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HOUSE BILL NO. 2018**AMENDMENT IN THE NATURE OF A SUBSTITUTE**

(Proposed by the House Committee on Education

on January 22, 2025)

(Patron Prior to Substitute—Delegate Anthony)

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 pathway to provisional licensure.*

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.

"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 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 shall require (a) the division superintendent to petition for the revocation of the license upon completing such investigation and finding that there is reasonable cause to believe that the license holder has engaged in conduct that forms the basis for revocation of a license; (b) the school board to proceed to a hearing on such petition for revocation within 90 days of the mailing of a copy of the petition to the license holder, unless the license holder requests the cancellation of his license in accordance with Board regulations; and (c) the school board to provide a copy of the investigative file and such petition for revocation to the Superintendent at the time that the hearing is scheduled. The Board shall revoke the license of any person for whom it has received a notice of dismissal or resignation pursuant to subsection F of § 22.1-313 and, in the case of a person who is the subject of a founded complaint of child abuse or neglect, after all rights to any administrative appeal provided by § 63.2-1526 have been exhausted. In the case of a teacher who is the subject of a founded complaint of child abuse or neglect

60 and whose license has been revoked pursuant to this subsection, in the event that a court reverses such finding
61 of abuse or neglect and the individual submits to the Department an application for the reinstatement of his
62 license as a teacher, the Board shall consider and act upon such application no later than 90 days after the
63 date of submission. Regardless of the authority of any other agency of the Commonwealth to approve
64 educational programs, only the Board shall have the authority to license teachers to be regularly employed by
65 school boards, including those teachers employed to provide nursing education.

66 The Board shall prescribe by regulation the licensure requirements for teachers who teach only online
67 courses, as defined in § 22.1-212.23. Such license shall be valid only for teaching online courses. Teachers
68 who hold a 10-year renewable license issued by the Board may teach online courses for which they are
69 properly endorsed.

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

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

79 2. Complete study in attention deficit disorder;

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

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

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

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

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

92 3. Every person seeking initial licensure or renewal of a license shall provide evidence of completion of
93 certification or training in emergency first aid, cardiopulmonary resuscitation, and the use of automated
94 external defibrillators. The certification or training program shall (i) be based on the current national
95 evidence-based emergency cardiovascular care guidelines for cardiopulmonary resuscitation and the use of an
96 automated external defibrillator, such as a program developed by the American Heart Association or the
97 American Red Cross, and (ii) include hands-on practice of the skills necessary to perform cardiopulmonary
98 resuscitation. The Board shall provide a waiver for this requirement for any person with a disability whose
99 disability prohibits such person from completing the certification or training;

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

102 5. Every teacher seeking an initial license in the Commonwealth with an endorsement in the area of career
103 and technical education shall have an industry certification credential in the area in which the teacher seeks
104 endorsement. If a teacher seeking an initial license in the Commonwealth *with an endorsement in the area of*
105 *career and technical education* has (i) not attained an industry certification credential in the area in which the
106 teacher seeks endorsement, the division superintendent may issue the teacher a provisional license to allow
107 time for the teacher to attain such credential *or (ii) a high school diploma or a high school equivalency*
108 *certificate and an industry-recognized credential, certification, or license in the area in which such person*
109 *seeks an endorsement but has not completed all requirements specified in the Board's regulations for*
110 *licensure, the Board shall issue the person a provisional license to allow time for such person to complete, in*
111 *lieu of the outstanding requirements specified in the Board's regulations for licensure, coursework in*
112 *classroom management, curriculum and instruction in career and technical education, and human growth*
113 *and development or educational technology;*

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

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

120 8. Every person seeking initial licensure as a teacher who has not received the instruction described in

121 subsection D of § 23.1-902 shall receive instruction or training on positive behavior interventions and
 122 supports; crisis prevention and de-escalation; the use of physical restraint and seclusion, consistent with
 123 regulations of the Board; and appropriate alternative methods to reduce and prevent the need for the use of
 124 physical restraint and seclusion;

