

ALABAMA STATE DEPARTMENT *of* EDUCATION
Alabama Association of School Boards
Dr. Eric G. Mackey

June 16, 2023





**Every Child.
Every Chance.
Every Day.**

Fundamental Questions

1. Will it help our students become better readers?
2. Will it help our students be better prepared for success in Algebra?
3. Will it help our students become more productive, responsible citizens when they graduate and enter the workforce?



ACHIEVEMENT on a whole new level

Alabama is 5th in the nation for **Financial Literacy**.

Alabama rises 12 spots on the **Nation's Report Card**.

Alabama ranked 5th in nation for number of new **NBCT's**.



Alabama is top 6 in **Computer Science** & tied for 1st for female students in enrolled **Computer Science**.

Alabama is ranked 5th for **low teacher turnover** in the nation.



ACHIEVEMENTS

ACADEMIC GROWTH & ACHIEVEMENT



2021

SBOE -Adopted
Standards & Textbooks;
and Assessments which
align with NAEP



1st

Ranked in the
Nation for
COVID Recovery



1,408

AMSTI
Schools



78%

3rd Graders
reading on
Grade Level

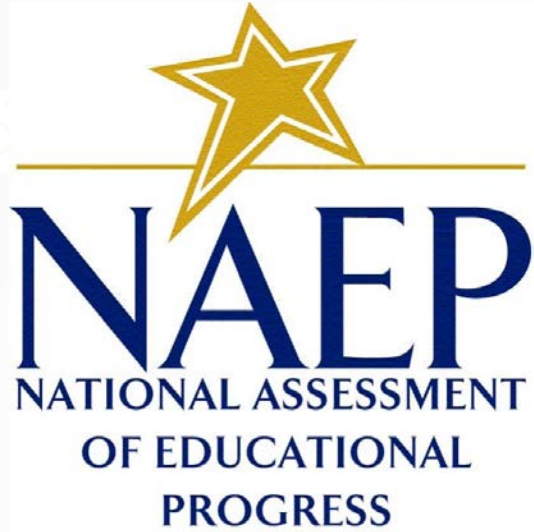


8,243

K-3 Summer
Reading Camps

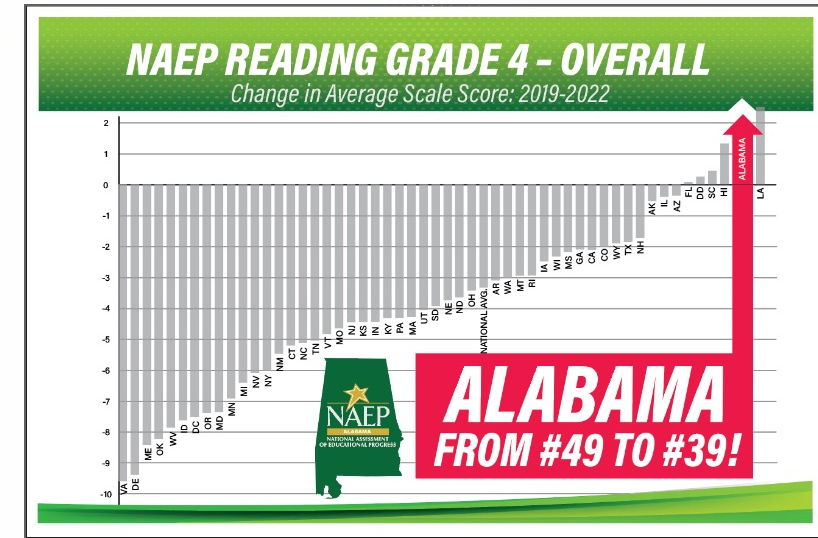
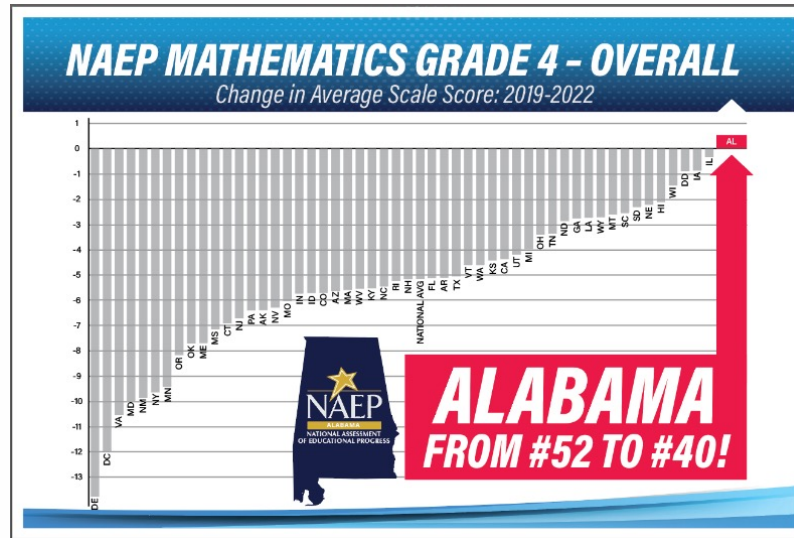


