

2026 SESSION

INTRODUCED

26102241D

1 **HOUSE BILL NO. 1023**

2 Offered January 14, 2026

3 Prefiled January 14, 2026

4 *A BILL to amend and reenact § 22.1-298.1, as it is currently effective and as it shall become effective, of the*
5 *Code of Virginia, relating to part-time or adjunct instructors in public schools; locally awarded subject*
6 *matter expert credentials; career and technical education subjects or courses.*

7 Patron—Walker

8 Committee Referral Pending

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

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

12 **§ 22.1-298.1. (Effective until July 1, 2030) Regulations governing licensure.**

13 A. As used in this section:

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

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

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

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

28 "Locally awarded subject matter expert credential" means a nontransferable credential issued in
29 accordance with subsection Q in order to expand opportunities for individuals with relevant work or industry
30 experience or expertise in a content or subject matter area to provide instruction in public schools as a part-
31 time or adjunct instructor in one career and technical education course per semester.

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

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

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

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

46 B. The Board shall prescribe, by regulation, the requirements for the licensure of teachers and other
47 school personnel required to hold a license. Such regulations shall include procedures for (i) the denial,
48 suspension, cancellation, revocation, and reinstatement of licensure; (ii) written reprimand of license holders
49 on grounds established by the Board, in accordance with law, notice of which shall be made by the
50 Superintendent to division superintendents or their designated representatives; and (iii) the immediate and
51 thorough investigation by the division superintendent or his designee of any complaint alleging that a license
52 holder has engaged in conduct that may form the basis for the revocation of his license. At a minimum, such
53 procedures for investigations contained in such regulations shall require (a) the division superintendent to
54 petition for the revocation of the license upon completing such investigation and finding that there is
55 reasonable cause to believe that the license holder has engaged in conduct that forms the basis for revocation
56 of a license; (b) the school board to proceed to a hearing on such petition for revocation within 90 days of the
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INTRODUCED

HB1023

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

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

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

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

85 2. Complete study in attention deficit disorder;

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

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

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

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

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

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

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

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

120 6. Every person seeking initial licensure or renewal of a license shall complete awareness training,

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

180 J. Notwithstanding any provision of law to the contrary, the Board (i) may provide for the issuance of a
 181 provisional license, valid for a period not to exceed three years, pursuant to clause (i) of subdivision D 5 or to

182 any person who does not meet the requirements of this section or any other requirement for licensure imposed
183 by law; (ii) shall provide for the issuance of a provisional license, valid for a period not to exceed three years,
184 pursuant to clause (ii) of subdivision D 5; (iii) shall provide for the issuance of a provisional license, valid for
185 a period not to exceed three years, to any former member of the Armed Forces of the United States or the
186 Virginia National Guard who has received an honorable discharge and has the appropriate level of experience
187 or training but does not meet the requirements for a renewable license; and (iv) may provide for the issuance
188 of a provisional license, valid for a period not to exceed three years, to any individual who has held within the
189 last five years a valid and officially issued and recognized license or certification to teach issued by an entity
190 outside of the United States but does not meet the requirements for a renewable license if the individual's
191 license or certification to teach has been evaluated and verified by an entity approved by the Department.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

263 Q. A division superintendent or comprehensive community college may issue a locally awarded subject
 264 matter expert credential, valid for a period of one year, to any individual who has expertise in a content or
 265 subject matter area relating to career and technical education in order for such individual to provide
 266 instruction or coursework as a part-time or adjunct instructor in one career and technical education course
 267 per semester in grades six through 12 at any public school in the Commonwealth or comprehensive
 268 community college in the Commonwealth, including dual enrollment or concurrent enrollment courses.
 269 Nothing in this section shall be construed to allow the hiring of an individual issued a locally awarded
 270 subject matter expert credential instead of an individual holding a valid teaching license. For a candidate
 271 applying for a locally awarded subject matter expert credential to provide instruction or coursework in a
 272 career and technical education course, expertise in a corresponding career and technical education content
 273 or subject matter area may be demonstrated through:

