

Alabama State Department of Education
Educator Certification Section

Interim Employment Certificate (IEC)

An employing Alabama county/city superintendent or eligible nonpublic/private school administrator may request an IEC to facilitate employment for the groups listed below.

An individual who has been unconditionally admitted to a master's (Class A) level or sixth-year (Class AA) level State-approved educator preparation program at an Alabama college/university in:

- Any K-6, P-3, 4-8, 6-12, or P-12 Teaching Field (Alternative Class A)
- English for Speakers of Other Languages, Reading Specialist, Special Education (Traditional Class A)
- School Counseling, Library Media, Instructional Leadership (Traditional Class A)
- Special Education (Traditional Class AA)

OR

An individual who has been unconditionally admitted to a master's level CACREP-accredited program at an Alabama college/university in:

- School Counseling (CACREP)

The certification officer in the college of education must be contacted for information regarding admission and program requirements.

- An individual must find a school system or nonpublic/private school to hire him/her on this certificate approach
- Up to three one-year alternative certificates may be requested
- An employing Alabama county/city superintendent or eligible nonpublic/private school administrator must request all three certificates
- Requirements must be met prior to application submission

1st Certificate

- Background clearance by both the Alabama State Bureau of Investigation (ASBI) and Federal Bureau of Investigation (FBI) through the Educator Certification Section
 - Unconditional admission to the:
 - State-approved educator preparation program at the Alabama college/university as prescribed in the current Educator Preparation Chapter
- OR**
- CACREP-accredited program in school counseling at the Alabama college/university
 - When applicable, passing score(s) on the Alabama prescribed Praxis subject area test(s)
 - Appropriate assignment and mentor
 - IECs issued in **any area of special education, excluding gifted**, requires that the employing Alabama county/city superintendent or eligible nonpublic/private school administrator 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

2nd Certificate

- Credit earned in at least three of the courses required in the State-approved educator preparation or CACREP-accredited program
- Appropriate assignment and mentor
- IECs issued in **any area of special education, excluding gifted**, requires that the employing Alabama county/city superintendent or eligible nonpublic/private school administrator 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

3rd Certificate

- Credit earned in at least four additional courses required in the State-approved educator preparation or CACREP-accredited program
- Appropriate assignment and mentor
- IECs issued in **any area of special education, excluding gifted**, requires that the employing Alabama county/city superintendent or eligible nonpublic/private school administrator 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

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Professional Educator or Professional Leadership Certificate

- Recommendation the from Alabama college/university upon completion of the State-approved educator preparation program
- When applicable, passing scores on the Alabama prescribed test(s):
 - Praxis subject area test(s)
 - Praxis Principles of Learning and Teaching Test
 - edTPA
 - National Counselor Examination for Licensure and Certification (CACREP approach)

This document is intended to provide a brief summary of the approach. For all-inclusive information, please see Supplement 1EI [Application and Summary of Requirements](#) for the First Interim Employment Certificate. Information contained herein is subject to change.