ACHIEVEMENTS



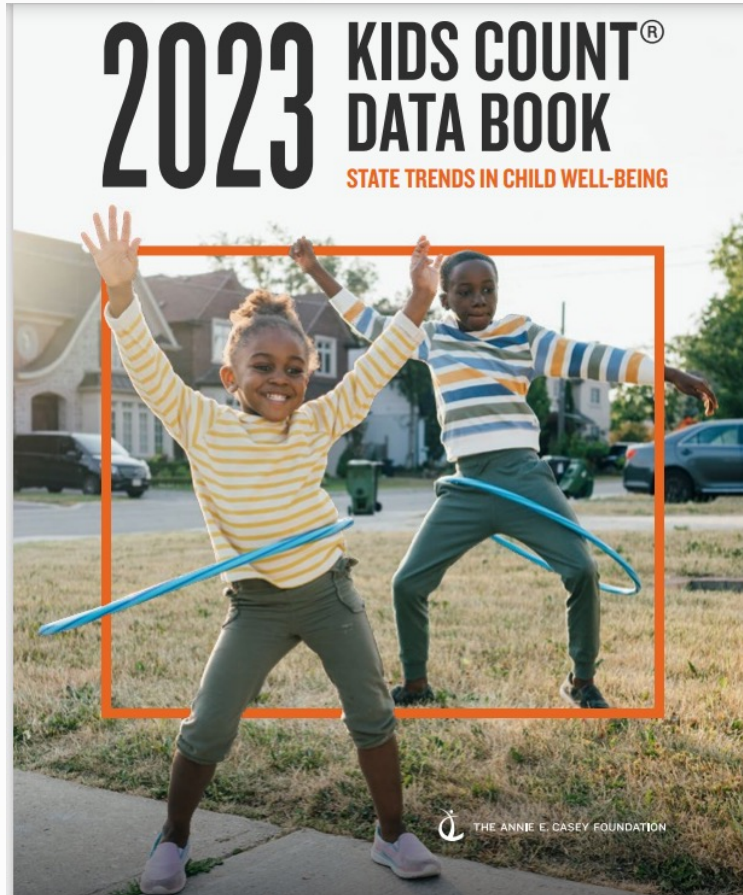
4th GRADE

- Math Increased from 52nd to 40th
- Reading Increased from 49th to 39th





ACHIEVEMENTS

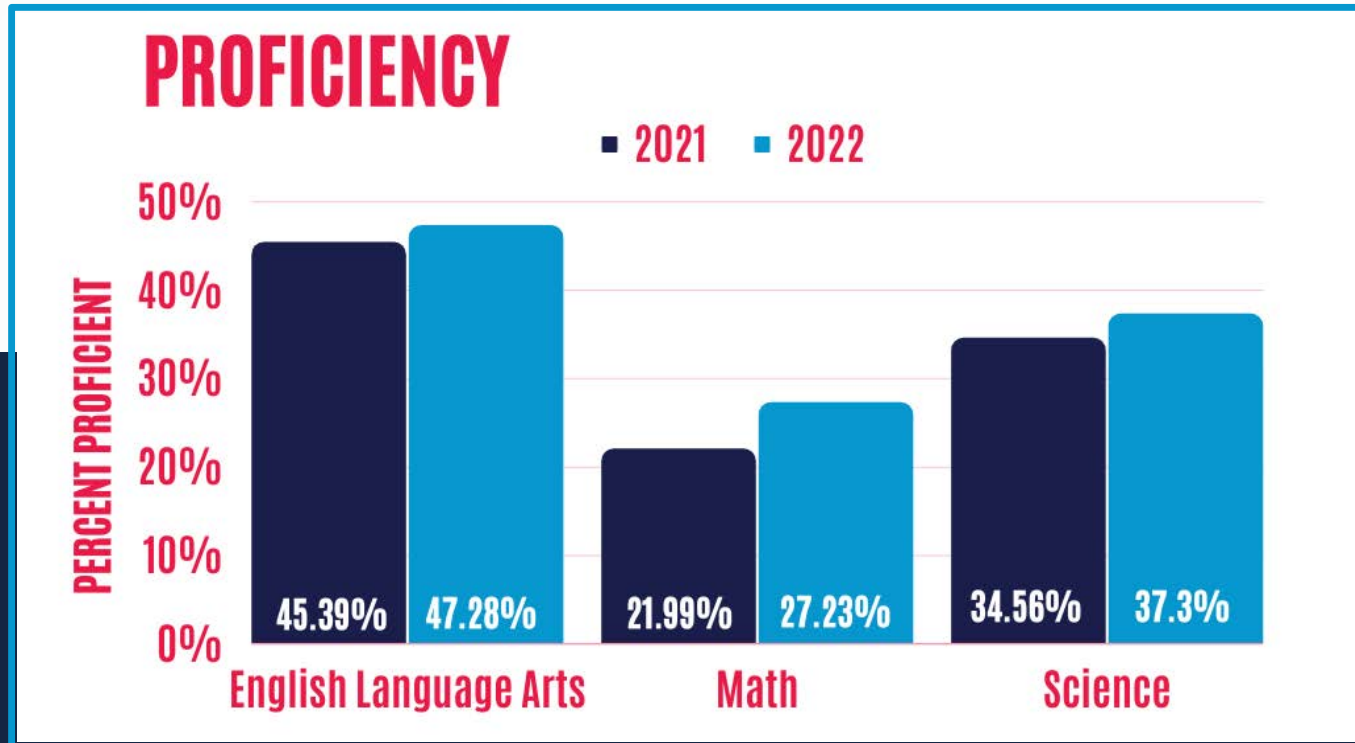


Alabama is now ranked 39th
in the country for Education.

