**Advisory Board on Teacher Education and Licensure's Recommendation for Guidelines for Alternate Routes to Licensure in Response to House Bill 2486 of the 2019 Virginia General Assembly**

**November 14, 2019**

***Teacher Education and Licensure***

***Virginia Department of Education***

***P. O. Box 2120***

***Richmond, Virginia 23218-2120***

House Bill 2486 requests the following:

* The Board of Education, in its regulations providing for licensure by reciprocity, is to grant special consideration to individuals who have successfully completed a program offered by a provider that is accredited by the Council for the Accreditation of Educator Preparation.
* The Board of Education is to develop guidelines that establish a process to permit a school board or any organization sponsored by a school board to petition the Board for approval of an alternate route to licensure that may be used to meet the requirements for a provisional or renewable license or any endorsement.
* Guidelines are to be developed no later than December 1, 2019.

**House Bill 2486 of the 2019 General assembly**

### **Background**

House Bill 2486 of the Virginia General Assembly states, in part, the following:

§ [**22.1-298.1**](http://law.lis.virginia.gov/vacode/22.1-298.1). **Regulations governing licensure.**

1. As used in this section:

“Alternate route to licensure” means a nontraditional route to teacher licensure available to individuals who meet the criteria specified in the *guidelines developed pursuant to subjection* *M* or regulations issued by the Board of Education….

…K. The Board shall include in its regulations an alternate route to licensure for elementary education preK-6 and an alternate route to licensure for special education general curriculum K-12. Each such alternate route to licensure shall require individuals to (i) meet the qualifying scores on the content area assessment prescribed by the Board for the endorsements sought and (ii) complete an alternative certification program that provides training in the pedagogy and methodology of the respective content or special education areas prescribed by the Board. The curriculum of any such alternative certification program shall be approved by the Board. Nothing in this subsection shall preclude the Board from establishing other alternate routes to licensure.

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

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

2. That the Board of Education shall develop guidelines as required by subsection M of § [**22.1-298.1**](http://law.lis.virginia.gov/vacode/22.1-298.1) of the Code of Virginia, as amended by this act, no later than December 1, 2019.

**Workgroup**

The Department of Education established a workgroup on August 27, 2019, to recommend *Guidelines for Alternate Routes to Licensure* ***in Response to House Bill 2486 of the 2019 Virginia General Assembly***. Pursuant to Section 22.1-305.2 of the *Code of Virginia*, ABTEL “shall advise the Board of Education and submit recommendations on policies applicable to the qualifications, examination, licensure, and regulation of school personnel…”

The workgroup was composed of school division human resources officials; an assistant superintendent; a teacher; university administrator; and representatives from the Virginia Education Association, Virginia Association of School Superintendents, Virginia Association of Elementary School Principals, Virginia Association of Secondary School Principals, Advisory Board on Teacher Education and Licensure, Virginia Community College System, and the Virginia Department of Education. The workgroup was facilitated by the Assistant Superintendent of Teacher Education and Licensure, Department of Education. Refer to the Appendix for the membership of the workgroup.

The Advisory Board on Teacher Education and Licensure (ABTEL) reviewed the recommendations of the workgroup on September 23, 2019. ABTEL requested the following recommendations for edits in the guidelines to require:

* Programs to be initially reviewed by the Board of Education for a three-year period and then renewed for a seven-year period;
* Program proposals under the topic of “PROGRAM OVERVIEW AND JUSTIFICATION” to include a description of the capacity to deliver the program, including faculty/instructors’ qualifications and the background and expertise of the program provider; and
* Proposals to be reviewed by a panel convened by the Department of Education and restate that the Virginia Board of Education must approve programs.

The Advisory Board unanimously approved the recommendations to be submitted to the Virginia Board of Education. As required by statute, the Board of Education must approve Guidelines for Alternate Routes to Licensure by December 1, 2019.

