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**HOUSE BILL NO. 2018**

Offered January 13, 2025

Prefiled January 7, 2025

A *BILL to amend and reenact § 22.1-298.1, as it is currently effective and as it shall become effective, of the Code of Virginia, relating to Board of Education; teacher licensure; career and technical education; alternative pathways.*

Patrons—Anthony, Bennett-Parker, Clark, Cole, Convors-Fowler, Cousins, Henson, Keys-Gamarra, LeVere Bolling, Lovejoy, Martinez, Owen and Rasoul; Senator: Salim

Referred to Committee on Education

**Be it enacted by the General Assembly of Virginia:**

**1. That § 22.1-298.1, as it is currently effective and as it shall become effective, of the Code of Virginia is amended and reenacted as follows:**

**§ 22.1-298.1. (Effective until July 1, 2030) Regulations governing licensure.**

A. As used in this section:

"Alternate route to licensure" means a nontraditional route to teacher licensure available to individuals who meet the criteria specified in the guidelines developed pursuant to subsection P or regulations issued by the Board.

"Equivalency assessment framework" means a structured process and set of guidelines and criteria (i) established by the Board to evaluate and recognize experiential learning or industry credentials as equivalent to formal educational coursework for individuals seeking renewable licensure with an endorsement in the area of career and technical education through a pathway established in accordance with subdivision B 3 and (ii) biennially reviewed, adjusted as necessary to ensure alignment with evolving industry and educational standards, and reported to the General Assembly by the Board.

"Industry certification credential" means an active career and technical education credential that is earned by successfully completing a Board-approved industry certification examination, being issued a professional license in the Commonwealth, or successfully completing an occupational competency examination.

"Licensure by reciprocity" means the issuance of a license as a teacher in the Commonwealth to an individual coming into the Commonwealth from another state when that individual meets certain conditions specified in the Board's regulations.

"Local eligibility license" means a nonrenewable license issued in accordance with subsection M, not to exceed one year, to an individual who needs to take additional coursework but otherwise meets certain conditions for licensure set forth in the Board's regulations and subsection M, and who may be employed by a school division in the Commonwealth with the intention of such individual, upon satisfaction of the applicable requirements set forth in Board regulations, receiving full licensure with a renewable license.

"Professional teacher's assessment" means those tests mandated for licensure as prescribed by the Board.

"Provisional license" means a nonrenewable license issued by the Board or by a division superintendent as permitted pursuant to subdivision D 5 for a specified period of time, not to exceed three years, to an individual who may be employed by a school division in the Commonwealth and who generally meets the requirements specified in the Board's regulations for licensure, but who may need to take additional coursework, pass additional assessments, or meet alternative evaluation standards to be fully licensed with a renewable license.

"Renewable license" means a license issued by the Board for 10 years to an individual who meets the requirements specified in the Board's regulations.

"Universal licensure by reciprocity" means the issuance of a license as a teacher in the Commonwealth to any individual who holds a valid out-of-state teaching license with full credentials and without deficiencies that has been in force and in use by the individual as an employed teacher in a non-virtual classroom setting at a public or private elementary or secondary school for at least three years prior to and is in force at the time the Department receives such individual's application for a license as a teacher in the Commonwealth.

B. The Board shall prescribe, by regulation, the requirements for the licensure of teachers and other school personnel required to hold a license. Such regulations shall ~~include procedures:~~

1. *Include procedures* for (i) the denial, suspension, cancellation, revocation, and reinstatement of licensure; (ii) written reprimand of license holders on grounds established by the Board, in accordance with law, notice of which shall be made by the Superintendent to division superintendents or their designated representatives; and (iii) the immediate and thorough investigation by the division superintendent or his designee of any complaint alleging that a license holder has engaged in conduct that may form the basis for the revocation of his license. At a minimum, such procedures for investigations contained in such regulations