- **Economic Well-Being**
- **Education**
- **Health**
- **Family & Community**



ACHIEVEMENTS – ACAP



2023 Results will
be Released in July



ACHIEVEMENTS

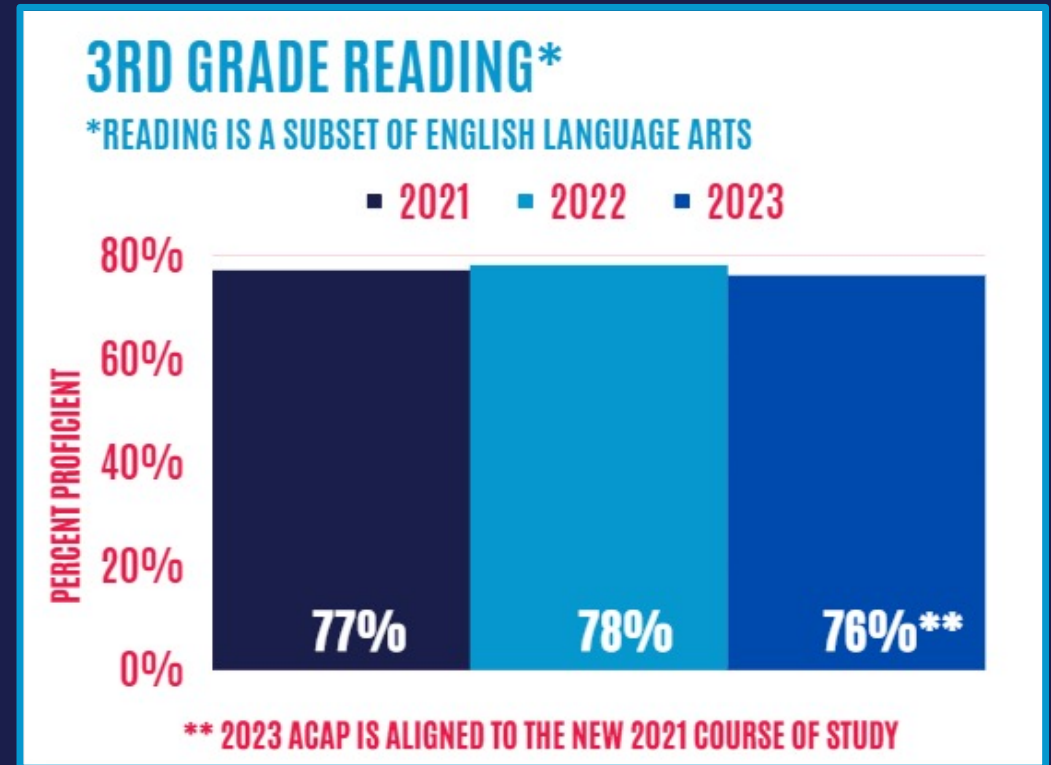
ACAP

Grade 3 Reporting Categories

2022: Vocabulary, reading comprehension

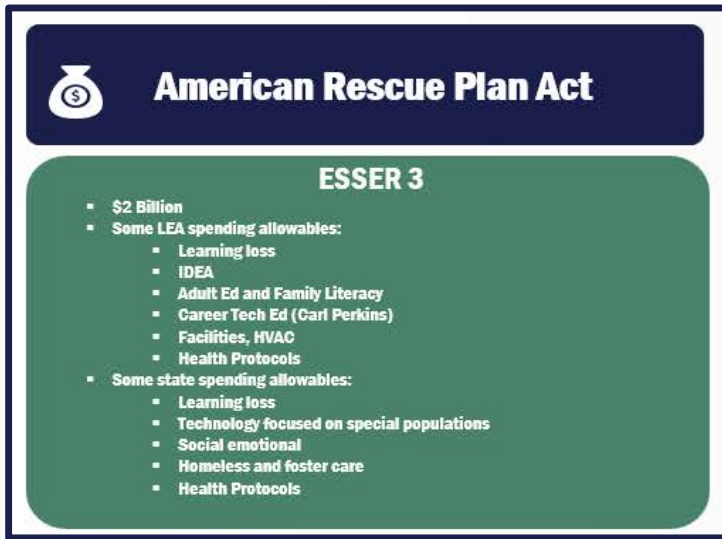
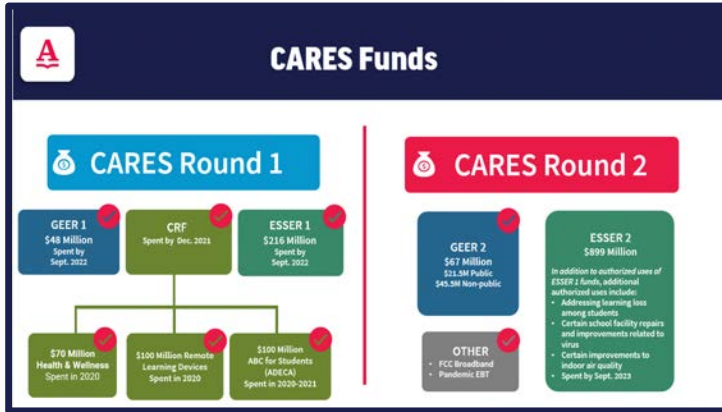
2023: Phonological awareness/phonemic awareness, phonics, fluency, vocabulary, reading comprehension