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

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

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

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

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

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

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

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

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

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

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

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

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

174 J. Notwithstanding any provision of law to the contrary, the Board (i) may provide for the issuance of a
 175 provisional license, valid for a period not to exceed three years, pursuant to *clause (i) of subdivision D 5* or to
 176 any person who does not meet the requirements of this section or any other requirement for licensure imposed
 177 by law; (ii) *shall provide for the issuance of a provisional license, valid for a period not to exceed three*
 178 *years, pursuant to clause (ii) of subdivisions D 5;* (iii) shall provide for the issuance of a provisional license,
 179 valid for a period not to exceed three years, to any former member of the Armed Forces of the United States
 180 or the Virginia National Guard who has received an honorable discharge and has the appropriate level of
 181 experience or training but does not meet the requirements for a renewable license; and ~~(iii)~~ (iv) may provide

182 for the issuance of a provisional license, valid for a period not to exceed three years, to any individual who
183 has held within the last five years a valid and officially issued and recognized license or certification to teach
184 issued by an entity outside of the United States but does not meet the requirements for a renewable license if
185 the individual's license or certification to teach has been evaluated and verified by an entity approved by the
186 Department.

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

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

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

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

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

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

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

227 2. No school board shall issue such local eligibility license to any individual who is (i) seeking to provide
228 instruction in special education or (ii) eligible for a collegiate professional license or postgraduate
229 professional license;

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

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

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

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

241 7. Any teacher employed under a one-year local eligibility license shall be issued a collegiate professional
242 or postgraduate professional license upon the expiration of the local eligibility license if such teacher, before

243 or by the expiration of such local eligibility license, (i) receives a recommendation from the division
 244 superintendent and the school board, (ii) satisfies all requirements for the applicable license pursuant to
 245 relevant law and regulations, and (iii) satisfies any other criteria as may be prescribed by the Board; and

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

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

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

258 **§ 22.1-298.1. (Effective July 1, 2030) Regulations governing licensure.**

259 A. As used in this section:

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

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

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

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

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

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

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

283 B. The Board shall prescribe, by regulation, the requirements for the licensure of teachers and other
 284 school personnel required to hold a license. Such regulations shall include procedures for (i) the denial,
 285 suspension, cancellation, revocation, and reinstatement of licensure; (ii) written reprimand of license holders
 286 on grounds established by the Board, in accordance with law, notice of which shall be made by the
 287 Superintendent to division superintendents or their designated representatives; and (iii) the immediate and
 288 thorough investigation by the division superintendent or his designee of any complaint alleging that a license
 289 holder has engaged in conduct that may form the basis for the revocation of his license. At a minimum, such
 290 procedures for investigations contained in such regulations shall require (a) the division superintendent to
 291 petition for the revocation of the license upon completing such investigation and finding that there is
 292 reasonable cause to believe that the license holder has engaged in conduct that forms the basis for revocation
 293 of a license; (b) the school board to proceed to a hearing on such petition for revocation within 90 days of the
 294 mailing of a copy of the petition to the license holder, unless the license holder requests the cancellation of
 295 his license in accordance with Board regulations; and (c) the school board to provide a copy of the
 296 investigative file and such petition for revocation to the Superintendent at the time that the hearing is
 297 scheduled. The Board shall revoke the license of any person for whom it has received a notice of dismissal or
 298 resignation pursuant to subsection F of § 22.1-313 and, in the case of a person who is the subject of a founded
 299 complaint of child abuse or neglect, after all rights to any administrative appeal provided by § 63.2-1526 have
 300 been exhausted. In the case of a teacher who is the subject of a founded complaint of child abuse or neglect
 301 and whose license has been revoked pursuant to this subsection, in the event that a court reverses such finding
 302 of abuse or neglect and the individual submits to the Department an application for the reinstatement of his
 303 license as a teacher, the Board shall consider and act upon such application no later than 90 days after the

304 date of submission. Regardless of the authority of any other agency of the Commonwealth to approve
305 educational programs, only the Board shall have the authority to license teachers to be regularly employed by
306 school boards, including those teachers employed to provide nursing education.

