

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; automatic revocation of teaching licenses upon certain*
 4 *convictions.*

5 [H 1387]

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 N, 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 N, 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.42 1. Such regulations shall include procedures for (i) the denial, suspension, cancellation, revocation, and
 43 reinstatement of licensure; (ii) written reprimand of license holders on grounds established by the Board, in
 44 accordance with law, notice of which shall be made by the Superintendent to division superintendents or their
 45 designated representatives; and (iii) the immediate and thorough investigation by the division superintendent
 46 or his designee of any complaint alleging that a license holder has engaged in conduct that may form the basis
 47 for the revocation of his license. At a minimum, such procedures for investigations contained in such
 48 regulations shall require (a) the division superintendent to petition for the revocation of the license upon
 49 completing such investigation and finding that there is reasonable cause to believe that the license holder has
 50 engaged in conduct that forms the basis for revocation of a license; (b) the school board to proceed to a
 51 hearing on such petition for revocation within 90 days of the mailing of a copy of the petition to the license
 52 holder, unless the license holder requests the cancellation of his license in accordance with Board regulations;
 53 and (c) the school board to provide a copy of the investigative file and such petition for revocation to the
 54 Superintendent at the time that the hearing is scheduled.55 2. The Board shall revoke the license of any person for whom it has received a notice of dismissal or
 56 resignation pursuant to subsection F of § 22.1-313 and, in the case of a person who is the subject of a founded

57 complaint of child abuse or neglect, after all rights to any administrative appeal provided by § 63.2-1526 have
58 been exhausted. In the case of a teacher who is the subject of a founded complaint of child abuse or neglect
59 and whose license has been revoked pursuant to this subsection, in the event that a court reverses such finding
60 of abuse or neglect and the individual submits to the Department an application for the reinstatement of his
61 license as a teacher, the Board shall consider and act upon such application no later than 90 days after the
62 date of submission.

63 3. *The Board shall automatically revoke the teaching license of a license holder upon receiving a record*
64 *of the license holder's conviction of a felony and order to register under the Sex Offender and Crimes Against*
65 *Minors Registry Act (§ 9.1-900 et seq.). Revocation under this subdivision shall apply to any active teaching*
66 *license and to any inactive teaching license if such license was active at the time that the offense occurred.*
67 *No such license holder whose teaching license has been so revoked shall be entitled to a hearing. The*
68 *Superintendent shall notify each such license holder of the revocation by certified mail to the license holder's*
69 *address of record with the Department. A license that has been revoked under this subdivision may be*
70 *reinstated by the Board if the license holder's conviction is overturned on appeal and the Board is satisfied*
71 *that reinstatement is in the best interest of the public schools of the Commonwealth.*

72 4. Regardless of the authority of any other agency of the Commonwealth to approve educational
73 programs, only the Board shall have the authority to license teachers to be regularly employed by school
74 boards, including those teachers employed to provide nursing education.

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

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

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

88 2. Complete study in attention deficit disorder;

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

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

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

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

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

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

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

111 5. Every teacher seeking an initial license in the Commonwealth with an endorsement in the area of career
112 and technical education shall have an industry certification credential in the area in which the teacher seeks
113 endorsement. If a teacher seeking an initial license in the Commonwealth with an endorsement in the area of
114 career and technical education has (i) not attained an industry certification credential in the area in which the
115 teacher seeks endorsement, the division superintendent may issue the teacher a provisional license to allow
116 time for the teacher to attain such credential or (ii) a high school diploma or a high school equivalency
117 certificate and an industry-recognized credential, certification, or license in the area in which such person
118 seeks an endorsement but has not completed all requirements specified in the Board's regulations for

119 licensure, the Board shall issue the person a provisional license to allow time for such person to complete, in
 120 lieu of the outstanding requirements specified in the Board's regulations for licensure, coursework in
 121 classroom management, curriculum and instruction in career and technical education, and human growth and
 122 development or educational technology;

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

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

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

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

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

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

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

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

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

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

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

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

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

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

175 3. Received qualifying scores on the professional teacher's assessments prescribed by the Board, including
 176 the content-area assessment for the endorsement sought. Such assessments for any individual seeking initial
 177 licensure through an alternate route with an endorsement in early/primary education preschool through grade
 178 three, elementary education preschool through grade six, special education general curriculum kindergarten
 179 through grade 12, special education deaf and hard of hearing preschool through grade 12, or special education