76% of 3rd Graders are Reading on Grade Level





ALIGNING FUNDING ALLOCATIONS TO TARGETED RECOVERY GAPS & INITIATIVES

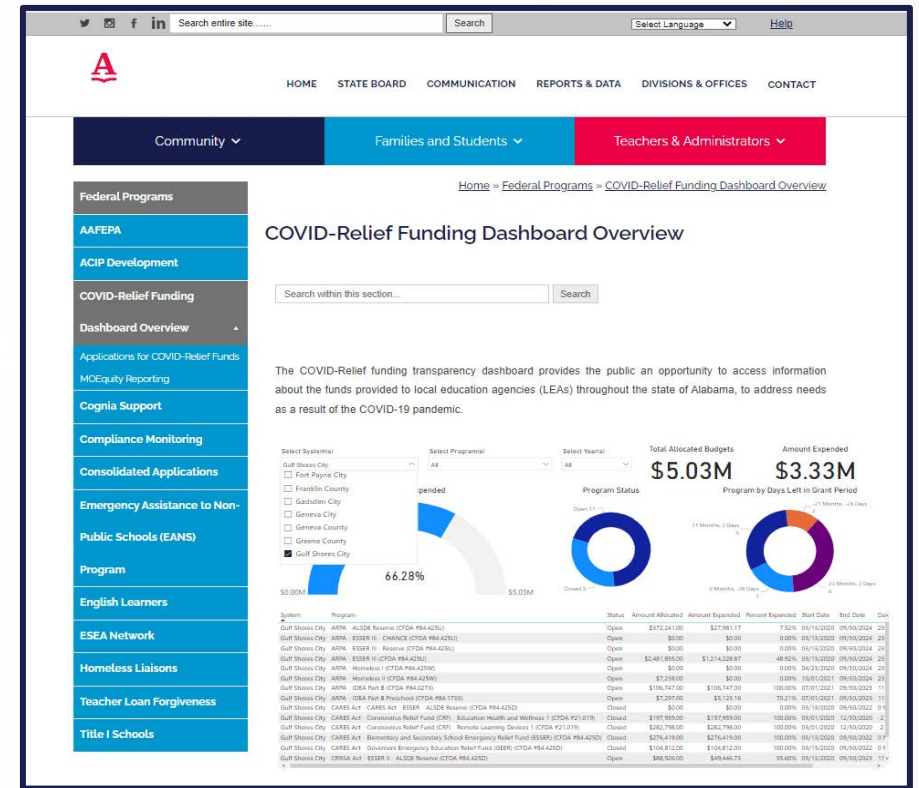


ESSER 2

- Obligation Deadline: Sept. 30, 2023
- Liquidation Deadline: Dec. 29, 2023

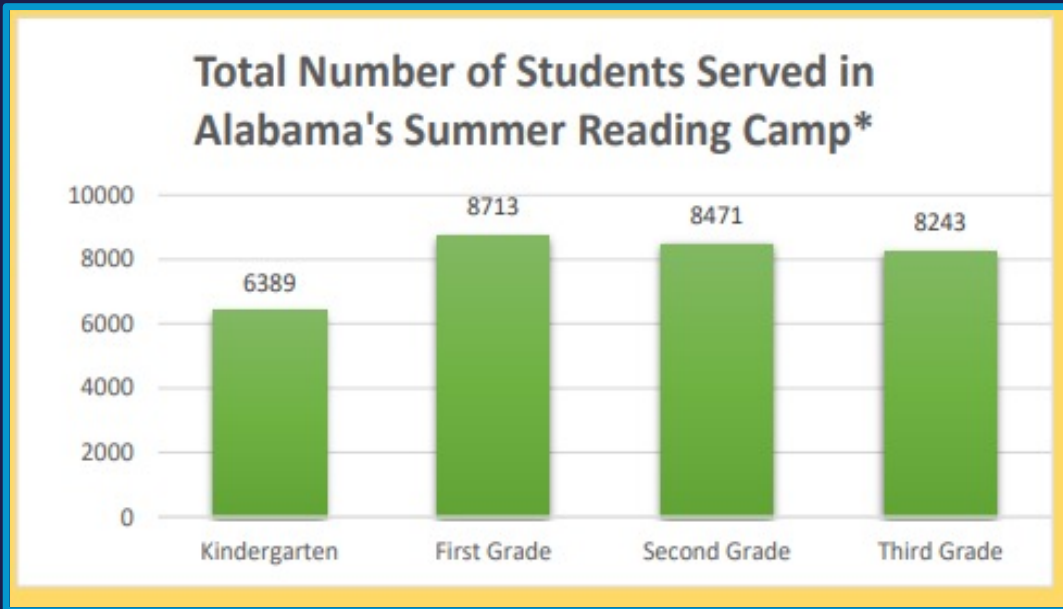
ESSER 3/ARP ESSER

- Obligation Deadline: Sept. 30, 2024
- Liquidation Deadline: Dec. 30, 2024

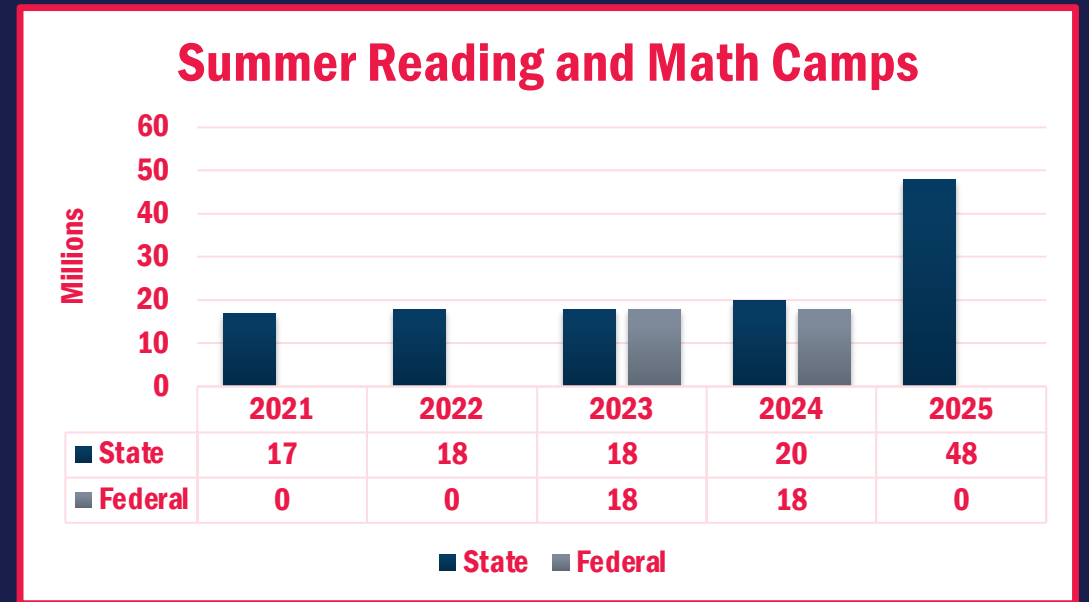




SUMMER CAMPS



2022 Summer Reading Camp Attendance – State Funds



Summer Reading Camps were paid with State Funds during 2021 and 2022. Reading Camps will be paid with Federal ESSER Funds during 2023 and 2024. In 2025, Reading Camps will be paid with State Funds.

Summer Math Camps begin in 2023. Math Camps will be paid for with State Funds.



ACHIEVEMENTS

SAFE & SUPPORTIVE LEARNING ENVIRONMENT



149

Mental Health
Service
Coordinators



1,538

Nurses
(RN & LPN)



706

School
Resource
Officers



87,893,640

Miles driven
by school
buses




49,084,852

Meals Served




ACHIEVEMENTS

CUSTOMER FRIENDLY SERVICES



**ALABAMA
PURPLE STAR
SCHOOL**

Supporting Military Families

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Alabama**
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ACHIEVEMENTS