274 1. a. Passage of a content or subject matter area test and possession of a baccalaureate degree, a
 275 master's degree, or a doctoral degree from a regionally or nationally accredited public or private institution
 276 of higher education in the career and technical education content or subject matter area to be taught;

277 b. Possession of (i) the valid professional licensure or (ii) an industry certification credential in the career
 278 and technical education content or subject matter area to be taught and submission of written proof of at
 279 least five years of full-time work-related experience in such career and technical education content or subject
 280 area; or

281 c. Submission of written proof of full-time employment at a regionally or nationally accredited public or
 282 private institution of higher education during which the individual successfully taught courses relevant to the
 283 career and technical education content or subject matter area for at least five years; and

284 2. Submission of written proof of the completion of two microcredentials established and administered by
 285 the Department, one of which shall be in the unique learning needs of special education students and the
 286 other of which shall be in classroom management and lesson planning.

287 R. No individual who seeks a locally awarded subject matter expert credential pursuant to subsection Q
 288 shall be required, as a condition of the issuance of such credential, to demonstrate professional knowledge
 289 proficiency except as otherwise required in subsection Q. School divisions and institutions of higher
 290 education may hire individuals possessing a locally awarded subject matter expert credential as a part-time
 291 or adjunct instructor to teach career and technical education subjects or courses. Any such individual shall
 292 be subject to a background clearance check and the provisions of §§ 22.1-296.2 and 22.1-296.4 and shall
 293 have no pending disciplinary actions or investigations. The employing school board or institution of higher
 294 education shall assign a mentor to supervise any individual issued a one-year locally awarded subject matter
 295 expert credential during such individual's employment at the public school and shall pay such mentor a
 296 stipend in an amount equal to two percent of his annual salary as compensation for such additional
 297 professional responsibility. Such mentor shall be an individual employed by a school board in a Standards of
 298 Quality-funded position and such stipend shall be subject to a state match through the Standards of Quality.

299 S. Locally awarded subject matter expert credentials issued pursuant to subsection Q shall be
 300 nontransferable from school division to school division, provided that nothing in this section shall prohibit a
 301 division superintendent from awarding such a credential to a candidate who is transferring from a different
 302 school division in which he held such credential and who, at the time of transfer, meets the requirements set
 303 forth in subsection Q.

304 T. Upon the expiration of a subject matter expert credential issued pursuant to subsection Q, the division
 305 superintendent may extend for one year such locally awarded subject matter expert credential for any

306 *individual who receives satisfactory performance evaluations.*

307 *U. Any individual issued a locally awarded subject matter expert credential pursuant to subsection Q*
308 *shall not be eligible for continuing contract status while employed under such credential and shall be subject*
309 *to the probationary terms of employment specified in § 22.1-303.*

310 *V. Each school board shall annually report to the Department the number of locally awarded subject*
311 *matter expert credentials issued pursuant to subsection Q.*

312 **§ 22.1-298.1. (Effective July 1, 2030) Regulations governing licensure.**

313 A. As used in this section:

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

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

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

323 "*Locally awarded subject matter expert credential*" means a nontransferable credential issued in
324 accordance with subsection P in order to expand opportunities for individuals with relevant work or industry
325 experience or expertise in a content or subject matter area to provide instruction in public schools as a part-
326 time or adjunct instructor in one career and technical education course per semester.

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

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

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335 requirements specified in the Board's regulations.

