The First Interim Employment Certificate (IEC) for the 2019-2020 Scholastic Year

Application Part 1 of 2 and Summary of Requirements

The application process for the First Interim Employment Certificate for the 2019-2020 Scholastic Year must be completed in conjunction with an employing Alabama county/city superintendent or administrator of an eligible nonpublic/private school and an Alabama college/university.

This form must be printed and submitted along with Form IE1.

Alabama State Department of Education
Educator Certification Section

5215 Gordon Persons Building
Post Office Box 302101
Montgomery, AL 36130-2101

Telephone: (334) 694-4557
www.alsde.edu/EdCert
GENERAL INFORMATION

This application is to be completed for individuals seeking a first Interim Employment Certificate (IEC) and submitted by the employing county/city superintendent or administrator of an eligible nonpublic/private school directly to the Educator Certification Section of the Alabama State Department of Education (ALSDE).

RECOMMENDATION

To be completed by the employing county/city superintendent or nonpublic/private school administrator.

I recommend this applicant for the first IEC in the area of:

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<th>Grades Level(s)</th>
<th>Teaching Field or Instructional Support Area</th>
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AUTHORIZATION and RESPONSIBILITIES

My local board of education is willing to participate in the IEC Approach and has authorized me to employ the individual for whom this application packet is being submitted, subject to the issuance of a valid alternative certificate. I understand that the IEC will not be issued for the applicant until all eligibility requirements have been met and background clearance has been received. I have established procedures for monitoring the applicant’s compliance with the requirements of the IEC Approach.

I have checked the 2019-2020 Subject and Personnel Codes on the Departmental Web site www.alsde.edu and the ALSDE Identity Management (AIM) Portal to ensure that with the teaching field and grade level or the instructional support area of the IEC I am requesting, the applicant is properly certified for each period/block of the day. I understand that the applicant must be employed and, if the IEC is the only valid certificate held, his/her assignments must be in the specific teaching field and grade level or in the specific instructional support area of the IEC I am requesting. (If found to be needed, the applicant may be assigned for no more than one period/block of the day in any course for which proper certification is listed in the 2019-2020 Subject and Personnel Codes as “Any Interim Employment Certificate” OR “Any Certificate.”)

I understand the IEC Approach allows up to three IECs to be issued and that all three IECs (if eligible) must be held during a four consecutive scholastic year time period.

I understand that the first IEC is issued only for an individual who has been unconditionally admitted to a State-approved educator preparation program or CACREP-accredited School Counseling program.

I understand that failure to appropriately assign the applicant may result in the applicant no longer being eligible to hold an Interim Employment Certificate.

I understand that failure to appropriately assign the applicant will result in an out-of-field penalty assessment for the employing public school system.

I understand that IECs issued in any area of special education, excluding gifted, requires that I provide, and the applicant must participate in, high-quality professional development that is sustained, intensive, and classroom focused and a program of intensive supervision that consists of structured guidance and regular ongoing support or a teacher mentoring program. I understand issuance of the subsequent certificate will require that I have documentation the applicant was provided and participated in both while holding the IEC. I understand that if requested by the ALSDE, I must provide this documentation to the Educator Certification Section of the ALSDE.

I am verifying that a photocopy of this form, reflecting signatures, has been given to the applicant and that I have reviewed this document in its entirety for all-inclusive information pertaining to this approach.

LEA/Nonpublic/Private School Representative’s Initials: ________

Signature of Superintendent/Nonpublic/Private School Administrator: ____________________________

School System/Eligible Nonpublic/Private School: ____________________________

Typed or Printed Name: ____________________________

Mailing Address: ____________________________

Telephone Number: ____________________________

Date: ____________________________

City: ____________________________

State: ____________________________

ZIP Code: ____________________________
Required for issuance of the **first IEC**, valid during the **2019-2020** scholastic year. If all requirements are met, the IEC will be valid from the date issued through June 30, 2020. **Boxes are to be checked, as applicable.**

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<tr>
<th>Submission of Supplement CIT with supporting documentation verifying United States citizenship or lawful presence in the United States.</th>
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<tr>
<td>Submission of Application Part 2 of 2 (Form IE1) <strong>including</strong> the personal data barcode page.</td>
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<tr>
<td>Submission of Application Part 1 of 2 (Supplement 1EI) by the employing county/city superintendent or nonpublic/private school administrator.</td>
</tr>
<tr>
<td>A $30.00 <strong>nonrefundable</strong> application fee. Each additional certificate for which an applicant is determined to be eligible will require a $30.00 nonrefundable fee for issuance. <strong>Neither personal checks nor cash will be accepted.</strong></td>
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- The fee must be paid by cashier’s check **or** money order made payable to the Alabama State Department of Education or through the Alabama State Department of Education Educator Certification Online Payment System, with a major credit card, at [www.alabamaintersactive.org/education](http://www.alabamaintersactive.org/education) (a $4.00 transaction fee will be applied).
- The cashier’s check, money order, or copy of the receipt verifying the confirmation number for the online payment must accompany the application packet.