COLLEGE, CAREER, & WORKFORCE READY



88%

Graduation
Rate



83.77%

Positive Placement
for Students Enrolled
in CTE



20,701

Credentials
Earned by CTE
Students



Top 6

Computer
Science



5th

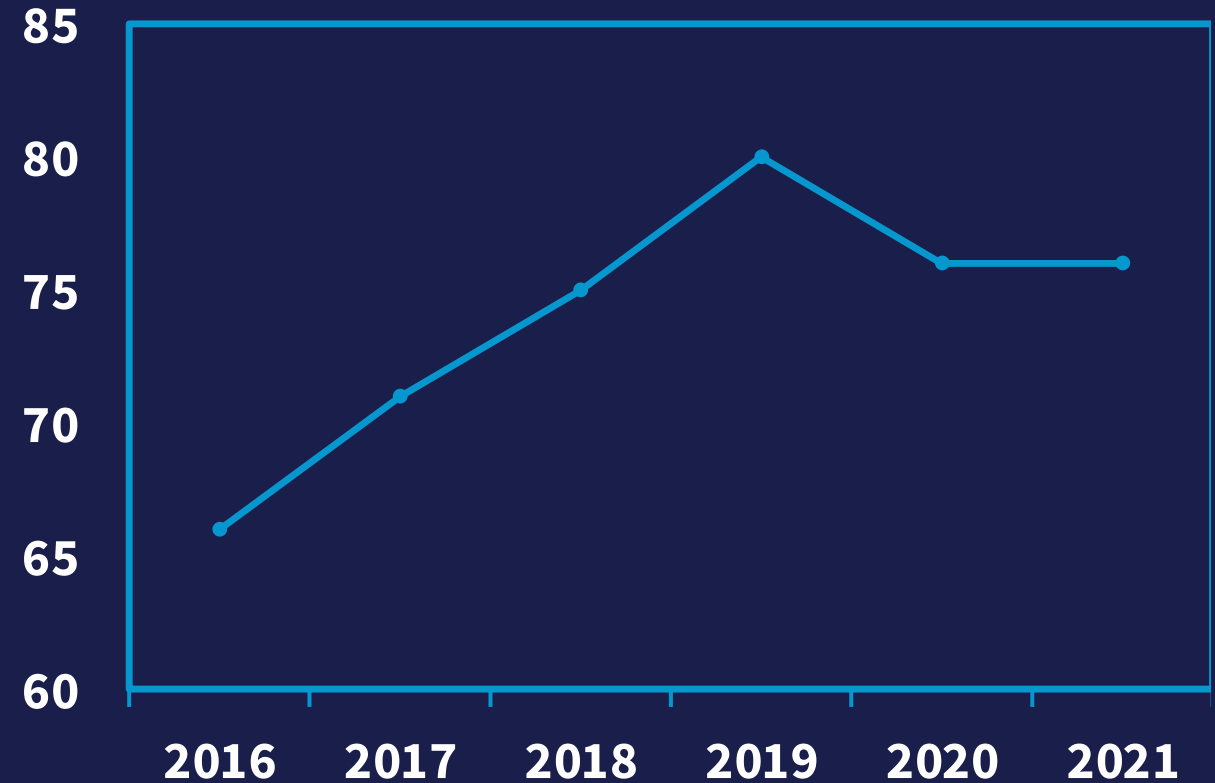
Financial
Literacy



CCR Indicators

1. Achieving a benchmark score on the ACT
2. Scoring a 3, 4, or 5 on an Advanced Placement exam
3. Scoring a 4, 5, 6 or 7 on an International Baccalaureate exam
4. Scoring silver level or above on ACT Work Keys
5. Earning college credit while in high school
6. Earning an Industry Credential
7. Being accepted for enlistment into any branch of the military
8. Completing a CTE program of study
9. Completing an in-school youth apprenticeship
10. Other as determined by ALBOE

*Begins with the Graduating Class of 2025-26





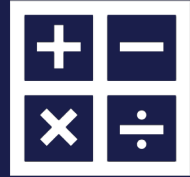
ACHIEVEMENTS

HIGHLY EFFECTIVE EDUCATORS



18,659

Teachers
Trained in
LETRS



18,807

AMSTI trained
Teachers



3,169

TEAMS
Teachers



3,452

NBCTs



97

CALTS



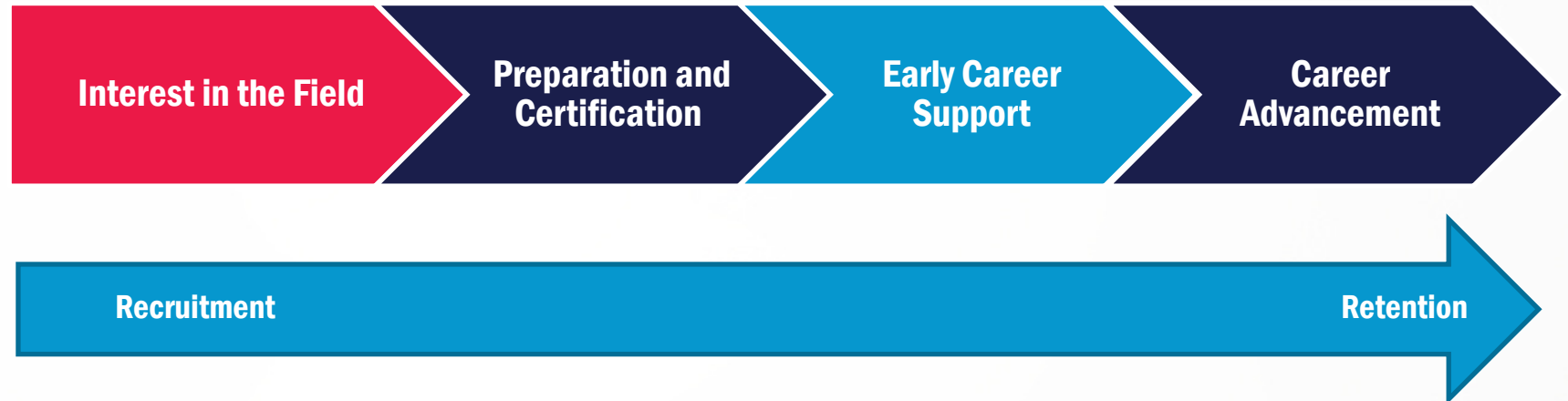
Teacher Shortage



Committees

- Alabama Teacher Shortage Task Force
- Teacher Preparation & Certification Work Group
- Teacher Retention Task Force
- TQ2 Roundtable

Teacher Pipeline



Greatest Shortage Areas

Special Education = 300

Early Childhood = 104

Elementary = 183

*Fall 2022



TEAMS Act

The Teacher Excellence and Accountability for Mathematics and Science (TEAMS) salary schedule provides \$15,000 in additional salary for teachers – plus an additional \$5,000 if the school is designated as a hard-to-staff school.

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Earn up to \$20K more per year by teaching math and science in Alabama.



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We Teach Alabama ALABAMA STATE DEPARTMENT OF EDUCATION

BECOME A TEACHER WHY TEACH? **TEAMS** RESOURCES f @

TEACH WHAT COUNTS WHERE IT COUNTS.

Make up to \$20,000 more teaching math & science in Alabama.



As a teacher, you solve problems every day. But what if there's a place you could change the equation entirely? Right now, Alabama is in a period of rapid growth in industries fueled by math and science. We are looking for teachers looking for a salary and quality of life that is second to none. The TEAMS act offers STEM teachers up to \$20,000 more per year to teach math or science in hard-to-staff areas of Alabama, ensuring that our teachers can make more making a difference.