### **Current Board of Education Alternate Routes to Licensure**

In addition to the completion of an approved teacher preparation program and application for a license through reciprocity, the Board of Education’s *Licensure Regulations for School Personnel* currently provide for the following alternate routes to licensure:

* Career Switcher Alternate Route for Career Professionals
* Provisional License Route for Individuals Employed by a Virginia Educational Agency
* Provisional Alternate Route to a Technical Professional License (Career and Technical Education) for Individuals Employed by a Virginia Educational Agency
* Alternate Route in Special Education (Provisional License)
* Alternate Programs at Institutions of Higher Education
* Experiential Learning Alternate Route to Licensure

***Note: An Alternate Program for Professional Studies Delivered by an Educational Agency is an option to meet professional studies requirements***.

**RECOMMENDED GUIDELINES FOR ALTERNATE ROUTES TO LICENSURE IN RESPONSE TO HOUSE BILL 2486**

**OF THE 2019 VIRGINIA GENERAL ASSEMBLY**

Education preparation providers must be certified or approved. Career Switcher Program Providers must be certified by the Virginia Department of Education in accordance with the *Licensure Regulations for School Personnel*; alternate programs for professional studies are approved by the Superintendent of Public Instruction; and school boards or an organization sponsored by a school board may petition the Board of Education for approval of an alternate route to licensure.

Individuals seeking initial licensure are subject to Board of Education regulations and statutory requirements for licensure. With the exception of the alternate provisional route for the Technical Professional License in certain specialized career and technical education endorsement areas, individuals must hold a bachelor’s degree from a regionally accredited college or university. Board of Education requirements, including applicable assessments, are required. Individuals seeking an endorsement in career and technical education are required to complete an industry credential for initial licensure.

A school board or any organization sponsored by a school board may petition the Board for approval of an alternate route. School divisions are encouraged to collaborate together on an alternate route to licensure.

A school board or an organization sponsored by a school board must submit an application for program review and approval to the Board of Education. The Department of Education will coordinate the review of the programs. Programs may be approved by the Virginia Board of Education initially for a three-year period and subsequently renewed for a seven-year period, with annual reports required as requested by the Department of Education.

The approval period for the alternate route to licensure will end if a school board discontinues the sponsorship of an approved organization. The school board must notify the Virginia Board of Education immediately in writing of a program’s discontinuance, including information on the individuals who are in the process of completing the program and the plan and timeline on how the teachers will complete the alternate education preparation program.

The school board petition must include the following:

## **APPLICATION**

**Part I: Application Cover Page**

| **School Board** | **Organization Sponsored by a School Board** |
| --- | --- |
| * **Name of School Board** * **Program Contact** * **Address** * **Phone Number** * **Email Address** * **Signature of School Board Chair** | * **Name of Organization** * **Program Contact** * **Address** * **Phone Number** * **Email Address** * **Signature of School Board Chair and Organization Official** |

### **Part II: PROGRAM OVERVIEW AND JUSTIFICATION**

* Describe the program, including the targeted endorsement programs. Include the delivery model and sustainability of the program, as well as resources provided to participants.
* Justify the need for the alternate route program.
* Describe the capacity to deliver the program, including faculty/instructors’ qualifications and the background and expertise of the program provider.
* Provide documentation of the program’s accreditation, if applicable. Programs that are accredited by the Council for the Accreditation of Educator Preparation will be granted special consideration; however, the content area of the program must be reviewed by the Virginia Department of Education to ensure alignment with Virginia standards and competencies.
* Include the targeted audience for the program. Describe how candidates/teachers will be recruited and selected for the participating school divisions.
* Describe the program evaluation process for the program at the school division and board level. Stakeholders must be included in the program review process.

### **Part III: CONTENT AND PROFESSIONAL STUDIES**

* Describe the requirements, including content and expected outcomes, of the program.
* Describe how the program is aligned and addresses Board of Education requirements, including the following:
  + Virginia Board of Education competencies outlined in the *Regulations Governing the Review and Approval of Education Programs in Virginia*.
  + Preparation of teachers to ensure students (1) attain the knowledge, skills, experiences, and attributes to be successful in college and/or the workforce and to be “life ready” (Profile of a Virginia Graduate) and (2) develop the following competencies known as the “Five C’s”:
    - Critical thinking;
    - Creative thinking;
    - Communication;
    - Collaboration; and
    - Citizenship.