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58 shall require (a) the division superintendent to petition for the revocation of the license upon completing such  
 59 investigation and finding that there is reasonable cause to believe that the license holder has engaged in  
 60 conduct that forms the basis for revocation of a license; (b) the school board to proceed to a hearing on such  
 61 petition for revocation within 90 days of the mailing of a copy of the petition to the license holder, unless the  
 62 license holder requests the cancellation of his license in accordance with Board regulations; and (c) the  
 63 school board to provide a copy of the investigative file and such petition for revocation to the Superintendent  
 64 at the time that the hearing is scheduled. The Board shall revoke the license of any person for whom it has  
 65 received a notice of dismissal or resignation pursuant to subsection F of § 22.1-313 and, in the case of a  
 66 person who is the subject of a founded complaint of child abuse or neglect, after all rights to any  
 67 administrative appeal provided by § 63.2-1526 have been exhausted. In the case of a teacher who is the  
 68 subject of a founded complaint of child abuse or neglect and whose license has been revoked pursuant to this  
 69 subsection, in the event that a court reverses such finding of abuse or neglect and the individual submits to  
 70 the Department an application for the reinstatement of his license as a teacher, the Board shall consider and  
 71 act upon such application no later than 90 days after the date of submission. Regardless of the authority of  
 72 any other agency of the Commonwealth to approve educational programs, only the Board shall have the  
 73 authority to license teachers to be regularly employed by school boards, including those teachers employed to  
 74 provide nursing education-;

75 ~~The Board shall prescribe by regulation~~ 2. *Prescribe* the licensure requirements for teachers who teach  
 76 only online courses, as defined in § 22.1-212.23. Such license shall be valid only for teaching online courses.  
 77 Teachers who hold a 10-year renewable license issued by the Board may teach online courses for which they  
 78 are properly endorsed; and

79 3. *Establish additional pathways to renewable licensure as a teacher with an endorsement in the area of*  
 80 *career and technical education, including:*

81 a. *For individuals who have at least five years of relevant work experience, the substitution of experiential*  
 82 *learning for coursework in classroom management, curriculum and instruction in career and technical*  
 83 *education, and human growth and development, in accordance with the equivalency assessment framework;*  
 84 *and*

85 b. *Licensure by reciprocity with an endorsement in the area of career and technical education for*  
 86 *individuals with out-of-state teaching licenses who have the work experience and experiential learning*  
 87 *described in subdivision a. The Board shall determine eligibility within 60 days of receiving a completed*  
 88 *application.*

89 *Any individual who seeks renewable licensure as a teacher with an endorsement in the area of career and*  
 90 *technical education in accordance with subdivision 3 shall complete training in classroom management,*  
 91 *positive behavior interventions and supports, and culturally competent teaching practices as a condition of*  
 92 *such licensure.*

93 C. The Board's regulations shall include requirements that a person seeking initial licensure:

94 1. Demonstrate proficiency in the relevant content area and other core skills for educators by achieving a  
 95 qualifying score on professional assessments or meeting alternative evaluation standards as prescribed by the  
 96 Board. Such assessments for any individual seeking initial licensure with an endorsement in early/primary  
 97 education preschool through grade three, elementary education preschool through grade six, special education  
 98 general curriculum kindergarten through grade 12, special education deaf and hard of hearing preschool  
 99 through grade 12, or special education blindness/visual impairments preschool through grade 12 or as a  
 100 reading specialist shall include a rigorous test of science-based reading research and evidence-based literacy  
 101 instruction;

102 2. Complete study in attention deficit disorder;

103 3. Complete study in gifted education, including the use of multiple criteria to identify gifted students; and

104 4. Complete study in methods of improving communication between schools and families and ways of  
 105 increasing family involvement in student learning at home and at school.

106 D. In addition, such regulations shall include requirements that:

107 1. Every person seeking initial licensure and persons seeking licensure renewal as teachers who have not  
 108 completed such study shall complete study in child abuse recognition and intervention in accordance with  
 109 curriculum guidelines developed by the Board in consultation with the Department of Social Services that are  
 110 relevant to the specific teacher licensure routes;

111 2. Every person seeking renewal of a license shall complete all renewal requirements, including  
 112 professional development in a manner prescribed by the Board, except that no person seeking renewal of a  
 113 license shall be required to satisfy any such requirement by completing coursework and earning credit at an  
 114 institution of higher education;

115 3. Every person seeking initial licensure or renewal of a license shall provide evidence of completion of  
 116 certification or training in emergency first aid, cardiopulmonary resuscitation, and the use of automated  
 117 external defibrillators. The certification or training program shall (i) be based on the current national  
 118 evidence-based emergency cardiovascular care guidelines for cardiopulmonary resuscitation and the use of an

