**DRAFT FOR DISCUSSION**

July 1, 20

# *Virginia Licensure*

# *Renewal Manual*

***This Manual is for Individuals Who Hold a***

***10-Year Renewable License***

**

***Virginia Department of Education***

***Department of Teacher Education and Licensure***

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

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

**Contents**

[***Foreword*** 3](#_Toc66127133)

**Introduction**…..…………………………………………………………………………………..4

[***Professional Development and Learning*** 4](#_Toc66127134)

[1. Cultural Competence 4](#_Toc66127135)

[2. Social Emotional Learning/ Trauma Information Teaching/Classroom Management 5](#_Toc66127136)

[3. Data Analysis and Instructional Planning 5](#_Toc66127137)

[4. Professional Knowledge 5](#_Toc66127138)

[5. Digital Learning Integration 5](#_Toc66127139)

[6. Instructional Practices and Assessment 5](#_Toc66127140)

[7. School Division Professional Development and Learning 6](#_Toc66127141)

[***Instructions for Submitting an Application for Renewal*** 7](#_Toc66127142)

[Step 1: Application 7](#_Toc66127143)

[Step 2: Nonrefundable Application Fee 8](#_Toc66127144)

[Step 3: Verification of 270 Professional Development Renewal Points 8](#_Toc66127145)

[Step 4: Statutory Requirements 8](#_Toc66127146)

[***Professional Development Renewal Points* 11**](#_Toc66127155)

[***Detailed Information: Activity Types*** 12](#_Toc66127156)

 [1. College Credit 12](#_Toc66127157)

[2. Professional Conference 13](#_Toc66127158)

[3. Curriculum Development 14](#_Toc66127159)

[4. Publication of Article 15](#_Toc66127160)

[5. Publication of Book 16](#_Toc66127161)

[6. Mentorship/Supervision 16](#_Toc66127162)

[7. Educational Project 17](#_Toc66127163)

[8. Professional Development Activities 18](#_Toc66127164)

[***Frequently Asked Questions*** 20](#_Toc66127165)

[*Responsibilities of the License Holder, Advisor, Employing Educational Agency, and Virginia Department of Education* 21](#_Toc66127166)

[***Appendices*** 24](#_Toc66127167)

[***Glossary*** 24](#_Toc66127168)

*Virginia Licensure Renewal Manual*

***Foreword***

***(Add a statement aligning educator performance standards and evaluation criteria and professional development and learning. Include the commitment to continuous professional growth and development.)***

***Introduction***

The manual describes the process for renewing Virginia’s educators’ licenses through an individualized plan. In response to 2018 General Assembly legislation (House Bill 1125 and Senate Bill 349), effective July 1, 2018, the Board of Education issues ten-year renewable licenses. Five-year renewable licenses are no longer issued.Individuals who hold a ten-year renewable license must complete 270 points for renewal, as well as the statutory requirements for renewal.

License holders are responsible for meeting license renewal requirements as set forth in the *Licensure Regulations for School Personnel* and the *Code of Virginia*. The *Virginia Licensure Renewal Manual for Five-Year Licenses* and the *Virginia Licensure Renewal Manual for Ten-Year Licenses* provide guidance for all license holders in planning their personal growth within the profession.

All statutory renewal requirements must be completed during each renewal period. All activities must have prior approval from the chief executive officer or designee if the license holder is employed in a Virginia educational agency. There shall be complete reciprocity among employing educational agencies of the Commonwealth with respect to professional development points earned by the license holder.

The division superintendent license, postgraduate professional license, collegiate professional license, pupil personnel services license, vocational evaluator license (no longer issued), school manager license, or technical professional license may be renewed. Professional development activities completed by provisional license holders may not be credited toward license renewal.

Individuals employed in a Virginia educational agency should submit a completed renewal packet directly to the appropriate individual in the employing Virginia school division or Virginia accredited nonpublic school. If an incomplete packet is submitted, an application will be retained for only one year. If an individual is not employed by a Virginia school division or Virginia accredited nonpublic school, the renewal application should be submitted to the Virginia Department of Education, Department of Teacher Education and Licensure,

P. O. Box 2120, Richmond, Virginia 23218-2120. An updated Application for License Renewal is required for a license to be issued.

# *Professional Development and Learning*

The substance or content of each renewal activity must be consistent with the license holder’s goal(s) for professional growth and development and must clearly align with the following domains of professional competency. License holders should choose, and advisors should verify, only those activities in which the professional development and learning activities align with the following categories. A total of 270 professional development points through eight options must be earned to renew a Virginia license.

