

26103236D

1 **HOUSE BILL NO. 613**

2 Offered January 14, 2026

3 Prefiled January 13, 2026

4 A BILL to amend the Code of Virginia by adding in Chapter 6 of Title 22.1 a section numbered 22.1-70.4,  
5 relating to Department of Education; division superintendents; Teacher Recruitment and Retention  
6 Mentorship Pilot Program established; administration; report.  
7

8 Patron—Cohen

9 Committee Referral Pending  
10

11 Be it enacted by the General Assembly of Virginia:

12 1. That the Code of Virginia is amended by adding in Chapter 6 of Title 22.1 a section numbered  
13 22.1-70.4 as follows:14     *§ 22.1-70.4. Teacher Recruitment and Retention Mentorship Pilot Program established;  
15 administration; report.*16     A. With such funds as are appropriated for such purpose pursuant to the general appropriation act, the  
17 Department, in coordination with the Virginia Association of School Superintendents, shall establish the  
18 Teacher Recruitment and Retention Mentorship Pilot Program (the Program) for the purpose of supporting  
19 division superintendents of school divisions with high teacher vacancy rates in improving teacher recruitment  
20 and retention by coordinating mentorships whereby a division superintendent of a low vacancy rate school  
21 division is connected with a division superintendent of a high vacancy rate school division to provide  
22 mentorship in developing and implementing plans, strategies, and best practices for improving teacher  
23 vacancy rates in the high vacancy rate school division.24     B. The Program shall be administered by the Department in coordination with the Virginia Association of  
25 School Superintendents. In administering the Program, the Department and the Virginia Association of  
26 School Superintendents shall establish and implement policies and procedures for the administration of the  
27 Program, including policies and procedures:28         1. To coordinate the connection of division superintendents of low vacancy rate school divisions with  
29 division superintendents of high vacancy rate school divisions;30         2. Designed to support and maximize the efficacy and success of such mentorships under the program,  
31 including policies and procedures on the recommended frequency, number of meetings or discussions, and  
32 duration of mentorships between the division superintendents;

33         3. Designed to encourage and incentivize participation of division superintendents in the Program; and

34         4. For Program oversight and monitoring the activities and success of each division superintendent  
35 mentorship under the Program.36     C. Each division superintendent mentorship coordinated through the Program shall annually submit to  
37 the Department a report on their activities for the preceding school year that shall include (i) a summary of  
38 the mentorship-related activities between the two division superintendents that year; (ii) the plans, strategies,  
39 and best practices for improving teacher recruitment and retention discussed by the applicable division  
40 superintendents; (iii) a summary of the outcomes of the plans, strategies, and best practices implemented by  
41 the division superintendent of the high vacancy rate school division under the mentorship, including data on  
42 any change in teacher recruitment and retention rates in the school division during the preceding school  
43 year; and (iv) any recommendations for improving the effectiveness of mentorships under the Program and, if  
44 applicable, on additional supports or resources needed to address any additional barriers to improving  
45 teacher recruitment and retention rates in the high vacancy rate school division.46     D. The Department shall submit to the Governor and the Chairs of the House Committee on Education  
47 and the Senate Committee on Education and Health by November 1 of each year a report on the activities of  
48 the Program for the preceding school year that shall include (i) data on the number of division  
49 superintendent mentorships coordinated through the Program; (ii) a summary of the information contained  
50 in the reports submitted by each division superintendent mentorship pursuant to subsection C; (iii) an  
51 analysis of the relative success and effectiveness of the mentorships coordinated through the Program in  
52 addressing and improving teacher recruitment and retention rates in high vacancy rate school divisions,  
53 including data for each high vacancy rate school division the superintendent of which participated in the  
54 mentorship program the preceding year on the change, if any, in teacher recruitment and retention rates for  
55 such school division; and (iv) any recommendations for the improvement and expansion of the Program.

56 2. That the provisions of this act shall expire on July 1, 2029.

INTRODUCED

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