

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

June 21, 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 5<sup>th</sup> in the nation for **Financial Literacy**.

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

Alabama ranked 5<sup>th</sup> in nation for number of new **NBCT's**.

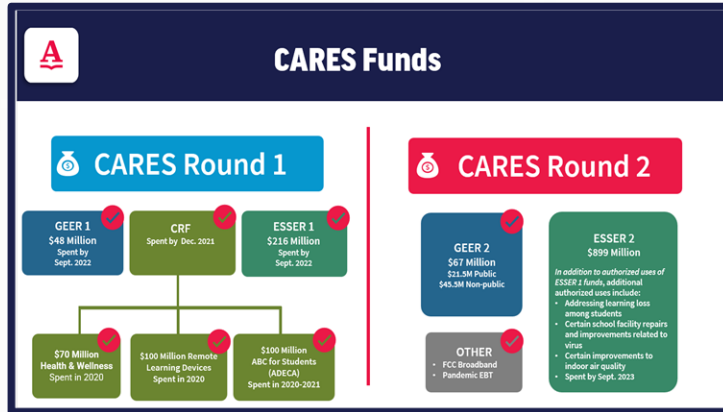


Alabama is top 6 in **Computer Science** & tied for 1<sup>st</sup> for female students in enrolled **Computer Science**.

Alabama is ranked 5<sup>th</sup> for **low teacher turnover** in the **nation**.

