cannot hold both a Temporary and an Emergency Certificate. The Temporary Certificate is currently available in areas which may also be issued on an Emergency Certificate. This closes a loophole so that individuals can no longer serve for 2 years without the necessary credentials.</td>
</tr>
<tr>
<td>Technical Education Program Area of Cosmetology: Valid Alabama Cosmetology Instructor License</td>
<td>All current requirements in opposite column are applicable. Only changes are listed in this column.</td>
</tr>
</tbody>
</table>

## Emergency Certificate
An employing Alabama county/city superintendent or eligible non-public school administrator may request an Emergency Certificate for an individual when a certified teacher is not available.

<table>
<thead>
<tr>
<th>Current Requirements</th>
<th>Proposed Changes</th>
</tr>
</thead>
<tbody>
<tr>
<td>At least an earned bachelor’s degree from a senior institution that was regionally accredited at the time the degree was conferred</td>
<td>An individual cannot hold both a Temporary and an Emergency Certificate. The Emergency Certificate is currently available in areas which may also be issued on a Career and Technical Temporary Certificate. This closes a loophole so that individuals can no longer serve for 2 years without the necessary credentials.</td>
</tr>
</tbody>
</table>

All current requirements in opposite column are applicable. Only changes are listed in this column.
An employing Alabama county/city superintendent or eligible non-public school administrator may request a PCTF for an individual in certain K-12 and 6-12 teaching fields. This is a legislated approach.

<table>
<thead>
<tr>
<th>Current Requirements</th>
<th>Proposed Changes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Requirements must be met prior to September 1 and application must be submitted no later than October 1.</td>
<td>Requirements must be met prior to October 1 and application must be submitted no later than October 1. This will allow more time for the superintendent to determine whether they need to hire individuals on an alternative certificate and for the individuals to meet the requirements.</td>
</tr>
</tbody>
</table>

Three 1 year alternative certificates must be held before an applicant is eligible to apply for professional certification.

**1st Certificate**
- At least an earned bachelor’s degree (overall GPA of 2.5) from a senior institution that was regionally accredited at the time the degree was conferred
- Passing scores on the AECAP basic skills assessments
- Passing score(s) on the AECAP prescribed Praxis II subject area test(s) for the teaching field
- In teaching fields where a Praxis II test is not available:
  - An academic major in the teaching field, or
  - 32 semester hours of earned credit in the teaching field with at least 19 of the hours at the upper division level
- Appropriate teaching assignment and mentor

**2nd Certificate**
- Full year of appropriate teaching experience while holding the first certificate.
- Credit earned in two of the four areas of required coursework (classroom management, evaluation of teaching and learning, special needs, and specific methods of teaching)
- Appropriate teaching assignment and mentor

**3rd Certificate**
- Full year of appropriate teaching experience while holding the second certificate
- Credit earned in the remaining two areas of required coursework (classroom management, evaluation of teaching and learning, special needs, and specific methods of teaching)
- Appropriate teaching assignment and mentor
- Passing score(s) on the AECAP Praxis II PLT test(s)

**1st Certificate**
- July 1, 2017, the overall GPA will increase to 2.75 (for bachelor’s degree) and 3.0 (for master’s degree). *This change is to align with the GPA increases in the Educator Preparation Chapter.*

**2nd Certificate**
- An applicant who holds a valid professional educator certificate in a teaching field will be required to take only the specific methods of teaching course for the area in which certification is sought. *The other coursework would have been taken prior to issuance of the professional certificate they currently hold.*

**3rd Certificate**
- No proposed changes.

*All current requirements in opposite column are applicable. Only changes are listed in this column.*
**Provisional Certificate in a Career and Technical Teaching Field (PCCT)**

(currently referred to as the Career and Technical Alternative Baccalaureate-Level Certificate)

An employing Alabama county/city superintendent or eligible non-public school administrator may request a PCCT for an individual in certain 6-12 career and technical teaching fields.

<table>
<thead>
<tr>
<th>Current Requirements</th>
<th>Proposed Changes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Requirements must be met prior to September 1 and application must be submitted no later than October 1.</td>
<td>Requirements must be met prior to October 1 and application must be submitted no later than October 1. <em>This will allow more time for the superintendent to determine whether they need to hire individuals on an alternative certificate and for the individuals to meet the requirements.</em></td>
</tr>
</tbody>
</table>

Three 1 year alternative certificates must be held before an applicant is eligible to apply for professional certification.