180 blindness/visual impairments preschool through grade 12 or as a reading specialist shall include a rigorous
181 test of science-based reading research and evidence-based literacy instruction; and

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

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

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

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

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

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

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

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

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

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

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

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

243 5. Each school board may, upon an individual's completion of a local eligibility license, issue a

244 provisional license to such individual upon receiving from the division superintendent (i) a recommendation

245 for such license and (ii) a satisfactory performance evaluation for such individual for the local eligibility

246 licensure period;

247 6. Any individual issued a one-year local eligibility license shall be considered a probationary teacher and

248 shall be subject to the probationary terms of employment pursuant to § 22.1-303;

249 7. Any teacher employed under a one-year local eligibility license shall be issued a collegiate professional

250 or postgraduate professional license upon the expiration of the local eligibility license if such teacher, before

251 or by the expiration of such local eligibility license, (i) receives a recommendation from the division

252 superintendent and the school board, (ii) satisfies all requirements for the applicable license pursuant to

253 relevant law and regulations, and (iii) satisfies any other criteria as may be prescribed by the Board; and

254 8. The Department's Office of Licensure shall review each local eligibility license within a month of

255 issuance to any individual to ensure compliance with all Board regulations.

256 O. The Board, in its regulations providing for licensure by reciprocity established pursuant to subsections

257 K and L, shall (i) permit applicants to submit third-party employment verification forms and (ii) grant special

258 consideration to individuals who have successfully completed a program offered by a provider that is

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

260 P. The Board shall develop guidelines that establish a process to permit a school board or any organization

261 sponsored by a school board to petition the Board for approval of an alternate route to licensure that may be

262 used to meet the requirements for a provisional or renewable license or any endorsement. Any such alternate

263 route may include alternatives to the regulatory requirements for teacher preparation, including alternative

264 professional assessments and coursework. The petitioner may proffer or the Board may impose conditions in

265 conjunction with the approval of such petition.

266 **§ 22.1-298.1. (Effective July 1, 2030) Regulations governing licensure.**

267 A. As used in this section:

268 "Alternate route to licensure" means a nontraditional route to teacher licensure available to individuals

269 who meet the criteria specified in the guidelines developed pursuant to subsection O or regulations issued by

270 the Board.

271 "Industry certification credential" means an active career and technical education credential that is earned

272 by successfully completing a Board-approved industry certification examination, being issued a professional

273 license in the Commonwealth, or successfully completing an occupational competency examination.

274 "Licensure by reciprocity" means the issuance of a license as a teacher in the Commonwealth to an

275 individual coming into the Commonwealth from another state when that individual meets certain conditions

276 specified in the Board's regulations.

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

278 "Provisional license" means a nonrenewable license issued by the Board or by a division superintendent

279 as permitted pursuant to subdivision D 5 for a specified period of time, not to exceed three years, to an

280 individual who may be employed by a school division in the Commonwealth and who generally meets the

281 requirements specified in the Board's regulations for licensure, but who may need to take additional

282 coursework, pass additional assessments, or meet alternative evaluation standards to be fully licensed with a

283 renewable license.

284 "Renewable license" means a license issued by the Board for 10 years to an individual who meets the

285 requirements specified in the Board's regulations.

286 "Universal licensure by reciprocity" means the issuance of a license as a teacher in the Commonwealth to

287 any individual who holds a valid out-of-state teaching license with full credentials and without deficiencies

288 that has been in force and in use by the individual as an employed teacher in a non-virtual classroom setting

289 at a public or private elementary or secondary school for at least three years prior to and is in force at the time

290 the Department receives such individual's application for a license as a teacher in the Commonwealth.

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

292 school personnel required to hold a license.