307 The Board shall prescribe by regulation the licensure requirements for teachers who teach only online
308 courses, as defined in § 22.1-212.23. Such license shall be valid only for teaching online courses. Teachers
309 who hold a 10-year renewable license issued by the Board may teach online courses for which they are
310 properly endorsed.

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

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

320 2. Complete study in attention deficit disorder;

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

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

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

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

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

333 3. Every person seeking initial licensure or renewal of a license shall provide evidence of completion of
334 certification or training in emergency first aid, cardiopulmonary resuscitation, and the use of automated
335 external defibrillators. The certification or training program shall (i) be based on the current national
336 evidence-based emergency cardiovascular care guidelines for cardiopulmonary resuscitation and the use of an
337 automated external defibrillator, such as a program developed by the American Heart Association or the
338 American Red Cross, and (ii) include hands-on practice of the skills necessary to perform cardiopulmonary
339 resuscitation. The Board shall provide a waiver for this requirement for any person with a disability whose
340 disability prohibits such person from completing the certification or training;

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

343 5. Every teacher seeking an initial license in the Commonwealth with an endorsement in the area of career
344 and technical education shall have an industry certification credential in the area in which the teacher seeks
345 endorsement. If a teacher seeking an initial license in the Commonwealth *with an endorsement in the area of*
346 *career and technical education* has (i) not attained an industry certification credential in the area in which the
347 teacher seeks endorsement, the division superintendent may issue the teacher a provisional license to allow
348 time for the teacher to attain such credential *or (ii) a high school diploma or a high school equivalency*
349 *certificate and an industry-recognized credential, certification, or license in the area in which such person*
350 *seeks an endorsement but has not completed all requirements specified in the Board's regulations for*
351 *licensure, the Board shall issue the person a provisional license to allow time for such person to complete, in*
352 *lieu of the outstanding requirements specified in the Board's regulations for licensure, coursework in*
353 *classroom management, curriculum and instruction in career and technical education, and human growth*
354 *and development or educational technology;*

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356 provided by the Department, on the indicators of dyslexia, as that term is defined by the Board pursuant to
357 regulations, and the evidence-based interventions and accommodations for dyslexia;

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

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

365 physical restraint and seclusion;

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

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

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371 students with disabilities that includes (i) differentiating instruction for students depending on their needs; (ii)
372 understanding the role of general education teachers on the individualized education program team; (iii)
373 implementing effective models of collaborative instruction, including co-teaching; and (iv) understanding the
374 goals and benefits of inclusive education for all students; and

375 12. Every person seeking initial licensure with an endorsement in early/primary education preschool
376 through grade three, elementary education preschool through grade six, special education general curriculum
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378 special education blindness/visual impairments preschool through grade 12 or as a reading specialist shall
379 complete study in science-based reading research and evidence-based literacy instruction.

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

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

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

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

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

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

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

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

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

415 J. Notwithstanding any provision of law to the contrary, the Board (i) may provide for the issuance of a
416 provisional license, valid for a period not to exceed three years, pursuant to *clause (i) of subdivision D 5* or to
417 any person who does not meet the requirements of this section or any other requirement for licensure imposed
418 by law; (ii) *shall provide for the issuance of a provisional license, valid for a period not to exceed three*
419 *years, pursuant to clause (ii) of subdivisions D 5;* (iii) shall provide for the issuance of a provisional license,
420 valid for a period not to exceed three years, to any former member of the Armed Forces of the United States
421 or the Virginia National Guard who has received an honorable discharge and has the appropriate level of
422 experience or training but does not meet the requirements for a renewable license; and ~~(iii)~~ (iv) may provide
423 for the issuance of a provisional license, valid for a period not to exceed three years, to any individual who
424 has held within the last five years a valid and officially issued and recognized license or certification to teach
425 issued by an entity outside of the United States but does not meet the requirements for a renewable license if

426 the individual's license or certification to teach has been evaluated and verified by an entity approved by the
427 Department.

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

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

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

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

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

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

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

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