| **Virginia Board of Education Agenda Item** | **Seal of the Commonwealth of Virginia** |
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# Agenda Item: G

## Date: April 22, 2021

### Title: First Review of *Interim Guidelines for Licensure Requirements in Cultural Competency* (HB1904/SB1196)

#### Presenters: Mrs. Patty S. Pitts, Assistant Superintendent for Teacher Education and Licensure

#### Ms. Leah Dozier Walker, Director of Equity and Community Engagement

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## Purpose of Presentation:

Action required by state or federal law or regulation.

Executive Summary:   
The [Culturally Competent Virginia Educators Bill](https://lis.virginia.gov/cgi-bin/legp604.exe?212+ful+CHAP0023) ([SB 1196](https://lis.virginia.gov/cgi-bin/legp604.exe?211+sum+SB1196) and [HB 1904](https://lis.virginia.gov/cgi-bin/legp604.exe?211+sum+HB1904)), passed by the 2021 General Assembly, was signed into law by the Governor and goes into effect on July 1, 2021. The bill, in part, requires the following:

*Every person seeking initial licensure or renewal of a license shall complete instruction or training in cultural competency.*

This licensure requirement becomes effective on July 1, 2021; therefore, the Board of Education must prescribe guidelines for the instruction or training in cultural competency that every person seeking an initial license or license renewal must complete.

The Advisory Board on Teacher Education and Licensure held a called meeting on April 12, 2021. The Advisory Board considered the attached proposed *Interim Guidelines for Licensure Requirements in Cultural Competency*. Ms. Leah Walker, Director of Equity and Community Engagement, Department of Education, participated in the meeting.

The Advisory Board on Teacher Education and Licensure unanimously approved a motion to recommend to the Board of Education to approve the proposed *Interim Guidelines for Licensure Requirements in Cultural Competency*. In addition, the Advisory Board unanimously approved a motion to recommend strongly that the Virginia Department of Education and the Virginia Board of Education consider minimizing costs associated to the individual and the school division when new licensure training programs are required.

The guidelines support the priorities of the Board of Education’s Comprehensive Plan to

(1) advance policies that encourage and support the recruitment, development, and retention of well-prepared and skilled teachers and school leaders and (2) provide high-quality, effective learning environments for all students.

## Action Requested:

Other. Specify below:

The Board is requested to waive first review and approve.

## Superintendent’s Recommendation:

## The Superintendent of Public Instruction recommends the Board of Education waive first review and approve the *Interim Guidelines for Licensure Requirements in Cultural Competency* and allow the Department of Education to make technical edits to the document.

## Rationale for Action:

The legislation ([SB 1196](https://lis.virginia.gov/cgi-bin/legp604.exe?211+sum+SB1196) and [HB 1904](https://lis.virginia.gov/cgi-bin/legp604.exe?211+sum+HB1904)), approved by the 2021 General Assembly and signed by the Governor, will become effective July 1, 2021. To provide timely guidance to individuals seeking an initial license or license renewal who need to complete training or instruction in cultural competency, the Board is requested to waive first review and approve the*Interim Guidelines for Licensure Requirements in Cultural Competency.*

## Previous Review or Action:

No previous review or action.

Background Information and Statutory Authority:  
In 2020, the Virginia Department of Education released the [Navigating EdEquityVA - Virginia’s Roadmap to Equity](https://www.virginiaisforlearners.virginia.gov/navigating-edequityva-virginias-roadmap-to-education-equity/) framework. The framework prioritizes two strategies for achieving education equity:

(1) **Increasing the Cultural Proficiency of Virginia’s Educator Workforce**, and

(2) **Closing Opportunity Gaps for Virginia Students**.

On March 18, 2021, the Virginia Board of Education revised its teacher performance standards and evaluation criteria to add a standard on culturally responsive teaching and equitable practices.