[Apply Now →](#)

3,169 TEAMS Teachers

ALABAMA STATE DEPARTMENT of EDUCATION



Teacher Shortage

New Minimum Salary Interactive Tool




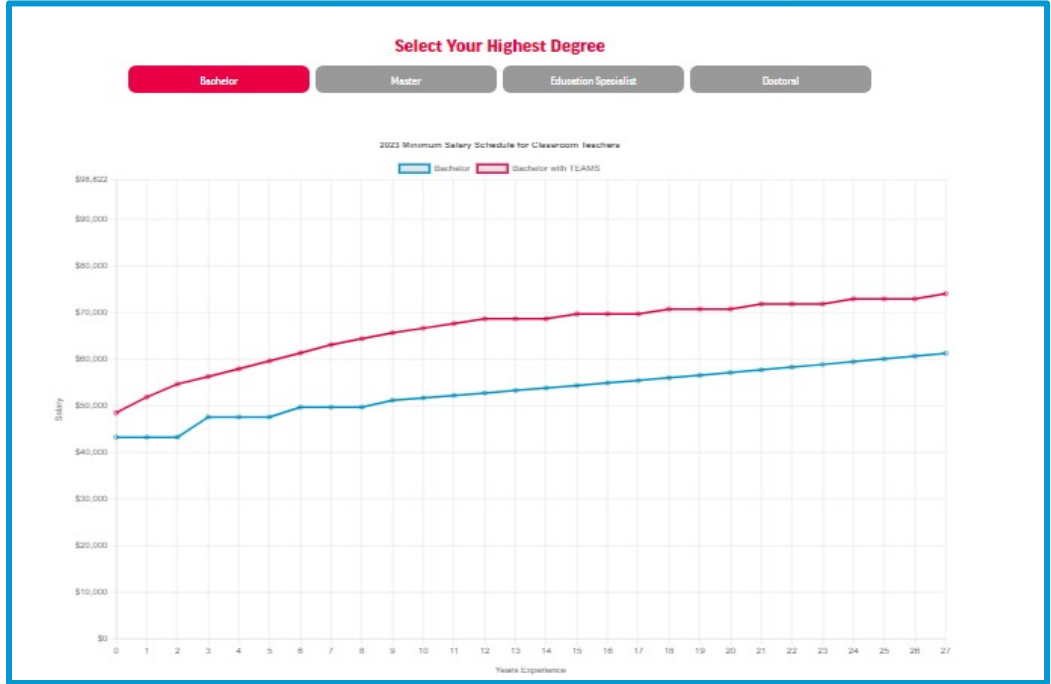
We Teach Alabama ALABAMA STATE DEPARTMENT OF EDUCATION

BECOME A TEACHER WHY TEACH? TEAMS RESOURCES f @ t

RESOURCES

State Minimum Salary Schedule for Classroom Teachers

No matter your degree level or years of experience, being a TEAMS teacher can mean significantly higher minimum salaries for classroom educators. By referring to the salary table below, you can better understand how being a TEAMS teacher can improve your salary expectations and growth.



Teacher Shortage

State Board Approved Changes



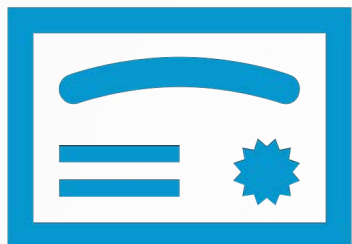
The Alabama State Board of Education approved changes to Educator Certification including:

- Modification of certain Praxis Tests as a Precondition for Initial Certification and Program Admission
- Modification of required Foundational Reading Assessment as a Precondition for Initial Certification
- Temporary Expansion of Current Teacher Testing Requirement Options for those who have completed an Alabama State-Approved Educator Preparation Program and individuals who are pursuing Educator Certification through and Alternative Certification Approach
- Temporary Extraordinary Critical Need Staffing Waiver for those who have completed an Alabama-approved Educator Preparation Program and scored within minus two (-2) Standard Errors of Measure of the current required Praxis score



Teacher Shortage

Updates based on Recommendations



TEACHER CERTIFICATION

- Additional Teaching Field Approaches
- Advanced Pay
- Certificate Reciprocity
- Certificate Renewal Reinstatement
- Conditional Certificate in a Teaching Field Approach
- Emergency & Career and Technical Temporary Certificates
- GPA Requirement
- Special Education Temporary Certificate

Recruiters



Kim Mitchell



Mona Coan



Teacher Shortage Retention & Recruitment Campaign



Retention – Thank Alabama Teachers



Earned, Owned, and Paid Media



Teacher Shortage



Recruitment – Influencer Campaign

Target Audience – Gen Z

TEACHERS
are the real
INFLUENCERS

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The best content is engaging content. As a teacher in Alabama, you'll get the chance to create content that inspires an entire generation. Now that's real influence. Be a teacher. They're the real influencers.
#futureinfluencers

Gain hundreds of followers every year.



Be an influencer.

BE A TEACHER

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Want to be an influencer?



Be an influencer.

BE A TEACHER

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Want to be an influencer?

BE A TEACHER

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SCHOOL IMPROVEMENT



Turnaround Schools



- **Lowest performing public elementary schools**
- **Identify and target specific obstacles**
- **Resolved identified issues**
- **Improve academic performance**

Birmingham City

- **Hayes K-8 Elementary School**
- **Hemphill Elementary School**
- **Charles A. Brown Elementary School**
- **Washington Elementary School**
- **West End Academy**

Dothan City – Faine Elementary School

Huntsville City – Martin Luther King, Jr. Elementary School

Barbour County – Barbour County Intermediate School Grade

Mobile County – Chastang-Fournier Middle School

Monroe County – J.F. Shields High School

Montgomery County

- **Chisholm Elementary School**
- **Dozier Elementary School**
- **Highland Gardens Elementary School**

Wilcox County

- **ABC Elementary**
- **J.E. Hobbs Elementary School**



Turnaround Schools – Pillars



Comprehensive Support Schools (CSI) – Federal	Governor's Turnaround Initiative	Alabama Literacy Act	Alabama Numeracy Act
<p>Lowest 5% on State Report Card or below 67% graduation rate</p> <p>Receive yearly funding to support interventions</p> <p>Assigned ALSDE staff to provide and support continuous improvement interventions</p> <p>Identified every 3 years</p>	<p>\$10M for improvement</p> <p>\$3M for auxiliary teachers</p> <p>ALSDE support includes MTSS, coaching, professional learning</p> <p>Community and state partnerships, including DMH, DHR, DECE, and the Artistic Literacy Consortium</p>	<p>Lowest 5% of schools on ACAP Summative Reading</p> <p>ALSDE support includes coaching, resources, ongoing, and job embedded learning</p> <p>Identified every 3 years</p>	<p>ALSDE support includes ongoing and sustained professional learning, resources, and math coaches</p> <p>Full Support schools supported by Regional Math Coordinators on a weekly basis</p> <p>Identified Annually</p>
<p>60 schools in 2018</p> <p>50 schools in 2022</p>	<p>15 schools identified in 2022</p>	<p>52 schools +3 feeder in 2019</p> <p>40 schools + feeder patterns in 2022</p>	<p>19 Full Support schools</p> <p>64 Limited Support Schools in 2023</p>