### 1st Certificate

- At least an earned bachelor’s degree (overall GPA of 2.5) from a senior institution that was regionally accredited at the time the degree was conferred
- Passing scores on the AECAP basic skills assessments
- Passing score(s) on the AECAP prescribed Praxis II subject area test(s) for the teaching field
- In technical education teaching fields where a Praxis II test is not available:
  1. An academic major in the teaching field, or
  2. 32 semester hours of earned credit in the teaching field with at least 19 of the hours at the upper division level
- In health science:
  1. An active Alabama license as a physician, registered nurse, or allied health specialist, and
  2. At least a bachelor’s degree in the area of the active Alabama license
- Appropriate teaching assignment and mentor

### 2nd Certificate

- Full year of appropriate teaching experience while holding the first certificate.
- Credit earned in two of the four areas of required coursework (classroom management, evaluation of teaching and learning, special needs, and specific methods of teaching)
- Completion of the Career and Technical New Teacher Institute
- Appropriate teaching assignment and mentor

### 1st Certificate

- July 1, 2017, the overall GPA will increase to 2.75 (for bachelor’s degree) and 3.0 (for master’s degree). *This change is to align with the GPA increases in the Educator Preparation Chapter.*

### 2nd Certificate

- An applicant who holds a valid professional educator certificate in a teaching field will be required to take only the specific methods of teaching course for the area in which certification is sought. *The other coursework would have been taken prior to issuance of the professional certificate they currently hold.*
<table>
<thead>
<tr>
<th>3rd Certificate</th>
<th>3rd Certificate</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Full year of appropriate teaching experience while holding the second certificate</td>
<td>• No proposed changes.</td>
</tr>
<tr>
<td>• Credit earned in the remaining two areas of required coursework (classroom management, evaluation of teaching and learning, special needs, and specific methods of teaching)</td>
<td></td>
</tr>
<tr>
<td>• Appropriate teaching assignment and mentor</td>
<td></td>
</tr>
<tr>
<td>• Passing score(s) on the AECAP Praxis II PLT test(s)</td>
<td></td>
</tr>
</tbody>
</table>

All current requirements in opposite column are applicable. Only changes are listed in this column.
## Provisional Certificate in Library Media or School Counseling (PCLS)
*(currently referred to as the Preliminary Certificate)*

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

<table>
<thead>
<tr>
<th>Current Requirements</th>
<th>Proposed Changes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Requirements must be met prior to September 1 and application must be submitted no later than October 1.</td>
<td>Requirements must be met prior to October 1 and application must be submitted no later than October 1. <em>This will allow more time for the superintendent to determine whether they need to hire individuals on an alternative certificate and for the individuals to meet the requirements.</em></td>
</tr>
<tr>
<td>Requested in the areas of school counseling, library media, and speech pathology.</td>
<td>This certificate will no longer be available in the area of speech pathology. <em>Speech Pathologists will now be required to apply through one of the speech approaches to be sure that the necessary licensure is held.</em></td>
</tr>
<tr>
<td>Two 1 year alternative certificates must be held before an applicant is eligible to apply for professional certification.</td>
<td></td>
</tr>
</tbody>
</table>

### 1st Certificate
- At least an earned master’s degree (overall GPA of 3.0) from a senior institution that was regionally accredited at the time the degree was conferred
- Library Media: At least a master’s degree in library science
- School Counseling
  1. Completion of a school counseling State-approved program,
  2. A master’s level school counseling certificate from another state, OR
  3. A master’s degree in an area of counseling, other than school counseling and license issued by a state board of examiners in counseling
- Speech Pathology: At least a master’s degree in speech-language pathology, communication science and disorders, or speech therapy
- Passing scores on the AECAP basic skills assessments
- Passing score(s) on the AECAP prescribed Praxis II subject area test(s)
- Appropriate assignment and mentor

### 2nd Certificate
- One full semester of appropriate full-time educational work experience while holding the first certificate.
- Appropriate assignment and mentor

### 1st Certificate
- July 1, 2017, the overall GPA will increase to 3.25 for the current Library Media option. *This change is to align with the GPA increases in the Educator Preparation Chapter.*
- Library Media
  1. Completion of a library media State-approved program, OR
  2. A master’s level library media certificate from another state
   *This will provide the same options for library media specialists as for school counselors through this approach.*

### 2nd Certificate
- One full year of appropriate full-time educational work experience while holding the 1st certificate. *Requiring the full years will ensure that these individuals have experience with all duties from the beginning to the end of school.*

*All current requirements in opposite column are applicable. Only changes are listed in this column.*
An employing Alabama county/city superintendent or eligible non-public school administrator may request an IEC to facilitate employment for an individual who has been unconditionally admitted to a master’s level or sixth-year level State-approved program at an Alabama college/university.