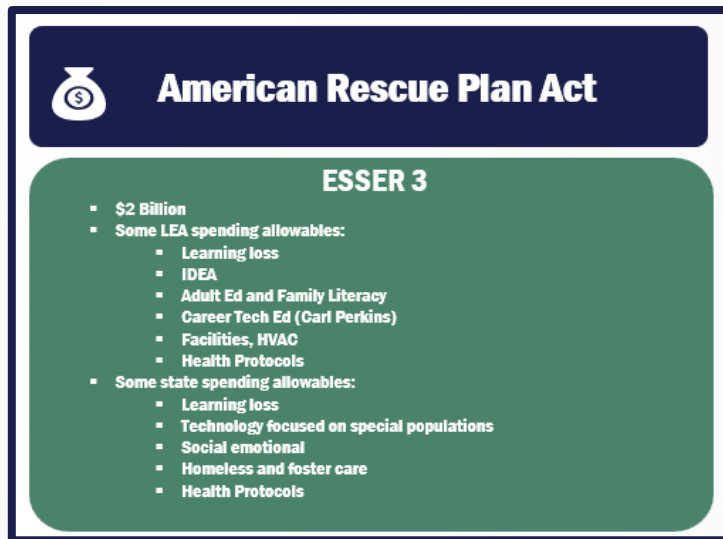


# ALIGNING FUNDING ALLOCATIONS TO TARGETED RECOVERY GAPS & INITIATIVES



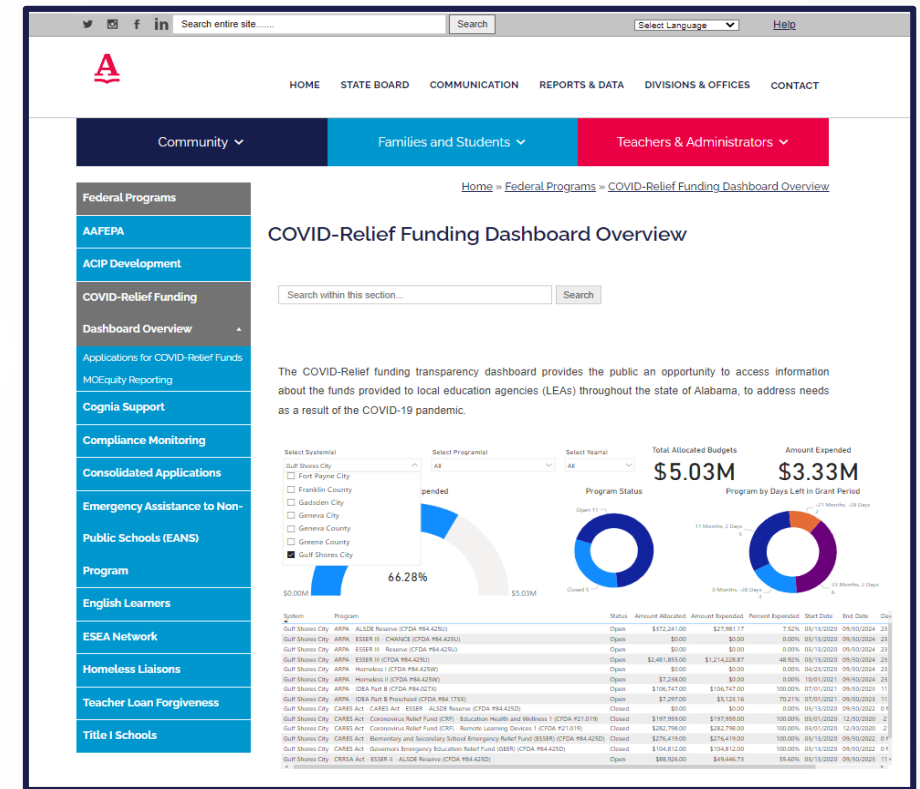
## ESSER 2

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



## ESSER 3/ARP ESSER

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





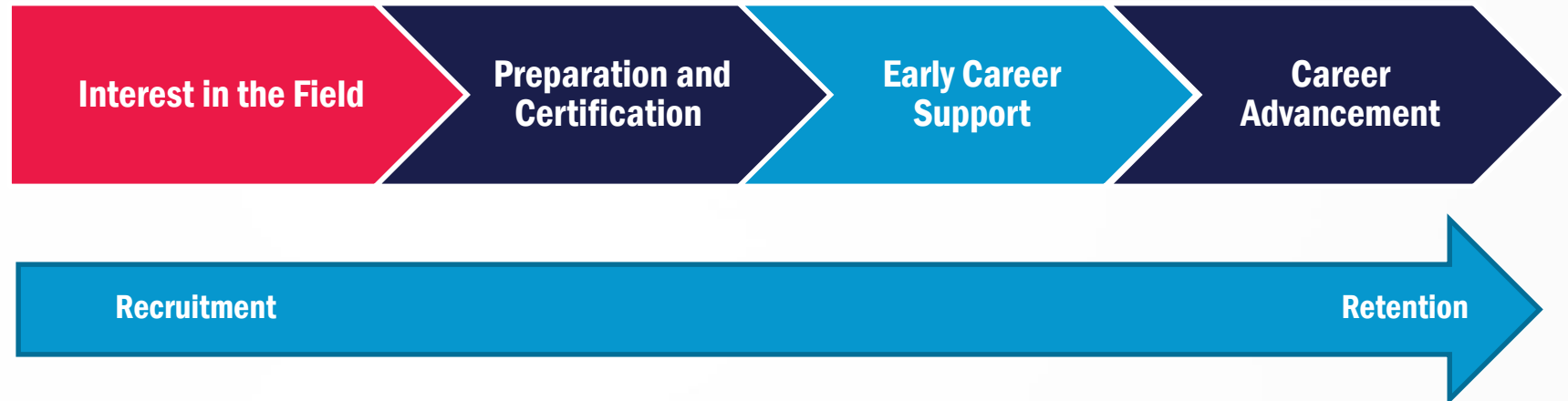
# Teacher Shortage



## 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.

**Alabama Department of Education**  
Sponsored · 🌐

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




**EARN UP TO \$20K MORE IN ALABAMA.**

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**We Teach Alabama** ALABAMA STATE DEPARTMENT OF EDUCATION


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

**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**



# 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**





# LEGISLATIVE UPDATE



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

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## 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



# THE PATH FORWARD



# 2024 Legislative Priorities: FY25 Budget Request

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## Alabama State Board of Education FY25 Request (Pending Board Adoption)

- Lower the divisor in grades 4 – 8
- Increase school safety funding
- Provide an earned unit for assistant principal for all schools with an ADM > 250
- Increase grant and operational funds for College and Career Readiness
- Increase Transportation allocations – Operational and Fleet Renewal
- Add an additional 205 Building Based Math Coaches
- Provide funding for MLSE trained Interventionist
- Additional funding for nurse salary matrix
- Additional OCE





# Administration Updates

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- 10 Mil Match
- ESSER III
- School Construction
- Cybersecurity (MFA)
- MOAs
- Support



# We Teach Alabama

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