119 automated external defibrillator, such as a program developed by the American Heart Association or the  
120 American Red Cross, and (ii) include hands-on practice of the skills necessary to perform cardiopulmonary  
121 resuscitation. The Board shall provide a waiver for this requirement for any person with a disability whose  
122 disability prohibits such person from completing the certification or training;

123 4. Every person seeking licensure with an endorsement as a teacher of the blind and visually impaired  
124 shall demonstrate proficiency in reading and writing Braille;

125 5. Every teacher seeking an initial license in the Commonwealth with an endorsement in the area of career  
126 and technical education shall have an industry certification credential in the area in which the teacher seeks  
127 endorsement. If a teacher seeking an initial license in the Commonwealth has not attained an industry  
128 certification credential in the area in which the teacher seeks endorsement, the division superintendent may  
129 issue the teacher a provisional license to allow time for the teacher to attain such credential;

130 6. Every person seeking initial licensure or renewal of a license shall complete awareness training,  
131 provided by the Department, on the indicators of dyslexia, as that term is defined by the Board pursuant to  
132 regulations, and the evidence-based interventions and accommodations for dyslexia;

133 7. Every person seeking initial licensure or renewal of a license with an endorsement as a school  
134 counselor shall complete training in the recognition of mental health disorder and behavioral distress,  
135 including depression, trauma, violence, youth suicide, and substance abuse;

136 8. Every person seeking initial licensure as a teacher who has not received the instruction described in  
137 subsection D of § 23.1-902 shall receive instruction or training on positive behavior interventions and  
138 supports; crisis prevention and de-escalation; the use of physical restraint and seclusion, consistent with  
139 regulations of the Board; and appropriate alternative methods to reduce and prevent the need for the use of  
140 physical restraint and seclusion;

141 9. Every person seeking initial licensure or renewal of a license shall complete instruction or training in  
142 cultural competency;

143 10. Every person seeking initial licensure or renewal of a license with an endorsement in history and  
144 social sciences shall complete instruction in African American history, as prescribed by the Board;

145 11. Every person seeking renewal of a license as a teacher shall complete training in the instruction of  
146 students with disabilities that includes (i) differentiating instruction for students depending on their needs; (ii)  
147 understanding the role of general education teachers on the individualized education program team; (iii)  
148 implementing effective models of collaborative instruction, including co-teaching; and (iv) understanding the  
149 goals and benefits of inclusive education for all students; and

150 12. Every person seeking initial licensure with an endorsement in early/primary education preschool  
151 through grade three, elementary education preschool through grade six, special education general curriculum  
152 kindergarten through grade 12, special education deaf and hard of hearing preschool through grade 12, or  
153 special education blindness/visual impairments preschool through grade 12 or as a reading specialist shall  
154 complete study in science-based reading research and evidence-based literacy instruction.

155 E. No teacher who seeks a provisional license shall be required to meet any requirement set forth in  
156 subdivision D 1, 3, 6, or 8 as a condition of such licensure, but each such teacher shall complete each such  
157 requirement during the first year of provisional licensure.

158 F. The Board shall issue a license to an individual seeking initial licensure who has not completed  
159 professional assessments as prescribed by the Board, if such individual (i) holds a provisional license that will  
160 expire within three months or, at the discretion of the school board and division superintendent, within six  
161 months if the individual has received a satisfactory mid-year performance review in the current school year;  
162 (ii) is employed by a school board; (iii) is recommended for licensure by the division superintendent; (iv) has  
163 attempted, unsuccessfully, to obtain a qualifying score on the professional assessments as prescribed by the  
164 Board; (v) has received an evaluation rating of proficient or above on the performance standards for each year  
165 of the provisional license, and such evaluation was conducted in a manner consistent with the Guidelines for  
166 Uniform Performance Standards and Evaluation Criteria for Teachers, Principals, and Superintendents; and  
167 (vi) meets all other requirements for initial licensure.

168 G. Each division superintendent may waive for any individual whom he seeks to employ as a career and  
169 technical education teacher and who is also seeking initial licensure or renewal of a license with an  
170 endorsement in the area of career and technical education any applicable requirement set forth in subsection  
171 C or subdivision D 2, 4, or 6.