The action codified one of the [Governor’s African American History Education Commission’s recommendations](https://www.governor.virginia.gov/newsroom/all-releases/2020/august/headline-860154-en.html) and aligned to the goals outlined in [Virginia’s Education Equity Framework](https://www.virginiaisforlearners.virginia.gov/navigating-edequityva-virginias-roadmap-to-education-equity/). Additionally, this action carried out legislation approved by the 2021 General Assembly ([House Bill 1904](https://lnks.gd/l/eyJhbGciOiJIUzI1NiJ9.eyJidWxsZXRpbl9saW5rX2lkIjoxMDIsInVyaSI6ImJwMjpjbGljayIsImJ1bGxldGluX2lkIjoiMjAyMTAzMjQuMzc2NTA1NjEiLCJ1cmwiOiJodHRwczovL2xpcy52aXJnaW5pYS5nb3YvY2dpLWJpbi9sZWdwNjA0LmV4ZT9zZXM9MjExJnR5cD1iaWwmdmFsPWhiMTkwNCJ9.GYyKWiH7w9ev4jPgO5uRJwa3zFCDR4eswP9_xWDGA-Y/s/1014635297/br/100590658888-l) and [Senate Bill 1196](https://lnks.gd/l/eyJhbGciOiJIUzI1NiJ9.eyJidWxsZXRpbl9saW5rX2lkIjoxMDMsInVyaSI6ImJwMjpjbGljayIsImJ1bGxldGluX2lkIjoiMjAyMTAzMjQuMzc2NTA1NjEiLCJ1cmwiOiJodHRwczovL2xpcy52aXJnaW5pYS5nb3YvY2dpLWJpbi9sZWdwNjA0LmV4ZT9zZXM9MjExJnR5cD1iaWwmdmFsPXNiMTE5NiJ9.QaOPJVdxhg2eBR-BxEUeqh4DdADX9LIM72kioGw--HU/s/1014635297/br/100590658888-l)) requiring that teacher evaluations include an evaluation of cultural competency. As such, a new standard was added to the *Guidelines for* [*Uniform Performance Standards and Evaluation Criteria for Teachers*](https://www.doe.virginia.gov/teaching/performance_evaluation/teacher/index.shtml):

**Standard 6 - Culturally Responsive Teaching and Equitable Practices**: *“The teacher demonstrates a commitment to equity and provides instruction and classroom strategies that result in culturally inclusive and responsive learning environments and academic achievement for all students.”*

The minimum expectations set forth in these guidelines are aligned to the expectations in the Virginia Board of Education’s revised teacher performance standards and the Navigating EdEquityVA framework.

The [Culturally Competent Virginia Educators Bill](https://lis.virginia.gov/cgi-bin/legp604.exe?212+ful+CHAP0023) ([SB 1196](https://lis.virginia.gov/cgi-bin/legp604.exe?211+sum+SB1196) and [HB 1904](https://lis.virginia.gov/cgi-bin/legp604.exe?211+sum+HB1904)), passed by the 2021 General Assembly, was signed into law by the Governor and goes into effect on July 1, 2021. The bill, in part, requires the following:

*Every person seeking initial licensure or renewal of a license shall complete instruction or training in cultural competency.*

This licensure requirement becomes effective on July 1, 2021; therefore, the Board of Education must prescribe guidelines for the instruction or training in cultural competency that every person seeking an initial license or license renewal must complete.

Additionally, the legislation states, in part, the following:

*§* [***22.1-298.7***](http://law.lis.virginia.gov/vacode/22.1-298.7)*. Teachers and other licensed school board employees; cultural competency training.*

*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.*

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.

The Board also must issue guidance establishing minimum standards for cultural competency training of employed and licensed educators no later than December 31, 2021. While this guidance will ultimately cover both of these components of the bill; in the meantime, the Board is issuing this interim guidance.

The Advisory Board on Teacher Education and Licensure held a called meeting on April 12, 2021. The Advisory Board considered the attached proposed *Interim Guidelines for Licensure Requirements in Cultural Competency*. Ms. Leah Walker, Director of Equity and Community Engagement, Department of Education, participated in the meeting.

The Advisory Board on Teacher Education and Licensure unanimously approved a motion to recommend to the Board of Education to approve the proposed *Interim Guidelines for Licensure Requirements in Cultural Competency*. In addition, the Advisory Board unanimously approved a motion to recommend strongly that the Virginia Department of Education and the Virginia Board of Education consider minimizing costs associated to the individual and the school division when new licensure training programs are required.

This interim guidance will be effective following approval from the Board and the public comment process on Town Hall. The guidelines will remain in effect until revision by the Board of Education.

Timetable for Further Review/Action:  
Upon Board approval, the *Interim Guidelines for Licensure Requirements in Cultural Competency* will be posted in Town Hall for a 30-day public comment period pursuant to the Administrative Process Act.

## Impact on Fiscal and Human Resources:

The Virginia Department of Education’s existing resources will support the implementation of the *Interim Guidelines for Licensure Requirements in Cultural Competency.*