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<th>Background clearance based on a fingerprint review.</th>
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<tr>
<td>Applicants may verify whether their ASBI and FBI criminal history background checks have been completed and whether they are suitable and fit to teach under state law at <a href="http://https://tcert.alsde.edu/Portal">https://tcert.alsde.edu/Portal</a>.</td>
</tr>
<tr>
<td>Applicants for initial certification, additional certification, and certificate renewal <strong>who have not been cleared</strong> by both the Alabama State Bureau of Investigation (ASBI) and Federal Bureau of Investigation (FBI) through the Educator Certification Section of the ALSDE are required to be fingerprinted for a criminal history background check through the ASBI and FBI.</td>
</tr>
<tr>
<td>Instructions regarding the fingerprint process are available through Gemalto Cogent at <a href="https://www.aps.gemalto.com/al/index_adeNew.htm">https://www.aps.gemalto.com/al/index_adeNew.htm</a> or by calling (866) 989-9316.</td>
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| A mentor, assigned to the applicant, who holds a valid Alabama Professional Educator Certificate or Professional Leadership Certificate in the teaching field or area of instructional support of the applicant and has had at least three full years of full-time professional educational work experience. |

**In addition to the above, items below or on Page 4 must also be submitted.**

**English for Speakers of Other Languages (traditional Class A) or Instructional Leadership or Library Media or Reading Specialist or School Counseling (traditional Class A) or Special Education (traditional Class A or Class AA)**

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<tr>
<th>Submission of Supplement SA1 verifying the applicant’s unconditional admission to an Alabama Class A (or Class AA special education) State-approved educator preparation <strong>prior to</strong> the date the application for the first IEC is received in the Educator Certification Section. <strong>Submit ALL items provided by the Alabama college/university.</strong></th>
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<tbody>
<tr>
<td><strong>If the IEC is to be issued in any area of Special Education, excluding gifted</strong>, this LEA or nonpublic/private school will provide the applicant with high quality professional development that is sustained, intensive, and classroom focused <strong>and</strong> intensive supervision that consists of structured guidance and regular ongoing support or a teacher mentoring program.</td>
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**School Counseling (Council for Accreditation of Counseling and Related Educational Programs – CACREP)**

| Submission of Supplement SA1 verifying the applicant’s unconditional admission to a CACREP-accredited School Counseling program at an Alabama institution **prior to** the date the application for the first IEC is received in the Educator Certification Section. **Submit ALL items provided by the Alabama college/university.** |
Teaching Fields through the Alabama Alternative Class A State-approved educator preparation program (includes Special Education and English for Speakers of Other Languages)

- Submission of Supplement SA0 verifying the applicant’s unconditional admission to an Alabama Alternative Class A State-approved educator preparation program prior to the date the application for the first IEC is received in the Educator Certification Section. Submit ALL items provided by the Alabama college/university.

- Electronic submission by the testing company of the applicant’s current passing score(s) on the Alabama prescribed Praxis subject area test(s) of the AECAP for the recommended teaching field on test administration date(s) prior to the date the application for the first IEC is received in the Educator Certification Section. The tests that are required for each teaching field are listed at www.ets.org/praxis/al (click Provisional Certification Approaches: IEC).

A Praxis subject area test is not currently available for some teaching fields. This requirement becomes effective when subject area tests for those teaching fields are adopted. Note: Some Praxis subject area tests that will expire or have expired may possibly be accepted to meet current test requirements if specific conditions are met. For information, the individual should consult with the Certification Officer at the Alabama college or university where he/she is enrolled.

- If the IEC is to be issued in any area of special education, excluding gifted, this LEA or nonpublic/private school will 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.

REQUIREMENTS FOR THE SECOND and THIRD IEC

Second IEC: If the first IEC was held during the 2019-2020 scholastic year, the requirements for issuance of the second IEC, valid during the 2020-2021, 2021-2022, or 2022-2023 scholastic year are:

1. Submission of the application by the employing county/city superintendent or nonpublic/private school administrator.
2. Submission of the nonrefundable application fee.
3. Second IEC: Submission of the official transcript of the applicant verifying credits earned for at least three courses in the Alabama State-approved educator preparation program or CACREP-accredited School Counseling program which was the basis for issuance of the first IEC. The credits must have been earned prior to the date the application for the second IEC is received in the Educator Certification Section.
4. Third IEC: Submission of the official transcript of the applicant verifying credits earned for at least four additional courses in the Alabama State-approved educator preparation program or CACREP-accredited School Counseling program which was the basis for issuance of the first IEC. The credits must have been earned prior to the date the application for the third IEC is received in the Educator Certification Section.
5. Proper assignment of the applicant each period/block of the day only for courses in the specific teaching field and grade level or only in the instructional support area of the requested IEC based on the Subject and Personnel Codes. The applicant may be assigned to no more than one period/block of the day in any course for which proper certification is listed in the Subject and Personnel Codes as “Any Interim Employment Certificate” OR “Any Certificate.”
6. A mentor, assigned to the applicant, who holds a valid Alabama Professional Educator Certificate or Professional Leadership Certificate in the teaching field or area of instructional support of the applicant and has had at least three full years of full-time professional educational work experience.
7. If the IEC is to be issued in any area of special education, excluding gifted, this LEA or nonpublic/private school has documentation that the applicant participated in high-quality professional development that was sustained, intensive, and classroom focused and participated in a program of intensive supervision that consisted of structured guidance and regular ongoing support or a teacher mentoring program while holding the first/second IEC in any area of special education, excluding gifted.
8. If the IEC is to be issued in any area of special education, excluding gifted, this LEA or nonpublic/private school will provide the applicant 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 while holding the second/third IEC in any area of special education, excluding gifted.
As an applicant through the IEC Approach to certification, I understand that:

