December 21, 2012

MEMORANDUM

TO: City and County Superintendents

FROM: Thomas R. Bice
State Superintendent of Education

RE: Teach-In-Alabama

One of the pillars of Alabama’s Plan 2020 is that *Every child is taught by a well-prepared, resourced, supported, and effective teacher.* To achieve this goal, the Alabama State Department of Education has an important technology initiative known as Teach-In-Alabama that serves as the gateway for employment to every school system in the state of Alabama.

With many of our superintendents new to their positions in the last two years, I want to share some basic information about this valuable program administered through the Office of Teaching and Leading. Teach-In-Alabama is our recruitment service that is designed specifically to help every school system across Alabama find the ideal teachers, administrators, and related services personnel for your school system.

Teach-In-Alabama allows school systems to post positions, match candidates to specific job qualifications, access the candidate database to find the highly qualified candidates under our published rubric, proactively recruit these candidates to encourage them to work in a specific system, provide automated e-mail alerts to principals about highly qualified candidates to expedite the hiring process, manage hiring pool and decision process, and establish a compliance audit trail to ensure integrity in the hiring process.

Now in its seventh year, Teach-In-Alabama’s current candidate database contains 23,116 teachers seeking employment including:

- 1,121 mathematics highly qualified teacher candidates
- 1,170 science highly qualified teacher candidates
- 1,684 English language arts qualified teacher candidates
- 1,348 early childhood education teacher candidates

It also allows you to:

- Post your specific positions for candidate consideration (free advertising)
- Expand the school system’s recruiting presence by posting individual jobs for maximum exposure to the candidates
- Use the proactive marketing feature to capture candidate interest and personalize a message to them about why they are welcome to work and live in your area of the state
- Use the search engine to preselect preferred candidates and target them for consideration with selective notifications via e-mail
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- Automate the job selection process by utilizing the Job Specific Questionnaire to assist in preferred qualifications
- Eliminate or reduce school system budget expenses by having automated electronic references and direct principal access to an applicant's entire file, eliminating costly postage correspondence, reducing errors, cancelling supply orders for file cabinets/file folders/paper forms, and reallocating staff time now available by eliminating mundane clerical tasks
- Realize that Teach-In-Alabama has compliance audit trails and correspondence history logs to protect school systems from costly litigation (several systems can attest to this value)
- Expedite the hiring of highly qualified teachers and educators

Our number one priority is to recruit highly qualified teachers who are committed to ensuring the academic success of every student in our schools. If your school system has not fully deployed Teach-In-Alabama and you have an interest in doing so, please contact Ms. Debra Williams without delay by e-mail at dwilliams@alsde.edu or by telephone at 334-242-9936.

TRB:DW:VMW

cc: Human Resource Directors
    Dr. Warren Craig Pouncey
    Mrs. Sherrill W. Parris
    Dr. Jayne A. Meyer
    Ms. Debra Williams

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