## Cultural Competence

Cultural Competence is having an awareness of one’s own cultural identity and views about difference, and the ability to learn and build on the varying cultural and community norms of students and their families. It is the ability to understand the within-group differences that make each student unique, while celebrating the between-group variations that make our country a tapestry. Training and learning opportunities will enhance both educator practice and outcomes for every student and facilitate educators’ self-examination of their awareness, knowledge, skills, and actions that pertain to culture and how they can develop culturally-responsive strategies to enrich the educational experiences for all students.

## Social Emotional Learning/ Trauma Information Teaching/Classroom Management

The Collaborative for Academic, Social, and Emotional Learning (CASEL) defines social and emotional learning (SEL) as “the process through which children and adults understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions.” Training in this area could address understanding the importance of relationships for students who have experienced trauma; identifying strategies to foster an environment that supports a trauma-sensitive classroom; and exploring key classroom practices and understanding how the practices support students impacted by trauma. In addition, training could address using resources, routines, and procedures to provide a respectful, positive, safe, student-centered environment that is conducive to learning.

## Data Analysis and Instructional Planning

Data analysis involves collecting a database of information about each student. The database is (separated, disaggregated, or broken down) into essential and non-essential information that is then evaluated for gaps and patterns. Through the analysis process, conclusions are drawn and educational plans are formulated to improve the quality of instruction. Training is this area should be designed to teach educators how to collaboratively analyze relevant student data to inform educational decisions and increase student achievement outcomes.

## Professional Knowledge

Activities in this category are related to strengthening and expanding content knowledge, specifically understanding of the curriculum, subject content, and the developmental needs of students by providing relevant learning experiences.

## Digital Learning Integration

Training and learning opportunities in this category could be tied to integrating digital content into the curriculum and using technology tools to develop a deeper understanding of content and to enhance teaching and learning.

## Instructional Practices and Assessment

Teachers should be using a variety of research-based instructional strategies appropriate for the content area to engage students in active learning, to promote key skills, and to meet individual learning needs. Training and learning opportunities in this category could center on gathering, analyzing, and using all relevant data to measure student progress, guide instructional content and delivery methods, and provide timely feedback to students, parents/caregivers, and other educators, as needed. In addition, fostering the success of all students by facilitating the development, communication, implementation, and evaluation of a shared vision of teaching and learning that leads to student academic progress and school improvement could also be the basis of these training opportunities.

## School Division Professional Development and Learning

License holders may participate in school division-sponsored effective professional development to develop knowledge and skills to improve instruction and school leadership.

***Renewal Requirements for All License Holders***

***Total 270 Points Required for Renewal***

Statutory requirements have assigned points and must be completed for renewal. In addition to the statutory requirements, a minimum of **15 additional professional development points must be earned in Cultural Competence** and **15 points must be accrued in the Social Emotional Learning/Trauma Informed Teaching Strategies/Classroom Management**. The remaining points may be earned from Data Analysis and Planning, Professional Knowledge, Digital Learning Integration, Instructional and Assessment Practices, and School Division Professional Development and Learning.

| **STATUTORY REQUIREMENTS** |
| --- |
| * Emergency First Aid, CPR (including hands-on training) and AED certification or training

**(5 points)** |
| * Child Abuse and Neglect Recognition and Intervention Training **(5 points)**
 |
| * Dyslexia Awareness Training **(5 points)**
 |
| * Cultural Competence Training **(5 points)**
 |
| * School Counselors ONLY: Training in the recognition of mental health disorders and behavioral stress, including depression, trauma, violence, youth suicide, and substance abuse **(5 points)**
 |
| * Certain Endorsements ONLY [see pages 10-11 for more details]: Virginia History of State and Local Government Module **(5 points)**
 |
| **REQUIRED POINTS FOR RENEWAL (total of 30 Points)** |
| **Cultural Competence** | **Social Emotional Learning/ Trauma Informed Teaching/ Classroom Management** |
| **Minimum of 15 points, in addition to the statutory requirements** | **Minimum of 15 points** |

| **ADDITIONAL PROFESSIONAL DEVELOPMENT AND LEARNING AREAS POINTS MAY BE EARNED** **(Activities should be applicable to the license holders’ assignment/content area.)** |
| --- |
| **Data Analysis and Instructional Planning** | **Professional Knowledge** | **Digital Learning Integration** |
| **Instructional and Assessment Practices** | **School Division Professional Development and Learning** |

The Board of Education recognizes that many professional development activities topics address these professional content categories. Below are definitions of the professional content categories that will assist in determining if the activities appropriately align to the category.

***Instructions for Submitting an Application for Renewal***

Individuals are required to complete the requirements outlined for license renewal. **All statutory renewal requirements must be completed during each renewal period.**

**Individuals who are employed** in a Virginia public school division or a Virginia accredited nonpublic school must submit their application and documentation to their employing educational agency. **Individuals who are not employed** in a Virginia educational agency should submit their application, fee, and documentation in a single packet to the Department of Teacher Education and Licensure, Virginia Department of Education, P.O. Box 2120, Richmond, Virginia 23218-2120.