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

341 B. The Board shall prescribe, by regulation, the requirements for the licensure of teachers and other
342 school personnel required to hold a license. Such regulations shall include procedures for (i) the denial,
343 suspension, cancellation, revocation, and reinstatement of licensure; (ii) written reprimand of license holders
344 on grounds established by the Board, in accordance with law, notice of which shall be made by the
345 Superintendent to division superintendents or their designated representatives; and (iii) the immediate and
346 thorough investigation by the division superintendent or his designee of any complaint alleging that a license
347 holder has engaged in conduct that may form the basis for the revocation of his license. At a minimum, such
348 procedures for investigations contained in such regulations shall require (a) the division superintendent to
349 petition for the revocation of the license upon completing such investigation and finding that there is
350 reasonable cause to believe that the license holder has engaged in conduct that forms the basis for revocation
351 of a license; (b) the school board to proceed to a hearing on such petition for revocation within 90 days of the
352 mailing of a copy of the petition to the license holder, unless the license holder requests the cancellation of
353 his license in accordance with Board regulations; and (c) the school board to provide a copy of the
354 investigative file and such petition for revocation to the Superintendent at the time that the hearing is
355 scheduled. The Board shall revoke the license of any person for whom it has received a notice of dismissal or
356 resignation pursuant to subsection F of § 22.1-313 and, in the case of a person who is the subject of a founded
357 complaint of child abuse or neglect, after all rights to any administrative appeal provided by § 63.2-1526 have
358 been exhausted. In the case of a teacher who is the subject of a founded complaint of child abuse or neglect
359 and whose license has been revoked pursuant to this subsection, in the event that a court reverses such finding
360 of abuse or neglect and the individual submits to the Department an application for the reinstatement of his
361 license as a teacher, the Board shall consider and act upon such application no later than 90 days after the
362 date of submission. Regardless of the authority of any other agency of the Commonwealth to approve
363 educational programs, only the Board shall have the authority to license teachers to be regularly employed by
364 school boards, including those teachers employed to provide nursing education.

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366 courses, as defined in § 22.1-212.23. Such license shall be valid only for teaching online courses. Teachers
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380 4. Complete study in methods of improving communication between schools and families and ways of
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 384 completed such study shall complete study in child abuse recognition and intervention in accordance with
 385 curriculum guidelines developed by the Board in consultation with the Department of Social Services that are
 386 relevant to the specific teacher licensure routes;

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

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

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

401 5. Every teacher seeking an initial license in the Commonwealth with an endorsement in the area of career
 402 and technical education shall have an industry certification credential in the area in which the teacher seeks
 403 endorsement. If a teacher seeking an initial license in the Commonwealth with an endorsement in the area of
 404 career and technical education has (i) not attained an industry certification credential in the area in which the
 405 teacher seeks endorsement, the division superintendent may issue the teacher a provisional license to allow
 406 time for the teacher to attain such credential or (ii) a high school diploma or a high school equivalency
 407 certificate and an industry-recognized credential, certification, or license in the area in which such person
 408 seeks an endorsement but has not completed all requirements specified in the Board's regulations for
 409 licensure, the Board shall issue the person a provisional license to allow time for such person to complete, in
 410 lieu of the outstanding requirements specified in the Board's regulations for licensure, coursework in
 411 classroom management, curriculum and instruction in career and technical education, and human growth and
 412 development or educational technology;

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

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

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

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

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

428 11. Every person seeking renewal of a license as a teacher shall complete training in the instruction of

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

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

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

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

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

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

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

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

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

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

473 J. Notwithstanding any provision of law to the contrary, the Board (i) may provide for the issuance of a
474 provisional license, valid for a period not to exceed three years, pursuant to clause (i) of subdivision D 5 or to
475 any person who does not meet the requirements of this section or any other requirement for licensure imposed
476 by law; (ii) shall provide for the issuance of a provisional license, valid for a period not to exceed three years,
477 pursuant to clause (ii) of subdivision D 5; (iii) shall provide for the issuance of a provisional license, valid for
478 a period not to exceed three years, to any former member of the Armed Forces of the United States or the
479 Virginia National Guard who has received an honorable discharge and has the appropriate level of experience
480 or training but does not meet the requirements for a renewable license; and (iv) may provide for the issuance
481 of a provisional license, valid for a period not to exceed three years, to any individual who has held within the
482 last five years a valid and officially issued and recognized license or certification to teach issued by an entity
483 outside of the United States but does not meet the requirements for a renewable license if the individual's
484 license or certification to teach has been evaluated and verified by an entity approved by the Department.