293 I. Such regulations shall include procedures for (i) the denial, suspension, cancellation, revocation, and

294 reinstatement of licensure; (ii) written reprimand of license holders on grounds established by the Board, in

295 accordance with law, notice of which shall be made by the Superintendent to division superintendents or their

296 designated representatives; and (iii) the immediate and thorough investigation by the division superintendent

297 or his designee of any complaint alleging that a license holder has engaged in conduct that may form the basis

298 for the revocation of his license. At a minimum, such procedures for investigations contained in such

299 regulations shall require (a) the division superintendent to petition for the revocation of the license upon

300 completing such investigation and finding that there is reasonable cause to believe that the license holder has

301 engaged in conduct that forms the basis for revocation of a license; (b) the school board to proceed to a

302 hearing on such petition for revocation within 90 days of the mailing of a copy of the petition to the license

303 holder, unless the license holder requests the cancellation of his license in accordance with Board regulations;

304 and (c) the school board to provide a copy of the investigative file and such petition for revocation to the
305 Superintendent at the time that the hearing is scheduled.

306 2. The Board shall revoke the license of any person for whom it has received a notice of dismissal or
307 resignation pursuant to subsection F of § 22.1-313 and, in the case of a person who is the subject of a founded
308 complaint of child abuse or neglect, after all rights to any administrative appeal provided by § 63.2-1526 have
309 been exhausted. In the case of a teacher who is the subject of a founded complaint of child abuse or neglect
310 and whose license has been revoked pursuant to this subsection, in the event that a court reverses such finding
311 of abuse or neglect and the individual submits to the Department an application for the reinstatement of his
312 license as a teacher, the Board shall consider and act upon such application no later than 90 days after the
313 date of submission.

314 3. *The Board shall automatically revoke the teaching license of a license holder upon receiving a record*
315 *of the license holder's conviction of a felony and order to register under the Sex Offender and Crimes Against*
316 *Minors Registry Act (§ 9.1-900 et seq.). Revocation under this subdivision shall apply to any active teaching*
317 *license and to any inactive teaching license if such license was active at the time that the offense occurred.*
318 *No such license holder whose teaching license has been so revoked shall be entitled to a hearing. The*
319 *Superintendent shall notify each such license holder of the revocation by certified mail to the license holder's*
320 *address of record with the Department. A license that has been revoked under this subdivision may be*
321 *reinstated by the Board if the license holder's conviction is overturned on appeal and the Board is satisfied*
322 *that reinstatement is in the best interest of the public schools of the Commonwealth.*

323 4. Regardless of the authority of any other agency of the Commonwealth to approve educational
324 programs, only the Board shall have the authority to license teachers to be regularly employed by school
325 boards, including those teachers employed to provide nursing education.

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

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

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

339 2. Complete study in attention deficit disorder;

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

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

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

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

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

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

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

362 5. Every teacher seeking an initial license in the Commonwealth with an endorsement in the area of career
363 and technical education shall have an industry certification credential in the area in which the teacher seeks
364 endorsement. If a teacher seeking an initial license in the Commonwealth with an endorsement in the area of
365 career and technical education has (i) not attained an industry certification credential in the area in which the

366 teacher seeks endorsement, the division superintendent may issue the teacher a provisional license to allow
 367 time for the teacher to attain such credential or (ii) a high school diploma or a high school equivalency
 368 certificate and an industry-recognized credential, certification, or license in the area in which such person
 369 seeks an endorsement but has not completed all requirements specified in the Board's regulations for
 370 licensure, the Board shall issue the person a provisional license to allow time for such person to complete, in
 371 lieu of the outstanding requirements specified in the Board's regulations for licensure, coursework in
 372 classroom management, curriculum and instruction in career and technical education, and human growth and
 373 development or educational technology;

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

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

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

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

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

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

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

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

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

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

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

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

- 423 1. Received a graduate degree from a regionally accredited institution of higher education;
- 424 2. Completed at least 30 credit hours of teaching experience as an instructor at a regionally accredited
 425 institution of higher education;
- 426 3. Received qualifying scores on the professional teacher's assessments prescribed by the Board, including

427 the content-area assessment for the endorsement sought. Such assessments for any individual seeking initial
428 licensure through an alternate route with an endorsement in early/primary education preschool through grade
429 three, elementary education preschool through grade six, special education general curriculum kindergarten
430 through grade 12, special education deaf and hard of hearing preschool through grade 12, or special education
431 blindness/visual impairments preschool through grade 12 or as a reading specialist shall include a rigorous
432 test of science-based reading research and evidence-based literacy instruction; and

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

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

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

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

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

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

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

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

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