<table>
<thead>
<tr>
<th>Current Requirements</th>
<th>Proposed Changes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Requirements must be met prior to September 1 and application must be submitted no later than October 1.</td>
<td>Requirements must be met prior to application submission and the application may be submitted at any time during the school year. <em>Since experience is not required for this approach, to allow more flexibility for the school systems/non-public schools, we are proposing to remove the date by which the application must be submitted. This will allow school systems/non-public schools to employ individuals and request an IEC any time during the school year.</em></td>
</tr>
</tbody>
</table>

Up to three 1 year certificates may be requested.

<table>
<thead>
<tr>
<th></th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>- Meet unconditional admission requirements as prescribed in the current Educator Preparation Chapter</td>
<td>- No proposed changes.</td>
<td>- Credit earned in at least three of the courses required in the State-approved program</td>
<td>- Credit earned in at least four additional courses required in the State-approved program</td>
</tr>
<tr>
<td>- When applicable, passing scores on the AECAP basic skills assessments</td>
<td></td>
<td>- Appropriate assignment and mentor</td>
<td>- Appropriate assignment and mentor</td>
</tr>
<tr>
<td>- When applicable, passing score(s) on the AECAP prescribed Praxis II subject area test(s)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

All current requirements in opposite column are applicable. Only changes are listed in this column.
Business and Industry to Educational Administrator Certificate (BIEA)  
(currently referred to as the Preliminary Certificate Through Exception)

The Preliminary Certificate Through Exception has been issued since the 1997-1998 school year. It may be requested when no other certification option can be used. Very few of these are issued.

An employing Alabama county/city superintendent, or the local board chair to employ a superintendent, may request a BIEA when no other certification approach is applicable in the area of educational administration.

<table>
<thead>
<tr>
<th>Current Requirements</th>
<th>Proposed Changes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Requirements must be met prior to September 1 and application must be submitted no later than October 1.</td>
<td>Requirements must be met prior to October 1 and application must be submitted no later than October 1. This will allow more time for the superintendent to determine whether they need to hire individuals on an alternative certificate and for the individuals to meet the requirements.</td>
</tr>
<tr>
<td>The PRE EX is available in the areas of instructional leadership and secondary and P-12 teaching fields.</td>
<td>The BIEA will only be available in the area of educational administration. It will be available to applicants who have a minimum of five years of leadership experience (within the last ten years) in a compensated executive, management, supervisory, or leadership position in business and industry.</td>
</tr>
</tbody>
</table>

1st Certificate

- Teaching Fields: At least an earned bachelor’s degree (overall GPA of 2.5) from a senior institution that was regionally accredited at the time the degree was conferred
- Instructional Support Areas: At least an earned master’s degree (overall GPA of 3.0) from a senior institution that was regionally accredited at the time the degree was conferred
- Passing scores on the AECAP basic skills assessments
- Passing score(s) on the AECAP prescribed Praxis II subject area test(s)
- For teaching fields where a Praxis II test is not available:
  1. An academic major in the teaching field, or
  2. 32 semester hours of earned credit in the teaching field with at least 19 of the hours at the upper division level
- Instructional Leadership: Credit earned in the areas of: ethics, planning, human and nonhuman resource development, diversity, public relations, technology, and personnel and financial management
- Appropriate assignment and mentor

1st Certificate

- July 1, 2017, the overall GPA will increase to 3.25. This change is to align with the GPA increases in the Educator Preparation Chapter.
- Credit earned in the following areas will be required: diversity, ethics, financial management, human resource management, nonhuman resource management, planning, public relations, and technology. These coursework areas align more with the current areas identified in the Educator Preparation Chapter.
<table>
<thead>
<tr>
<th>2nd Certificate</th>
<th>2nd Certificate</th>
</tr>
</thead>
<tbody>
<tr>
<td>• One full semester of appropriate full-time educational work experience while holding the 1st certificate.</td>
<td></td>
</tr>
<tr>
<td>• Instructional Leadership: Training in the personnel evaluation for the different categories of personnel for whom the applicant is responsible.</td>
<td></td>
</tr>
<tr>
<td>• Teaching Fields: Passing score(s) on the AECAP Praxis II PLT test(s)</td>
<td>• One full year of appropriate full-time educational work experience while holding the 1st certificate.</td>
</tr>
<tr>
<td></td>
<td>Requiring the full years will ensure that these individuals have experience with all duties from the beginning to the end of school.</td>
</tr>
<tr>
<td></td>
<td>• Training in the personnel evaluation for the different categories of personnel for whom the applicant is responsible will no longer be required. This training is no longer offered.</td>
</tr>
<tr>
<td></td>
<td>• Completion of the Superintendents’ Academy (for non-superintendents) or Superintendents’ Professional Development Program (for superintendents)</td>
</tr>
</tbody>
</table>