- I must earn credit for at least three courses in the Alabama State-approved educator preparation program or CACREP-accredited School Counseling program to which I have been unconditionally admitted, as indicated on Supplement SA1 or SA0, prior to the date the application for the second IEC (if eligible) is received in the Educator Certification Section.

- I must earn credit for at least four additional courses in the Alabama State-approved educator preparation program or CACREP-accredited School Counseling program to which I have been unconditionally admitted, as indicated on Supplement SA1 or SA0, prior to the date the application for the third IEC (if eligible) is received in the Educator Certification Section.

- All IECs (up to three, if eligible) must be held during a four consecutive scholastic year time period.

- If my IECs are in school counseling through the CACREP-accredited School Counseling program option, prior to completion of that program I must attain a passing score on the National Counseling Examination for Licensure and Certification (NCE) for issuance of my Professional Educator Certificate in school counseling through the CACREP approach (see Supplement PRK, Application for Alabama Certification Based on Completion of a Council for Accreditation of Counseling and Related Educational Programs (CACREP) Accredited School Counseling Program).

- I must complete all requirements of the Alabama State-approved educator preparation program or CACREP-accredited School Counseling program to be recommended for the Professional Educator Certificate or Professional Leadership Certificate by the Alabama college or university.

- I, in conjunction with the Alabama college or university, must make application for the Professional Educator Certificate or Professional Leadership Certificate upon completion of all requirements of the State-approved educator preparation program or CACREP-accredited School Counseling program.

- If my IEC is in any area of special education, excluding gifted, I must participate in high-quality professional development that is sustained, intensive, and classroom focused and participate in a program of intensive supervision that consists of structured guidance and regular ongoing support or a teacher mentoring program while holding each IEC.

- If I have held three IECs and have not completed all requirements of the Alabama State-approved educator preparation program or CACREP-accredited School Counseling program for the Professional Educator Certificate or Professional Leadership Certificate in the area and the grade level of the three IECs, I shall no longer be eligible for employment under an IEC or any alternative certificate approach.


**TESTING INFORMATON**

- Applicant’s Initials ________ I must meet all requirements of the Alabama Educator Certification Assessment Program in effect on the date my application for the Professional Educator Certificate or the Professional Leadership Certificate is received in the Educator Certification Section. I must consult with the Certification Officer at the Alabama college or university where I am enrolled for additional information on the testing requirements I must meet for issuance of my Professional Educator Certificate or Professional Leadership Certificate.
LIMITATIONS ON ISSUANCE TO BE COMPLETED BY THE APPLICANT

Applicant must initial A. or B. below, as applicable.

An individual who has been employed in Alabama while holding an alternative or provisional-approach certificate(s) and has not been issued a professional educator certificate by Alabama in the area for which the alternative or provisional-approach certificate(s) was/were issued will not be eligible to begin the Interim Employment Certificate Approach and may not be eligible for any other alternative or provisional-approach certificate. If an individual began an alternative or provisional certificate approach during or prior to the 2009-2010 scholastic year (that is, ten or more years ago), and did not complete the approach, the individual may begin an alternative approach again under current requirements.

A. _____ I attest that I have never been employed in Alabama while holding an alternative or provisional-approach certificate.

B. _____ I attest that I have been employed in Alabama while holding an alternative or provisional-approach certificate.

APPLICATION SUBMISSION and ATTESTATIONS

I understand the Educator Certification Section is unable to determine eligibility for a IEC until all required application components have been received and reviewed. Additional information may be requested upon review of the file.

I understand that the submission of supporting documents ONLY (e.g., official transcripts) does not constitute making application for certification. Incomplete forms will delay the review of the file.

I understand that APPLICATION FORMS AND SUPPORTING DOCUMENTS ARE NOT ACCEPTED BY FAX OR E-MAIL.

I understand that I must meet all Alabama certification requirements in effect on the date the application is received in the Educator Certification Section. Since certification requirements are subject to change, current requirements may be viewed at [www.alsde.edu/EdCert](http://www.alsde.edu/EdCert) (click Provisional Certificates).

I understand that I must thoroughly read all requirements of this approach.

I understand what is required to obtain the subsequent Interim Employment Certificates and I have received a photocopy of this form, reflecting signatures.

I understand that it is my responsibility to keep all personal data on file in the Educator Certification Section current.

I understand that by affixing my signature to this document, I am certifying that true and correct information is being provided.

Date ______________________________ Signature of Applicant ____________________________________________