



UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION

The Honorable Eric G. Mackey  
State Superintendent of Education  
Alabama State Department of Education  
P.O. Box 302101  
Montgomery, AL 36104

Dear Superintendent Mackey:

I am writing in response to Alabama's request to the U.S. Department of Education (Department) on October 3, 2019, to amend its approved consolidated State plan under the Elementary and Secondary Education Act of 1965 (ESEA), as amended by the Every Student Succeeds Act. Prior to implementing any revisions to its approved consolidated State plan, a State must submit its proposed amendments to the U.S. Department of Education (the Department) for review and approval.

I have determined that the amended request meets the requirements in the ESEA and, for this reason, I am approving Alabama's amended State plan. A summary of the Alabama amendment is enclosed. This letter, as well as Alabama's revised ESEA consolidated State plan, will be posted on the Department's website. Any further requests to amend Alabama's ESEA consolidated State plan must be submitted to the Department for review and approval.

Please note the submission of the approved amendment regarding how low-income and minority students in Title I, Part A schools are not served at a disproportionate rate by ineffective teachers to the consolidated State plan also fulfills the terms of the condition the Department placed on Alabama's fiscal year 2019 Title I, Part A grant. As a result of the approval of this amendment, the condition is removed.

Please be aware that approval of this amendment to Alabama's consolidated State plan is not a determination that all the information and data included in the amended State plan comply with Federal civil rights requirements, including Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act, and requirements under the Individuals with Disabilities Education Act. It is Alabama's responsibility to comply with these civil rights requirements.

400 MARYLAND AVE., SW, WASHINGTON, DC 20202  
<http://www.ed.gov/>

*The Department of Education's mission is to promote student achievement and preparation for global competitiveness by fostering educational excellence and ensuring equal access.*

Thank you for all of the work that the Alabama State Department of Education has put into its consolidated State plan under the ESEA. If you need any assistance regarding the implementation of your ESEA consolidated State plan, please contact the Office of School Support and Accountability at: [OESE.Titlei-a@ed.gov](mailto:OESE.Titlei-a@ed.gov).

Sincerely,

/s/

Frank T. Brogan  
Assistant Secretary for  
Elementary and Secondary Education

Enclosure

cc: Paul Bonner, Education Administrator II, Accountability  
Daniel Boyd, Deputy State Superintendent  
Angela Martin, Director, Federal Programs  
Jean Scott, Education Administrator, Evaluation, Accountability, and Support  
Tony Thacker, Assistant State Superintendent

**Amendment to the Alabama Consolidated State Plan**

The following is a summary of Alabama's amendment request. Please refer to the Department's website <https://www2.ed.gov/admins/lead/account/stateplan17/map/al.html> for Alabama's complete consolidated State plan.

- *Disproportionate Rate of Access to Educators*  
Alabama provided data on the extent to which low-income and minority students in Title I schools, compared to non-low-income and non-minority students in non-Title I schools, are served by ineffective teachers consistent with the requirements in ESEA section 1111(g)(1)(B). Alabama is using student growth as a proxy for teacher effectiveness.