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

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

490 and

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

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

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

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

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

525 *P. A division superintendent or comprehensive community college may issue a locally awarded subject
 526 matter expert credential, valid for a period of one year, to any individual who has expertise in a content or
 527 subject matter area relating to career and technical education in order for such individual to provide
 528 instruction or coursework as a part-time or adjunct instructor in one career and technical education course
 529 per semester in grades six through 12 at any public school in the Commonwealth or comprehensive
 530 community college in the Commonwealth, including dual enrollment or concurrent enrollment courses.
 531 Nothing in this section shall be construed to allow the hiring of an individual issued a locally awarded
 532 subject matter expert credential instead of an individual holding a valid teaching license. For a candidate
 533 applying for a locally awarded subject matter expert credential to provide instruction or coursework in a
 534 career and technical education course, expertise in a corresponding career and technical education content
 535 or subject matter area may be demonstrated through:*

536 1. a. *Passage of a content or subject matter area test and possession of a baccalaureate degree, a
 537 master's degree, or a doctoral degree from a regionally or nationally accredited public or private institution
 538 of higher education in the career and technical education content or subject matter area to be taught;*

539 b. *Possession of (i) the valid professional licensure or (ii) an industry certification credential in the career
 540 and technical education content or subject matter area to be taught and submission of written proof of at
 541 least five years of full-time work-related experience in such career and technical education content or subject
 542 area; or*

543 c. *Submission of written proof of full-time employment at a regionally or nationally accredited public or
 544 private institution of higher education during which the individual successfully taught courses relevant to the
 545 career and technical education content or subject matter area for at least five years; and*

546 2. *Submission of written proof of the completion of two microcredentials established and administered by
 547 the Department, one of which shall be in the unique learning needs of special education students and the
 548 other of which shall be in classroom management and lesson planning.*

549 Q. *No individual who seeks a locally awarded subject matter expert credential pursuant to subsection P
 550 shall be required, as a condition of the issuance of such credential, to demonstrate professional knowledge
 551 proficiency except as otherwise required in subsection P. School divisions and institutions of higher*

552 *education may hire individuals possessing a locally awarded subject matter expert credential as a part-time*
553 *or adjunct instructor to teach career and technical education subjects or courses. Any such individual shall*
554 *be subject to a background clearance check and the provisions of §§ 22.1-296.2 and 22.1-296.4 and shall*
555 *have no pending disciplinary actions or investigations. The employing school board or institution of higher*
556 *education shall assign a mentor to supervise any individual issued a one-year locally awarded subject matter*
557 *expert credential during such individual's employment at the public school and shall pay such mentor a*
558 *stipend in an amount equal to two percent of his annual salary as compensation for such additional*
559 *professional responsibility. Such mentor shall be an individual employed by a school board in a Standards of*
560 *Quality-funded position and such stipend shall be subject to a state match through the Standards of Quality.*

561 *R. Locally awarded subject matter expert credentials issued pursuant to subsection P shall be*
562 *nontransferable from school division to school division, provided that nothing in this section shall prohibit a*
563 *division superintendent from awarding such a credential to a candidate who is transferring from a different*
564 *school division in which he held such credential and who, at the time of transfer, meets the requirements set*
565 *forth in subsection P.*

566 *S. Upon the expiration of a subject matter expert credential issued pursuant to subsection P, the division*
567 *superintendent may extend for one year such locally awarded subject matter expert credential for any*
568 *individual who receives satisfactory performance evaluations.*

569 *T. Any individual issued a locally awarded subject matter expert credential pursuant to subsection P shall*
570 *not be eligible for continuing contract status while employed under such credential and shall be subject to the*
571 *probationary terms of employment specified in § 22.1-303.*

572 *U. Each school board shall annually report to the Department the number of locally awarded subject*
573 *matter expert credentials issued pursuant to subsection P.*