172 H. The Board's regulations shall require that initial licensure for principals and assistant principals be  
173 contingent upon passage of an assessment as prescribed by the Board.

174 I. The Board shall establish criteria in its regulations to effectuate the substitution of experiential learning  
175 for coursework for those persons seeking initial licensure through an alternate route as defined in Board  
176 regulations. Such alternate routes shall include eligibility for any individual to receive, notwithstanding any  
177 provision of law to the contrary, a renewable one-year license to teach in public high schools in the  
178 Commonwealth if he has:

- 179 1. Received a graduate degree from a regionally accredited institution of higher education;
- 180 2. Completed at least 30 credit hours of teaching experience as an instructor at a regionally accredited

181 institution of higher education;

182 3. Received qualifying scores on the professional teacher's assessments prescribed by the Board, including  
183 the content-area assessment for the endorsement sought. Such assessments for any individual seeking initial  
184 licensure through an alternate route with an endorsement in early/primary education preschool through grade  
185 three, elementary education preschool through grade six, special education general curriculum kindergarten  
186 through grade 12, special education deaf and hard of hearing preschool through grade 12, or special education  
187 blindness/visual impairments preschool through grade 12 or as a reading specialist shall include a rigorous  
188 test of science-based reading research and evidence-based literacy instruction; and

189 4. Met the requirements set forth in subdivisions D 1 and 3.

190 J. Notwithstanding any provision of law to the contrary, the Board (i) may provide for the issuance of a  
191 provisional license, valid for a period not to exceed three years, pursuant to subdivision D 5 or to any person  
192 who does not meet the requirements of this section or any other requirement for licensure imposed by law;  
193 (ii) shall provide for the issuance of a provisional license, valid for a period not to exceed three years, to any  
194 former member of the Armed Forces of the United States or the Virginia National Guard who has received an  
195 honorable discharge and has the appropriate level of experience or training but does not meet the  
196 requirements for a renewable license; and (iii) may provide for the issuance of a provisional license, valid for  
197 a period not to exceed three years, to any individual who has held within the last five years a valid and  
198 officially issued and recognized license or certification to teach issued by an entity outside of the United  
199 States but does not meet the requirements for a renewable license if the individual's license or certification to  
200 teach has been evaluated and verified by an entity approved by the Department.

201 K. The Board's licensure regulations shall also provide for licensure by reciprocity:

202 1. With comparable endorsement areas for those individuals holding a valid out-of-state teaching license  
203 and national certification from the National Board for Professional Teaching Standards or a nationally  
204 recognized certification program approved by the Board. The application for such individuals shall require  
205 evidence of such valid licensure and national certification and shall not require official student transcripts;  
206 and

207 2. For any spouse of an active duty or reserve member of the Armed Forces of the United States or a  
208 member of the Virginia National Guard who has obtained a valid out-of-state license, with full credentials  
209 and without deficiencies, that is in force at the time the application for a Virginia license is received by the  
210 Department. Each such individual shall establish a file in the Department by submitting a complete  
211 application packet, which shall include official student transcripts and an official copy of the military  
212 permanent assignment orders of the individual's spouse. No service requirements or licensing assessments  
213 shall be required for any such individual. The Department shall determine and communicate such individual's  
214 eligibility for licensure by reciprocity within 15 business days of receipt of the complete application packet.

215 L. The Board's licensure regulations shall also provide for universal licensure by reciprocity for any  
216 individual who holds a valid out-of-state teaching license with full credentials and without deficiencies that  
217 has been in force for at least three years prior to and is in force at the time of application. No service  
218 requirements or licensing assessments shall be required for any individual who applies for universal licensure  
219 by reciprocity. Any individual who applies for universal licensure by reciprocity shall provide a copy of the  
220 individual's out-of-state teaching license that meets the criteria set forth in this subsection. Any such  
221 individual shall be subject to the provisions of §§ 22.1-296.2 and 22.1-296.4. The Department shall prioritize  
222 applications for universal licensure by reciprocity.