*All current requirements in opposite column are applicable. Only changes are listed in this column.*
Speech Pathology Professional Educator Certificate (SLPC) Approach  
(currently named Speech or Language Impairment Approach)

This approach allows an individual to apply for professional certification in the area of Speech Pathology.

<table>
<thead>
<tr>
<th>Current Requirements</th>
<th>Proposed Changes</th>
</tr>
</thead>
</table>
| • An earned master’s or higher degree from a regionally accredited senior institution.  
• Completion of an accredited master’s degree level speech pathology program.  
• Valid speech pathology license issued by any state’s board of examiners in speech pathology and audiology.  
• Passing score on the prescribed AECAP Praxis II subject area test(s) | • Satisfactory performance on the Speech Pathology Praxis II test, as prescribed by the Council on Academic Accreditation (CAA) in Audiology and Speech-Language Pathology of the American Speech-Language-Hearing Association (ASHA), in lieu of the AECAP Special Education Praxis II will be required.  
Successful completion of the Praxis II: Speech Pathology is required as exit criteria for graduation from a master’s level program in speech pathology throughout the United States. This test aligns more with what the speech pathologist will be doing.  
All current requirements in opposite column are applicable. Only changes are listed in this column. |

Speech Pathology Temporary Certificate (SLTC) Approach

An employing Alabama county/city superintendent may request a SLTC for an individual who has not earned a valid speech pathology license issued by a state’s board of examiners in speech pathology and audiology. This is a new certificate approach.

• An earned master’s or higher degree from a regionally accredited senior institution.  
• Completion of an accredited master’s degree level speech pathology program.  
• Satisfactory performance on the Praxis II test prescribed by the CAA of ASHA.  
• The SLTC may be valid for up to two consecutive years and is nonrenewable.

Speech Pathology Assistant (SLA) Certificate Approach

This certificate may be requested by an employing Alabama county/city superintendent for an individual who has at least a bachelor’s degree in speech pathology.

<table>
<thead>
<tr>
<th>Current Requirements</th>
<th>Proposed Changes</th>
</tr>
</thead>
</table>
| • At least an earned bachelor’s degree (overall GPA 2.5) in speech pathology or communication sciences and disorders (with a speech pathology emphasis)  
• An assigned supervisor  
• Passing score(s) on the AECAP basic skills assessments | • July 1, 2017, the overall GPA will increase to 2.75.  
This change is to align with the GPA increases in the Educator Preparation Chapter.  
All current requirements in opposite column are applicable. Only changes are listed in this column. |
### Bachelor’s Equivalent in Technical Education 1 (bachelor’s level pay)
(currently referred to as Specialty Area 1 Career and Technical Certificate in a Technical Education Program Area)

**No Proposed Changes to Requirements**

### Bachelor’s Equivalent in Technical Education 2 (bachelor’s level pay)
(currently referred to as Specialty Area 2 Career and Technical Certificate in a Technical Education Program Area)

- **One of the Current Requirements:**
  - Option One – Completion of Career and Technical Education Teacher Certification Program (CTE TCP)
  - Option Two – Complete five required CTE courses and attend New Teacher Institute

- **Proposed Requirement:**
  - Remove Option Two

- **Justification:**
  - Teachers certified through Option Two have cycled out

### Master’s Equivalent in Technical Education 3 (master’s level pay)
(currently referred to as Specialty Area 3 Career and Technical Certificate in a Technical Education Program Area)

- **One of the Current Requirements:**
  - Completion of the three required CTE courses: *Principles of CTE, Safety, and CTSOs*

- **Proposed Requirement:**
  - Beginning July 1, 2017, the three required CTE courses will be changed to the following three courses: *Classroom Management, Methods of Teaching Technical Education, and Strategies for Teaching Special Needs Students in Inclusive Settings*