Governor Ivey's Journey to the Top 30



- **School Leadership**
- **Teacher Growth and Development**
- **Improved Classroom Practices**
- **Strong School Climate**



Accountability



Reminders:

Additional Targeted Support and Improvement (ATSI) Schools Identified in Fall 2018

- Any school identified as ATSI in the fall of 2018 and does not exit ATSI status this fall will be named a Comprehensive Support and Improvement (CSI) School beginning the 2023-24 school year.

Targeted Support and Improvement (TSI) Schools

- TSI schools are identified on an annual basis.



LEGISLATIVE UPDATE



2023 Legislative Enactments: Educators, Administrators, & School Support Personnel



Salary Increase

- Two Percent Pay Increase for all Public Education Employees
- New Salary Matrix for LPN's & Nurses
- Minimum Pay for all Personnel on a Salary Schedule
- Updated TEAMS Matrix
- Elected Superintendent Compensation
- Career Coaches, Reading Coaches, Math Coaches

Stipends

- CALT -- \$5,000
- NBCT -- \$5,000 plus another \$5,000 if teaching in a hard-to-staff school
- Teacher Mentor -- \$1,000
- Special Education -- \$1,000
- Speech Pathologist -- \$1,000

Professional Development & Other

- Principal Leadership & Mentoring Act
- Training for athletic coaches
- Retired law enforcement can serve as SRO's
- Interstate Teacher Mobility Compact



2023 Legislative Enactments: Changes to Existing Laws



- Alabama Literacy Act
 - Literacy Coaches
 - Literacy Task Force
- Alabama Accountability Act
- Education Trust Fund Rolling Reserve Act
- Charter Schools



2023 Legislative Enactments: Financial Implications



- Grocery Tax
- Competitive Bidding
- Lt. Governor's K-12 Capital Grant Program
- Transportation Operations & Fleet Renewal
- School Safety
- School Construction
- CCR Grants



ALABAMA LITERACY ACT



Alabama Literacy Act



FULL SUPPORT CELEBRATIONS & SCHOOL STATUS CHANGES

- In 2019, 52 schools were identified as full support schools
- In 2022, 35 of these schools were moved to limited support based on ACAP 3rd grade reading sufficiency data

Gradual Release Model



Lowest 5% by law

- Regional Literacy Specialist is primarily at one school
- 40 schools plus feeder patterns
- 5.6% of schools

No specification by law

- Regional Literacy Specialist serves at least monthly
- 259 schools plus feeder patterns
- 49-75% of students met minimum requirement
- 36.7% of schools

No specification by law

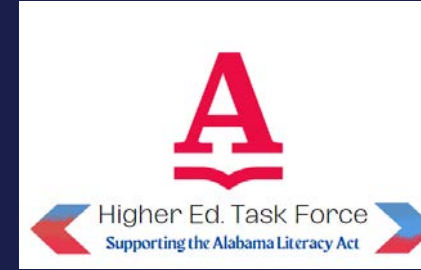
- Regional Literacy Specialist serves at least quarterly
- 408 schools plus feeder patterns
- 75-100% of students met minimum requirement
- 57.8% of schools

Regardless of designation, ALL K-3 schools receive: Local Reading Specialist (LRS) if willing to commitment to the job description Regular professional learning called "Coaching Communities" for every LRS and "Strong Leader, Strong Reader" for every principal Opportunity to participant in LETRS training and receive the stipend if minimum criteria met Guidance on programming set by the Literacy Task Force as outlined in the ALA Direct support by a regional literacy specialist for every LRS and a leadership specialist for every principal and ARI Central Office Contact customized for their needs



The Path Forward & Higher Education Task Force

- Alabama partnered with the Barksdale Reading Institute to conduct a comprehensive review of all Teacher Education Programs – the first review of its' kind in the nation
- Alabama, along with five other states, was invited to participate in the Hunt Institute's The Path Forward because of the unprecedented work in conjunction with the study of the Teaching of Reading in institutes of higher education
- The goal is to collaborative and learn from each other on ways to improve literacy by aligning education preparation and licensure with evidence-based literacy instruction
- Alabama is in the second cohort of the multistate learning community, The Path Forward in Teacher Preparation for Early Literacy Instruction
- Alabama is supported through intensive coaching, participation in virtual convenings, and attendance at an in-person convening to be held in July 2023 in North Carolina. At the end of our participation, we will have a customized action plan for furthering the science of reading into Alabama's plan.



Higher Education Task Force Related to P-3 Reading will consider items such as:

1. Designing a method and definition for measuring the “implementation of the Barksdale report”. This could include so non-negotiables that would have to be in place by Dec 2023, continuous improvement, and a systematic method of employing best scientific research and information on reading.
2. Looking at the ELA standards and going deeper with the information providing more information.
3. In AL, these three courses are required for certification in K-3 early childhood, K-6 elementary, and K-6 special education. Should there be a scope and sequence for the coursework?
4. Considering and possibly developing a formative assessment review model.
5. Mapping the standards and/or scope and sequence to the Foundations of Reading Test to make sure all concepts in the certification test are covered in the coursework.
6. Recommending professional development for EPP teachers of reading, based on Science of Teaching Reading.