223 M. The Board shall include in its regulations an alternate route to licensure for elementary education  
224 preschool through grade six and an alternate route to licensure for special education general curriculum  
225 kindergarten through grade 12. Each such alternate route to licensure shall require individuals to (i) meet the  
226 qualifying scores on the content area assessment prescribed by the Board for the endorsements sought and (ii)  
227 complete an alternative certification program that provides training in the pedagogy and methodology of the  
228 respective content or special education areas prescribed by the Board. The curriculum of any such alternative  
229 certification program shall be approved by the Board. Nothing in this subsection shall preclude the Board  
230 from establishing other alternate routes to licensure.

231 N. Notwithstanding any provision of law to the contrary, the Board, upon recommendation of the division  
232 superintendent or school board, may provide for the issuance of a valid one-year nonrenewable local  
233 eligibility license to any individual who (i) received a baccalaureate degree from a regionally accredited  
234 institution of higher education and (ii) has experience or training in a subject or content area as the local  
235 school board and division superintendent may deem appropriate for the applicable teaching position or  
236 endorsement area. Any such one-year nonrenewable local eligibility license shall be issued in accordance  
237 with the following criteria:

238 1. Each school board shall ensure that the number of teachers employed by the school board under such  
239 local eligibility license does not exceed five percent of the teachers employed by such school board during  
240 the preceding school year;

241 2. No school board shall issue such local eligibility license to any individual who is (i) seeking to provide

242 instruction in special education or (ii) eligible for a collegiate professional license or postgraduate  
243 professional license;

244 3. Any individual who is issued a local eligibility license pursuant to this subsection shall be required to  
245 complete within such one-year period the requirements set forth in subsection C and subdivisions D 1, 3, 6, 8,  
246 and 9 as well as any additional training requirements that may be prescribed by the school board and division  
247 superintendent;

248 4. Such local eligibility license shall only be valid within the issuing school division;

249 5. Each school board may, upon an individual's completion of a local eligibility license, issue a  
250 provisional license to such individual upon receiving from the division superintendent (i) a recommendation  
251 for such license and (ii) a satisfactory performance evaluation for such individual for the local eligibility  
252 licensure period;

253 6. Any individual issued a one-year local eligibility license shall be considered a probationary teacher and  
254 shall be subject to the probationary terms of employment pursuant to § 22.1-303;

255 7. Any teacher employed under a one-year local eligibility license shall be issued a collegiate professional  
256 or postgraduate professional license upon the expiration of the local eligibility license if such teacher, before  
257 or by the expiration of such local eligibility license, (i) receives a recommendation from the division  
258 superintendent and the school board, (ii) satisfies all requirements for the applicable license pursuant to  
259 relevant law and regulations, and (iii) satisfies any other criteria as may be prescribed by the Board; and

260 8. The Department's Office of Licensure shall review each local eligibility license within a month of  
261 issuance to any individual to ensure compliance with all Board regulations.

262 O. The Board, in its regulations providing for licensure by reciprocity established pursuant to subsections  
263 K and L, shall (i) permit applicants to submit third-party employment verification forms and (ii) grant special  
264 consideration to individuals who have successfully completed a program offered by a provider that is  
265 accredited by the Council for the Accreditation of Educator Preparation.

266 P. The Board shall develop guidelines that establish a process to permit a school board or any organization  
267 sponsored by a school board to petition the Board for approval of an alternate route to licensure that may be  
268 used to meet the requirements for a provisional or renewable license or any endorsement. Any such alternate  
269 route may include alternatives to the regulatory requirements for teacher preparation, including alternative  
270 professional assessments and coursework. The petitioner may proffer or the Board may impose conditions in  
271 conjunction with the approval of such petition.

272 **§ 22.1-298.1. (Effective July 1, 2030) Regulations governing licensure.**

273 A. As used in this section:

274 "Alternate route to licensure" means a nontraditional route to teacher licensure available to individuals  
275 who meet the criteria specified in the guidelines developed pursuant to subsection O or regulations issued by  
276 the Board.

277 "*Equivalency assessment framework*" means a structured process and set of guidelines and criteria (i)  
278 established by the Board to evaluate and recognize experiential learning or industry credentials as  
279 equivalent to formal educational coursework for individuals seeking renewable licensure with an  
280 endorsement in the area of career and technical education through a pathway established in accordance with  
281 subdivision B 3 and (ii) biennially reviewed, adjusted as necessary to ensure alignment with evolving  
282 industry and educational standards, and reported to the General Assembly by the Board.

