

1 VIRGINIA ACTS OF ASSEMBLY — CHAPTER

2 *An Act to amend and reenact § 22.1-298.1, as it is currently effective and as it shall become effective, of the*
 3 *Code of Virginia, relating to Board of Education; teacher licensure; career and technical education;*
 4 *alternative pathway to provisional licensure.*

5 [S 879]

6 Approved

7 **Be it enacted by the General Assembly of Virginia:**8 **1. That § 22.1-298.1, as it is currently effective and as it shall become effective, of the Code of Virginia**
 9 **is amended and reenacted as follows:**10 **§ 22.1-298.1. (Effective until July 1, 2030) Regulations governing licensure.**

11 A. As used in this section:

12 "Alternate route to licensure" means a nontraditional route to teacher licensure available to individuals
 13 who meet the criteria specified in the guidelines developed pursuant to subsection P or regulations issued by
 14 the Board.15 "Industry certification credential" means an active career and technical education credential that is earned
 16 by successfully completing a Board-approved industry certification examination, being issued a professional
 17 license in the Commonwealth, or successfully completing an occupational competency examination.18 "Licensure by reciprocity" means the issuance of a license as a teacher in the Commonwealth to an
 19 individual coming into the Commonwealth from another state when that individual meets certain conditions
 20 specified in the Board's regulations.21 "Local eligibility license" means a nonrenewable license issued in accordance with subsection M, not to
 22 exceed one year, to an individual who needs to take additional coursework but otherwise meets certain
 23 conditions for licensure set forth in the Board's regulations and subsection M, and who may be employed by a
 24 school division in the Commonwealth with the intention of such individual, upon satisfaction of the
 25 applicable requirements set forth in Board regulations, receiving full licensure with a renewable license.

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

27 "Provisional license" means a nonrenewable license issued by the Board or by a division superintendent
 28 as permitted pursuant to subdivision D 5 for a specified period of time, not to exceed three years, to an
 29 individual who may be employed by a school division in the Commonwealth and who generally meets the
 30 requirements specified in the Board's regulations for licensure, but who may need to take additional
 31 coursework, pass additional assessments, or meet alternative evaluation standards to be fully licensed with a
 32 renewable license.33 "Renewable license" means a license issued by the Board for 10 years to an individual who meets the
 34 requirements specified in the Board's regulations.35 "Universal licensure by reciprocity" means the issuance of a license as a teacher in the Commonwealth to
 36 any individual who holds a valid out-of-state teaching license with full credentials and without deficiencies
 37 that has been in force and in use by the individual as an employed teacher in a non-virtual classroom setting
 38 at a public or private elementary or secondary school for at least three years prior to and is in force at the time
 39 the Department receives such individual's application for a license as a teacher in the Commonwealth.40 B. The Board shall prescribe, by regulation, the requirements for the licensure of teachers and other
 41 school personnel required to hold a license. Such regulations shall include procedures for (i) the denial,
 42 suspension, cancellation, revocation, and reinstatement of licensure; (ii) written reprimand of license holders
 43 on grounds established by the Board, in accordance with law, notice of which shall be made by the
 44 Superintendent to division superintendents or their designated representatives; and (iii) the immediate and
 45 thorough investigation by the division superintendent or his designee of any complaint alleging that a license
 46 holder has engaged in conduct that may form the basis for the revocation of his license. At a minimum, such
 47 procedures for investigations contained in such regulations shall require (a) the division superintendent to
 48 petition for the revocation of the license upon completing such investigation and finding that there is
 49 reasonable cause to believe that the license holder has engaged in conduct that forms the basis for revocation
 50 of a license; (b) the school board to proceed to a hearing on such petition for revocation within 90 days of the
 51 mailing of a copy of the petition to the license holder, unless the license holder requests the cancellation of
 52 his license in accordance with Board regulations; and (c) the school board to provide a copy of the
 53 investigative file and such petition for revocation to the Superintendent at the time that the hearing is
 54 scheduled. The Board shall revoke the license of any person for whom it has received a notice of dismissal or
 55 resignation pursuant to subsection F of § 22.1-313 and, in the case of a person who is the subject of a founded
 56 complaint of child abuse or neglect, after all rights to any administrative appeal provided by § 63.2-1526 have

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

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

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

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

77 2. Complete study in attention deficit disorder;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

239 7. Any teacher employed under a one-year local eligibility license shall be issued a collegiate professional
240 or postgraduate professional license upon the expiration of the local eligibility license if such teacher, before
241 or by the expiration of such local eligibility license, (i) receives a recommendation from the division
242 superintendent and the school board, (ii) satisfies all requirements for the applicable license pursuant to

243 relevant law and regulations, and (iii) satisfies any other criteria as may be prescribed by the Board; and
 244 8. The Department's Office of Licensure shall review each local eligibility license within a month of
 245 issuance to any individual to ensure compliance with all Board regulations.

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

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

256 **§ 22.1-298.1. (Effective July 1, 2030) Regulations governing licensure.**

257 A. As used in this section:

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

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

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

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

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

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

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

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

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

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

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

318 2. Complete study in attention deficit disorder;

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

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

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

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

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

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

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

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

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

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

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

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

366 10. Every person seeking initial licensure or renewal of a license with an endorsement in history and

367 social sciences shall complete instruction in African American history, as prescribed by the Board;

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

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

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

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

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

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

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

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

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

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

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

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

427 1. With comparable endorsement areas for those individuals holding a valid out-of-state teaching license
 428 and national certification from the National Board for Professional Teaching Standards or a nationally

429 recognized certification program approved by the Board. The application for such individuals shall require
430 evidence of such valid licensure and national certification and shall not require official student transcripts;
431 and

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

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

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

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

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

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