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| **Virginia Board of Education Agenda Item** | **Seal of the Commonwealth of Virginia** |

# Agenda Item: I

## Date: November 18. 2021

### Title: First Review of the Guidance on Cultural Competency Training for Teachers and Other Licensed School Board Employees in Virginia Public Schools as required by House Bill 1904 and Senate Bill 1196 (2021 General Assembly)

#### Presenter: Dr. Rosa Atkins, Chief Diversity, Equity and Inclusion Officer

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## Purpose of Presentation:

Action required by state law.

**Executive Summary:**   
In 2021, the Virginia General Assembly passed [House Bill 1904](https://lis.virginia.gov/cgi-bin/legp604.exe?ses=212&typ=bil&val=hb1904) and [Senate Bill 1196](https://lis.virginia.gov/cgi-bin/legp604.exe?212+sum+SB1196), and was signed into law by Governor Northam. The law establishes new requirements to support culturally competent educators in the Commonwealth. *The Guidance on Cultural Competency Training for Teachers and Other Licensed School Board Employees in Virginia Public Schools* was developed for the Board to fulfill the statutory mandate to provide guidance on the minimum standards for the local training requirement.

Virginia Department of Education (VDOE) staff convened a small workgroup in July 2021 to provide input on the development of such a guidance document to bring before the Virginia Board of Education (Board). Workgroup members represented teachers, principals, division-level equity leaders, superintendents, school board members, higher education, ABTEL, the Board and others. Their input has been incorporated into this guidance.

The proposed guidance document provides a statewide definition of cultural competency and establishes micro-competencies for teachers and school principals and administrators across four domains: culturally competent reflection; culturally competent pedagogy and practice; culturally competent learning environments; and culturally competent community engagement.

The proposed *Guidance on Cultural Competency Training for Teachers and Other Licensed School Board Employees in Virginia Public Schools* supports the priorities and goals of the Board of Education of “providing high quality, effective learning environments for all students,” as outlined in Priority 1 of the [Board of Education Comprehensive Plan](https://www.doe.virginia.gov/boe/plan/index.shtml)*.*

**Action Requested:**

Action will be requested at a future meeting. Specify anticipated date below:

January 27, 2022

## Superintendent’s Recommendation: The Superintendent of Public Instruction recommends that the Board receive for first review the *Guidance on Cultural Competency Training for Teachers and Other Licensed School Board Employees in Virginia Public Schools.*

## Previous Review or Action:

**Action:** Presentation in Work Session

**Date:** June 16, 2021

**Action:** Presentation in Work Session

**Date:** September 22, 2021

**Action:** Presentation in Work Session

**Date:** October 20, 2021

**Background Information and Statutory Authority:**  
Section [22.1-298.7](https://law.lis.virginia.gov/vacode/title22.1/chapter15/section22.1-298.7/) of *Code of Virginia* requires local school boards to adopt policies requiring any employee licensed by the Board to complete cultural competency training, in accordance with guidance issued by the Board, at least every two years.

*Each school board shall adopt and implement policies that require each teacher and any other school board employee holding a license issued by the Board to complete cultural competency training, in accordance with guidance issued by the Board, at least every two years.*

Furthermore, the enactment clauses on the bills require a specific timeline for the Board to issue guidance and for training to begin.

*2. That no later than December 31, 2021, the Board of Education shall issue guidance that establishes minimum standards for the cultural competency training required pursuant to §* [***22.1-298.7***](http://law.lis.virginia.gov/vacode/22.1-298.7) *of the Code of Virginia, as created by this act.*

*3. That each school board employee who is required to complete a cultural competency training pursuant to §* [***22.1-298.7***](http://law.lis.virginia.gov/vacode/22.1-298.7) *of the Code of Virginia, as created by this act, shall complete at least one such training no later than the beginning of the 2022–2023 school year.*

**Timetable for Further Review/Action:**  
Upon final Board approval, the *Guidance on Cultural Competency Training for Teachers and Other Licensed School Board Employees in Virginia Public Schools* will be posted in Town Hall for a 30-day public comment period pursuant to the Administrative Process Act. Additionally,VDOE will make it available to school divisions on the Department’s website.

VDOE is also working to make professional learning opportunities available to teachers and school divisions to effectively meet the initial training requirement before the start of the 2022 school year, and provide ongoing support.

## Impact on Fiscal and Human Resources:

VDOE has brought on a new staff person to support the cultural competency work of the agency and provide direct assistance to local school divisions. This new position was funded with an appropriation from the 2021 General Assembly that corresponded with the legislation.

VDOE is working to leverage additional funds from that same appropriation to provide professional learning to the field to support divisions that are not already providing or planning to provide or contract training aligned to the guidance. The local school divisions may incur costs associated with aligning local policy to the *Guidance* and providing related professional learning.