ALABAMA NUMERACY ACT



Alabama Numeracy Act Timeline



2022

- Office of Mathematics Improvement Established
- Convened Elementary Mathematics Task Force
- Hired OMI Director, Regional Math Coordinators, & other staff
- Provided Professional Development to LEAs based on Numeracy Act
- Convened Working Group
- Identified schools that will receive OMI services – 19 full and 64 limited support schools

2023

- School Turnaround Academy
- Hire and Train Math 83 Coaches for 2023-24 School Year **Updated to 223 coaches**
- Implement Alabama Instructional Leadership Framework
- K-5 Screened
- Convene Higher Ed Mathematics Task Force
- Begin Summer Math Camps

2024

- Develop State Academic Intervention Framework
- Develop K-5 Mathematics Coach Endorsement
- Post-secondary Guidelines go into effect

2026

- Any full support school that has not attained specific levels of academic progress shall enter state academic intervention

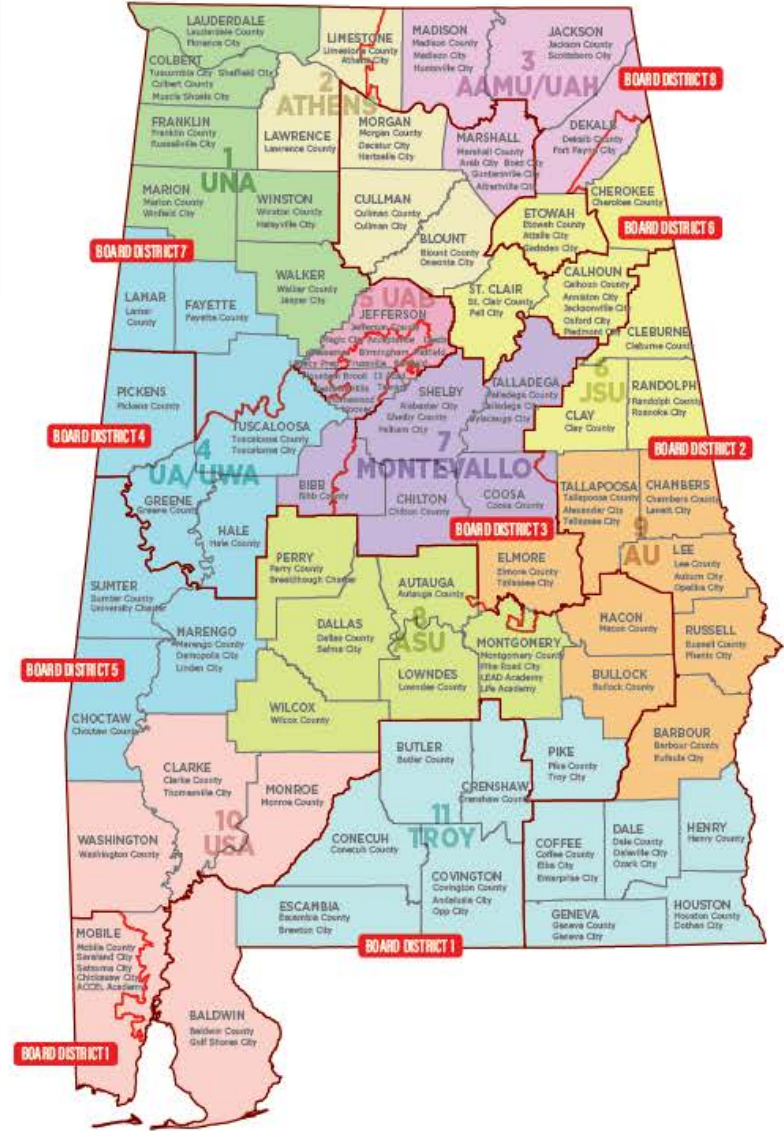
2027-28
School
Year

- Full Implementation – all elementary schools will have coaches placed prior to start of school year



Alabama Numeracy Act

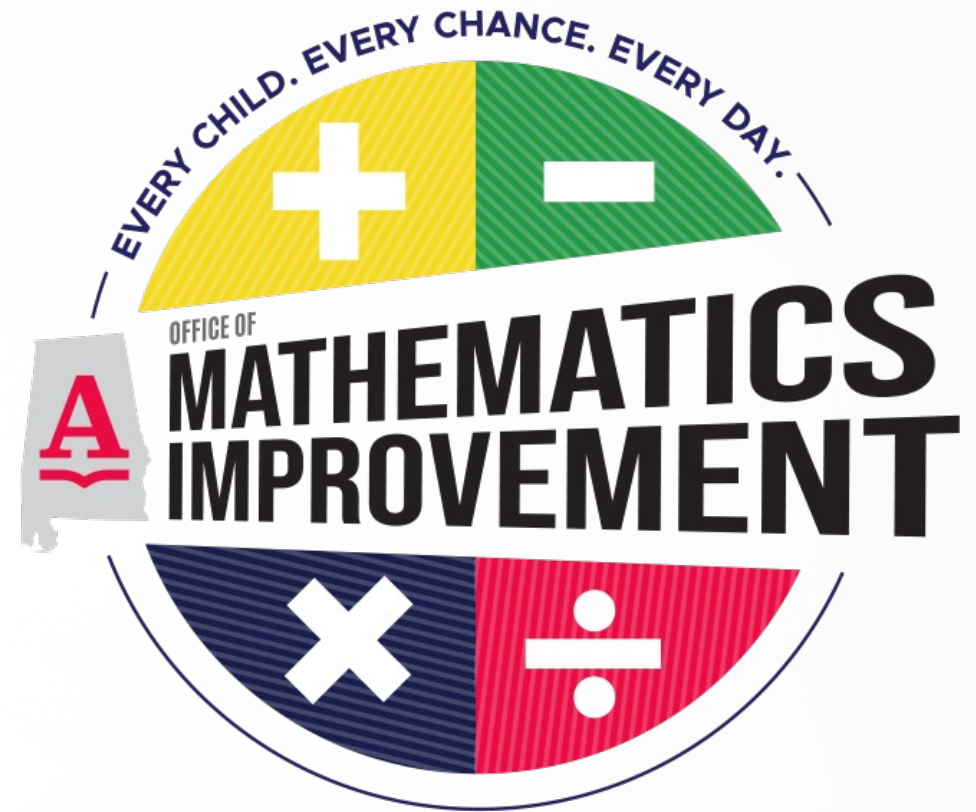
- Task Force Convened in 2022
- Director hired – August 2022
- ASA hired – October 2022
- 18 Regional Coordinators hired
- Created Mission and Vision statements; strategic plan in process
- Regional Coordinators trained according to the law
- Organized Work Groups for Regional Coordinators





Alabama Numeracy Act

- Supporting coaches for our lowest performing schools
- Scaling up coaches to assign to lower performing schools according to guidelines in the law
- Providing resources
- Creating and presenting 20 sessions at MEGA Conference, including a pre-conference session





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@egmackey