283 "Industry certification credential" means an active career and technical education credential that is earned  
284 by successfully completing a Board-approved industry certification examination, being issued a professional  
285 license in the Commonwealth, or successfully completing an occupational competency examination.

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287 individual coming into the Commonwealth from another state when that individual meets certain conditions  
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291 as permitted pursuant to subdivision D 5 for a specified period of time, not to exceed three years, to an  
292 individual who may be employed by a school division in the Commonwealth and who generally meets the  
293 requirements specified in the Board's regulations for licensure, but who may need to take additional  
294 coursework, pass additional assessments, or meet alternative evaluation standards to be fully licensed with a  
295 renewable license.

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297 requirements specified in the Board's regulations.

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299 any individual who holds a valid out-of-state teaching license with full credentials and without deficiencies  
300 that has been in force and in use by the individual as an employed teacher in a non-virtual classroom setting  
301 at a public or private elementary or secondary school for at least three years prior to and is in force at the time  
302 the Department receives such individual's application for a license as a teacher in the Commonwealth.

303 B. The Board shall prescribe, by regulation, the requirements for the licensure of teachers and other

304 school personnel required to hold a license. Such regulations shall include procedures:

305 *1. Include procedures* for (i) the denial, suspension, cancellation, revocation, and reinstatement of  
 306 licensure; (ii) written reprimand of license holders on grounds established by the Board, in accordance with  
 307 law, notice of which shall be made by the Superintendent to division superintendents or their designated  
 308 representatives; and (iii) the immediate and thorough investigation by the division superintendent or his  
 309 designee of any complaint alleging that a license holder has engaged in conduct that may form the basis for  
 310 the revocation of his license. At a minimum, such procedures for investigations contained in such regulations  
 311 shall require (a) the division superintendent to petition for the revocation of the license upon completing such  
 312 investigation and finding that there is reasonable cause to believe that the license holder has engaged in  
 313 conduct that forms the basis for revocation of a license; (b) the school board to proceed to a hearing on such  
 314 petition for revocation within 90 days of the mailing of a copy of the petition to the license holder, unless the  
 315 license holder requests the cancellation of his license in accordance with Board regulations; and (c) the  
 316 school board to provide a copy of the investigative file and such petition for revocation to the Superintendent  
 317 at the time that the hearing is scheduled. The Board shall revoke the license of any person for whom it has  
 318 received a notice of dismissal or resignation pursuant to subsection F of § 22.1-313 and, in the case of a  
 319 person who is the subject of a founded complaint of child abuse or neglect, after all rights to any  
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 322 subsection, in the event that a court reverses such finding of abuse or neglect and the individual submits to  
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 324 act upon such application no later than 90 days after the date of submission. Regardless of the authority of  
 325 any other agency of the Commonwealth to approve educational programs, only the Board shall have the  
 326 authority to license teachers to be regularly employed by school boards, including those teachers employed to  
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328 ~~The Board shall prescribe by regulation~~ *2. Prescribe* the licensure requirements for teachers who teach  
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 330 Teachers who hold a 10-year renewable license issued by the Board may teach online courses for which they  
 331 are properly endorsed; *and*

332 *3. Establish additional pathways to renewable licensure as a teacher with an endorsement in the area of*  
 333 *career and technical education, including:*

334 *a. For individuals who have at least five years of relevant work experience, the substitution of experiential*  
 335 *learning for coursework in classroom management, curriculum and instruction in career and technical*  
 336 *education, and human growth and development, in accordance with the equivalency assessment framework;*  
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338 *b. Licensure by reciprocity with an endorsement in the area of career and technical education for*  
 339 *individuals with out-of-state teaching licenses who have the work experience and experiential learning*  
 340 *described in subdivision a. The Board shall determine eligibility within 60 days of receiving a completed*  
 341 *application.*

342 *Any individual who seeks renewable licensure as a teacher with an endorsement in the area of career and*  
 343 *technical education in accordance with subdivision 3 shall complete training in classroom management,*  
 344 *positive behavior interventions and supports, and culturally competent teaching practices as a condition of*  
 345 *such licensure.*

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357 4. Complete study in methods of improving communication between schools and families and ways of  
 358 increasing family involvement in student learning at home and at school.