### **Part IV: SUPERVISED FIELD/CLINICAL EXPERIENCES**

Field experiences must be included in the program, and candidates must be supported. For an initial license, individuals must complete 10 weeks of supervised classroom experience in the endorsement area sought under the supervision of a teacher with demonstrated effectiveness in the classroom. [Consideration may be given to a deliberately structured supervised classroom teaching experience equivalent to 10 weeks.] One year of successful, full time teaching experience in the employing public school or a teacher residency may be accepted.

* Describe the period of the field/clinical experiences and how candidates will be supervised.
* Provide plans to assist any identified weaknesses.
* Describe the support provided to the teachers (mentors, coaches, induction programs, etc.).

### **Part V: ASSESSMENT AND PROGRAM EFFECTIVENESS**

* Describe the program’s admission and exit criteria.
* Describe how candidates will be assessed to ensure they have mastered the content, pedagogical knowledge, skills, and dispositions to effectively teach.
* Describe program evaluation.
* Provide indicators of teacher effectiveness, including impact of the completers on Prek-12 learning.
* Include information on program completers’ satisfaction of the program and relevance to teaching, as well as information on the employer’s satisfaction with the program preparation.

**Part VI: PROGRAM REVIEW AND APPROVAL**

* Proposals will be reviewed by a panel convened by the Virginia Department of Education. The Virginia Board of Education must approve the alternate routes to licensure programs.

| **APPENDIX**  **WORKGROUP TO RECOMMEND GUIDELINES FOR ALTERNATE ROUTES TO LICENSURE** | |
| --- | --- |
| **Carmen Aguilar**  Project Manager, Licensure  Human Resources Department  Arlington County Public Schools  **Adora Aldana**  Supervisor, Talent Management  Human Resources Department  Arlington County Public Schools  **Melinda Bright**  Teaching and Learning Specialist  Virginia Education Association  **Dr. Kendra Crump**  Director of Licensure and School Leadership  Virginia Department of Education  **Dr. David Eshelman**  Director - Workforce Development and Initiatives  Career, Technical, and Adult Education  Virginia Department of Education  **Dr. Stephen Geyer**  Assistant Superintendent  Goochland County Public Schools  **Dr. Christine Harris**  Director of Humanities  Virginia Department of Education  **Dr. Samantha Hollins**  Assistant Superintendent  Special Education and Student Services  Virginia Department of Education  **Dr. Joan Johnson**  Executive Director of Accreditation and Licensure  Virginia Commonwealth University  **Dr. Daniel Lewis**  Director of Educational Programs and Policy  Virginia Community College System | **Dr. Tina Manglicmot**  Director of STEM and Innovation  Virginia Department of Education  **Tara McDaniel**  Director of Teacher Education  Virginia Department of Education  **Paul Nichols**  Superintendent  Mecklenburg County Public Schools  Virginia Association of School Superintendents  **Patty Pitts**  Assistant Superintendent  Teacher Education and Licensure  Virginia Department of Education  **Dr. Debbie Shelton**  Board of Directors  Virginia Association of Elementary School Principals  **Kate Sydney**  Elementary Teacher, Arlington County Public Schools  Advisory Board on Teacher Education and Licensure  **Kip Gansneder Tuttle**  Assistant Principal, Johnson-Williams Middle School  Clarke County Public Schools  Virginia Association of Secondary School Principals  **Annie Whitaker**  Deputy Superintendent  Montgomery County Public Schools  **George Willcox**  Director - Operations and Accountability  Career, Technical, and Adult Education  Virginia Department of Education  **Dr. Sherry Agnew Wilson**  Director of Human Resources  Chesapeake City Public Schools  Advisory Board on Teacher Education and Licensure |