- **Justification:**
  - The three new required courses are aligned with new options that enable teachers holding the Master’s Equivalent in Technical Education 3 certificate to pursue the Class B Professional Educator Certificate

### Master’s Equivalent in Technical Education 4 (master’s level pay)
(currently referred to as Specialty Area 4 Career and Technical Certificate in a Technical Education Program Area)

- **Current Requirement:**
  - Completion of a bachelor’s degree in *Technical Education*

- **Proposed Requirement:**
  - Option One - Hold a valid Alabama Class B Professional Educator Certificate in any teaching field
  - Option Two – Completion of at least a bachelor’s degree with an academic major in the technical education program area

- **Justification:**
  - Individuals may be eligible for the Master’s Equivalent in Technical Education 4 certificate if they hold a bachelor’s degree in areas such as Broadcasting, Engineering, Photography, or a Class B in any teaching field

### Sixth-year Equivalent in Technical Education 5 (sixth-year level pay)
(currently referred to as Specialty Area 5 Career and Technical Certificate in a Technical Education Program Area)

- **Current Requirement:**
  - Completion of a master’s degree in *Technical Education*

- **Proposed Requirement:**
  - Option One - Hold a valid Alabama Class A Professional Educator Certificate in any teaching field or area of instructional support
  - Option Two – Completion of at least a master’s degree with an academic major in the technical education program area

- **Justification:**
  - Individuals may be eligible for the Sixth-year Equivalent in Technical Education 5 certificate if they hold a bachelor’s degree in areas such as Broadcasting, Engineering, Photography, or a Class A in any teaching field or area of instructional support
### Bachelor’s Equivalent in Health Science 1 (bachelor’s level pay)
(Currently referred to as Specialty Area 1 Career and Technical Certificate in Health Science)

- **One of the Current Requirements:**
  - An earned bachelor’s degree or higher in a healthcare or related area and one year of acceptable full-time work experience

- **Proposed Requirement:**
  - An earned bachelor’s degree or higher in a healthcare or related area and two years of acceptable full-time work experience

- **Justification:**
  - Teachers must verify a minimum of two years full-time work experience per *Code of Federal Regulations Title 42: Public Health/Nurse Aide Training/Section 483.152* to be eligible to offer CNA certification to students

### Bachelor’s Equivalent in Health Science 2 (bachelor’s level pay)
(Currently referred to as Specialty Area 2 Career and Technical Certificate in Health Science)

- **One of the Current Requirements:**
  - Option One – Completion of Career and Technical Education Teacher Certification Program (CTE TCP)
  - Option Two – Complete five required CTE courses and attend New Teacher Institute

- **Proposed Requirement:**
  - Remove Option Two

- **Justification:**
  - Teachers certified through Option Two have cycled out

### Bachelor’s Equivalent in Health Science 3 (master’s level pay)
(Currently referred to as Specialty Area 3 and Specialty Area 4 Career and Technical Certificate in Health Science)

- **One of the Current Requirements:**
  - Individuals must complete 45 semester hours of specified coursework to include the three required CTE courses: *Principles of CTE, Safety, and CTSOs*

- **Proposed Requirement:**
  - Transcript verifying an associate’s degree or higher in a healthcare or related area and beginning July 1, 2017, individuals must complete the following three courses: *Classroom Management, Methods of Teaching Technical Education, and Strategies for Teaching Special Needs Students in Inclusive Settings*

- **Justification:**
  - An associate’s degree or higher is accepted in lieu of the 45 semester hours of specified coursework
  - The three new required courses are aligned with new options that enable teachers holding the Master’s Equivalent in Health Science 3 to pursue the Class B Professional Educator Certificate

### Sixth-year Equivalent in Health Science 4 (sixth-year level pay)
(Currently referred to as Specialty Area 5 Career and Technical Certificate in Health Science)

- **Current Requirement:**
  - Completion of a master’s degree in a healthcare area

- **Proposed Requirement:**
  - Completion of a master’s degree in a healthcare or related area

- **Justification:**
  - Individuals may be eligible for the Sixth-year Equivalent in Health Science 4 if they hold a master’s degree in a healthcare or related area
### Additional Teaching Field Approach Based on Proficiency
(for health science and technical education program areas)