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 361 completed such study shall complete study in child abuse recognition and intervention in accordance with  
 362 curriculum guidelines developed by the Board in consultation with the Department of Social Services that are  
 363 relevant to the specific teacher licensure routes;

364 2. Every person seeking renewal of a license shall complete all renewal requirements, including

365 professional development in a manner prescribed by the Board, except that no person seeking renewal of a  
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368 3. Every person seeking initial licensure or renewal of a license shall provide evidence of completion of  
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 371 evidence-based emergency cardiovascular care guidelines for cardiopulmonary resuscitation and the use of an  
 372 automated external defibrillator, such as a program developed by the American Heart Association or the  
 373 American Red Cross, and (ii) include hands-on practice of the skills necessary to perform cardiopulmonary  
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 382 issue the teacher a provisional license to allow time for the teacher to attain such credential;

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 401 implementing effective models of collaborative instruction, including co-teaching; and (iv) understanding the  
 402 goals and benefits of inclusive education for all students; and

403 12. Every person seeking initial licensure with an endorsement in early/primary education preschool  
 404 through grade three, elementary education preschool through grade six, special education general curriculum  
 405 kindergarten through grade 12, special education deaf and hard of hearing preschool through grade 12, or  
 406 special education blindness/visual impairments preschool through grade 12 or as a reading specialist shall  
 407 complete study in science-based reading research and evidence-based literacy instruction.

408 E. No teacher who seeks a provisional license shall be required to meet any requirement set forth in  
 409 subdivision D 1, 3, 6, or 8 as a condition of such licensure, but each such teacher shall complete each such  
 410 requirement during the first year of provisional licensure.

411 F. The Board shall issue a license to an individual seeking initial licensure who has not completed  
 412 professional assessments as prescribed by the Board, if such individual (i) holds a provisional license that will  
 413 expire within three months or, at the discretion of the school board and division superintendent, within six  
 414 months if the individual has received a satisfactory mid-year performance review in the current school year;  
 415 (ii) is employed by a school board; (iii) is recommended for licensure by the division superintendent; (iv) has  
 416 attempted, unsuccessfully, to obtain a qualifying score on the professional assessments as prescribed by the  
 417 Board; (v) has received an evaluation rating of proficient or above on the performance standards for each year  
 418 of the provisional license, and such evaluation was conducted in a manner consistent with the Guidelines for  
 419 Uniform Performance Standards and Evaluation Criteria for Teachers, Principals, and Superintendents; and  
 420 (vi) meets all other requirements for initial licensure.

421 G. Each division superintendent may waive for any individual whom he seeks to employ as a career and  
 422 technical education teacher and who is also seeking initial licensure or renewal of a license with an  
 423 endorsement in the area of career and technical education any applicable requirement set forth in subsection  
 424 C or subdivision D 2, 4, or 6.

425 H. The Board's regulations shall require that initial licensure for principals and assistant principals be

426 contingent upon passage of an assessment as prescribed by the Board.

427 I. The Board shall establish criteria in its regulations to effectuate the substitution of experiential learning  
428 for coursework for those persons seeking initial licensure through an alternate route as defined in Board  
429 regulations. Such alternate routes shall include eligibility for any individual to receive, notwithstanding any  
430 provision of law to the contrary, a renewable one-year license to teach in public high schools in the  
431 Commonwealth if he has:

432 1. Received a graduate degree from a regionally accredited institution of higher education;

433 2. Completed at least 30 credit hours of teaching experience as an instructor at a regionally accredited  
434 institution of higher education;

435 3. Received qualifying scores on the professional teacher's assessments prescribed by the Board, including  
436 the content-area assessment for the endorsement sought. Such assessments for any individual seeking initial  
437 licensure through an alternate route with an endorsement in early/primary education preschool through grade  
438 three, elementary education preschool through grade six, special education general curriculum kindergarten  
439 through grade 12, special education deaf and hard of hearing preschool through grade 12, or special education  
440 blindness/visual impairments preschool through grade 12 or as a reading specialist shall include a rigorous  
441 test of science-based reading research and evidence-based literacy instruction; and

442 4. Met the requirements set forth in subdivisions D 1 and 3.