<table>
<thead>
<tr>
<th>Current Requirements:</th>
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<tbody>
<tr>
<td>▪ Hold a valid Professional Educator Certificate in a teaching field</td>
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<tr>
<td>▪ Verify two full scholastic years of full-time teaching experience within a P-12 setting</td>
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<tr>
<td>▪ Verification of appropriate occupational proficiency</td>
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<tr>
<th>Proposed Requirement:</th>
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<tr>
<td>▪ Add completion of Session A of the Career and Technical Education Teacher Certification Program (CTE TCP)</td>
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<tr>
<th>Justification:</th>
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<tr>
<td>▪ Career and Technical Education teachers have responsibilities above and beyond typical experiences of a traditionally trained academic teacher</td>
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<tr>
<td>▪ CTE program will undergo Business/Industry Certification (BIC) review every five years</td>
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<td>▪ CTE program must meet minimum requirements for facilities and equipment</td>
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<td>▪ There must be an active Career Technical Student Organization (CTSO) that is nationally affiliated and includes student membership</td>
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<td>▪ Funding made available to support the program must be budgeted</td>
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<tr>
<td>▪ Students must have the opportunity to earn industry approved credentials to support Career Readiness Indicators</td>
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<tr>
<td>▪ CTE teachers are required to have an active advisory committee comprised of industry partners and applicable to their program area</td>
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</table>
Proposed New Career and Technical Education Additional Certification in Cooperative Education

- **Proposed Requirements:**
  - Hold a valid Professional Educator Certificate in a career and technical education teaching field
  - Completion of an approved career and technical education cooperative education coordinator preparation course at an Alabama institution with a State-approved program.
  - Verify two full scholastic years of full-time teaching experience in a career and technical education teaching field within a P-12 setting

- **Justification:**
  - Currently, individuals holding a Professional Educator Certificate in a career and technical education teaching field and have taken an approved career and technical education cooperative education coordinator preparation course are eligible to coordinate Work-Based Learning/Cooperative Education. Without the new Cooperative Education endorsement, LEAPS cannot detect if a coordinator has met the course requirement for this program.
  - Work-Based Learning/Cooperative Education programs must be supervised by individuals who have knowledge and experiences as they relate to career and technical education program areas. Requiring coordinators to have two years of full-time teaching experience in a career and technical education teaching field will ensure the success of students participating in work-based learning experiences, as well as strengthen partnerships with workforce development.

Proposed New Career and Technical Education Certificate to Professional Educator Certificate

- **Proposed Requirements for Health Science:**
  - Must hold a valid Master’s Equivalent in Health Science 3 or Sixth-year Equivalent in Health Science 4
  - Verify an active Alabama license in a registered nursing, paramedical, or an approved allied health specialty
  - Completion of at least a bachelor’s degree in a healthcare or related area
  - GPA of at least 2.5 prior to July 1, 2017; GPA of at least 2.75 on and after July 1, 2017
  - Verification of earning a “C” or above for Strategies for Teaching Special Needs Students in Inclusive Settings
  - Verify two full scholastic years of full-time teaching experience within a P-12 setting in health science
  - Verify passing score for the Praxis II Principles of Learning and Teaching

- **Proposed Requirements for Technical Education Program Areas:**
  - Must hold a valid Master’s Equivalent in Technical Education 4 or Sixth-year Equivalent in Technical Education 5 in a technical education program area
  - Verification of appropriate occupational proficiency
  - Completion of at least a bachelor’s degree in an academic major in the technical education program area for which the certificate is sought
  - GPA of at least 2.5 prior to July 1, 2017; GPA of at least 2.75 on and after July 1, 2017
  - Verification of earning a “C” or above for Strategies for Teaching Special Needs Students in Inclusive Settings
  - Verify two full scholastic years of full-time teaching experience within a P-12 setting in the technical education program area for which the certificate is sought
  - Verify passing score for the Praxis II Principles of Learning and Teaching

- **Justification:**
  - CTE teachers may pursue the Master’s Equivalent in Health Science 3 or the Master’s Equivalent in Technical Education 3 in a technical education program area and earn higher pay based on degree equivalency
  - CTE teachers who hold a bachelor’s degree or higher and a valid Master’s Equivalent in Health Science 3 or a valid Master’s Equivalent in Technical Education 4 may be eligible to pursue the Professional Educator Certificate without taking additional coursework
  - Currently, CTE teachers of health science and technical education program areas who hold a bachelor’s degree or higher must decide to pursue Career and Technical Education certification through the Career and Technical Education Certificate route with pay based on degree equivalency or pursue certification through the CT ABC route which requires additional coursework and pay is based on highest degree held