443 J. Notwithstanding any provision of law to the contrary, the Board (i) may provide for the issuance of a  
444 provisional license, valid for a period not to exceed three years, pursuant to subdivision D 5 or to any person  
445 who does not meet the requirements of this section or any other requirement for licensure imposed by law;  
446 (ii) shall provide for the issuance of a provisional license, valid for a period not to exceed three years, to any  
447 former member of the Armed Forces of the United States or the Virginia National Guard who has received an  
448 honorable discharge and has the appropriate level of experience or training but does not meet the  
449 requirements for a renewable license; and (iii) may provide for the issuance of a provisional license, valid for  
450 a period not to exceed three years, to any individual who has held within the last five years a valid and  
451 officially issued and recognized license or certification to teach issued by an entity outside of the United  
452 States but does not meet the requirements for a renewable license if the individual's license or certification to  
453 teach has been evaluated and verified by an entity approved by the Department.

454 K. The Board's licensure regulations shall also provide for licensure by reciprocity:

455 1. With comparable endorsement areas for those individuals holding a valid out-of-state teaching license  
456 and national certification from the National Board for Professional Teaching Standards or a nationally  
457 recognized certification program approved by the Board. The application for such individuals shall require  
458 evidence of such valid licensure and national certification and shall not require official student transcripts;  
459 and

460 2. For any spouse of an active duty or reserve member of the Armed Forces of the United States or a  
461 member of the Virginia National Guard who has obtained a valid out-of-state license, with full credentials  
462 and without deficiencies, that is in force at the time the application for a Virginia license is received by the  
463 Department. Each such individual shall establish a file in the Department by submitting a complete  
464 application packet, which shall include official student transcripts and an official copy of the military  
465 permanent assignment orders of the individual's spouse. No service requirements or licensing assessments  
466 shall be required for any such individual. The Department shall determine and communicate such individual's  
467 eligibility for licensure by reciprocity within 15 business days of receipt of the complete application packet.

468 L. The Board's licensure regulations shall also provide for universal licensure by reciprocity for any  
469 individual who holds a valid out-of-state teaching license with full credentials and without deficiencies that  
470 has been in force for at least three years prior to and is in force at the time of applications. No services  
471 requirements or licensing assessments shall be required for any individual who applies for universal licensure  
472 by reciprocity. Any individual who applies for universal licensure by reciprocity shall provide a copy of the  
473 individual's out-of-state teaching license that meets the criteria set forth in this subsection. Any such  
474 individual shall be subject to the provisions of §§ 22.1-296.2 and 22.1-296.4. The Department shall prioritize  
475 applications for universal licensure by reciprocity.

476 M. The Board shall include in its regulations an alternate route to licensure for elementary education  
477 preschool through grade six and an alternate route to licensure for special education general curriculum  
478 kindergarten through grade 12. Each such alternate route to licensure shall require individuals to (i) meet the  
479 qualifying scores on the content area assessment prescribed by the Board for the endorsements sought and (ii)  
480 complete an alternative certification program that provides training in the pedagogy and methodology of the  
481 respective content or special education areas prescribed by the Board. The curriculum of any such alternative  
482 certification program shall be approved by the Board. Nothing in this subsection shall preclude the Board  
483 from establishing other alternate routes to licensure.

484 N. The Board, in its regulations providing for licensure by reciprocity established pursuant to subsections  
485 K and L, shall (i) permit applicants to submit third-party employment verification forms and (ii) grant special  
486 consideration to individuals who have successfully completed a program offered by a provider that is



487 accredited by the Council for the Accreditation of Educator Preparation.

488 O. The Board shall develop guidelines that establish a process to permit a school board or any  
489 organization sponsored by a school board to petition the Board for approval of an alternate route to licensure  
490 that may be used to meet the requirements for a provisional or renewable license or any endorsement. Any  
491 such alternate route may include alternatives to the regulatory requirements for teacher preparation, including  
492 alternative professional assessments and coursework. The petitioner may proffer or the Board may impose  
493 conditions in conjunction with the approval of such petition.

494 **2. That the Board of Education shall amend its regulations as necessary in accordance with the**  
495 **provisions of this act.**

**INTRODUCED**

HB2018