**PLEASE NOTE**: Documents submitted to the Virginia Department of Education for review, as part of the renewal application, are not returned to the individual.

## Step 1: Application

Please respond to all fields on the Application for License Renewal. **The applicant is responsible for notifying the Department of Teacher Education and Licensure in writing of mailing address changes.**

**IMPORTANT NOTICE**S

 In accordance with § 63.2-1937 of the *Code of Virginia*, the Virginia Department of Education requires applicants for teacher licensure in Virginia to provide their Social Security numbers. Additionally, Virginia uses applicants’ Social Security numbers to check the clearinghouse maintained by the National Association of State Directors of Teacher Education and Certification (NASDTEC) for license revocation, cancellation, suspension, denial, and reinstatement in other states. Virginia also reports information to the clearinghouse as needed. The Virginia Department of Education will not release your Social Security number except to the NASDTEC clearinghouse to report cases of license

revocation, cancellation, suspension, denial, and reinstatement as noted above. Please note that if you do not provide your Social Security number, your application will not be processed and no Virginia teaching license will be issued.

The name and address of a person applying for or possessing a license may be disseminated pursuant to a request under Section 2.2-3802(5) of the *Code of Virginia*.

If you responded affirmatively to any of the questions in **Part II** of the application, a letter of explanation and requested documentation must be submitted. The submission of an application for a Virginia license or request for license renewal may result in the denial of a license for any reason listed in the *Licensure Regulations* for School Personnel, 8 VAC20-23-750. The denial of a license is an adverse licensure action that is reported to division superintendents in Virginia and to chief state school officers of the other states and territories of the United States and could affect the status of any license or certificate that the applicant holds in another state and/or the status of any application for a license or certificate that the applicant has submitted or may submit in another state. An individual will not be denied a license without being given the opportunity for a hearing as specified in the *Licensure Regulations* 8 VAC20-23-780c.

## Step 2: Nonrefundable Application Fee

A $50 nonrefundable fee is required to apply for license renewal. Attach a certified check, cashier’s check, money order, or personal check made payable to the *Treasurer of Virginia*. If an individual holds two five-year renewable licenses (such as a Postgraduate Professional License and a Division Superintendent License), each license requires a $50 renewal fee (total of $100). The [detailed fee schedule for licensure](http://www.doe.virginia.gov/teaching/licensure/licensure_fees.pdf) is available on the Licensure website.

## Step 3: Verification of 270 Professional Development Renewal Points

Professional development renewal points can be earned by participating in a combination of eight activity types that address seven different professional content categories. Refer to the section, “*Professional Development Renewal Points”* for details, including information on the types of activities, content categories, and documentation required to verify the 270 professional development points.

## Step 4: Statutory Requirements

**All statutory renewal requirements must be completed during each renewal period.** Include a copy of the certificate verifying completion of this statutory requirement. Individuals seeking license renewal must complete the following requirements:

* Child Abuse and Neglect Recognition Training
* Emergency First Aid, CPR (including hands-on practice), and AED Training of Certification
* Dyslexia Awareness Training
* Cultural Competence Training

## Training in the Recognition of Mental Health Disorder and Behavioral Distress (Only required for School Counselors)

## Virginia History or State and Local Government Module: (Only required for licensees endorsed to teach (i) middle school civics or economics or (ii) high school government or history who is seeking renewal of such license is required to demonstrate knowledge of Virginia history or state and local government; if you hold a license with one of the endorsements listed on page 10, this training is required.)

Detailed information about all statutory requirements are listed below.

## Child Abuse and Neglect Recognition

Individuals seeking license renewal must complete study in child abuse and neglect recognition and intervention in accordance with curriculum guidelines approved by the Virginia Board of Education. A [training module](http://www.dss.virginia.gov/abuse/mr.cgi) is available at no cost.

* Individuals must select the “Required Training/Courses” tab under the heading “Child Protective Services.”
* Then select “Child Abuse and Neglect: Recognizing, Reporting, & Responding (for educators).”

To print the certificate after completing the training, the computer must be connected to a printer.

## Emergency First Aid, CPR (including hands-on practice), and AED Training or Certification

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

An individual requesting a waiver must submit a “[Request for a Waiver Form](http://www.doe.virginia.gov/teaching/licensure/firstaid_cpr_aed_waiver_request.pdf).”

The following must be included on official documentation submitted to the licensure office by an individual:

* Individual’s full name.
* Title or description of training or certification completed that clearly indicates that all three components were included: 1) emergency first aid, 2) CPR including hands-on practice, and 3) use of AEDs. Documentation must clearly indicate that hands-on CPR practice was included in the training. If your documentation does not clearly indicate that hands-on practice was included you will need to attach additional documentation such as a letter from the instructor.
	+ - * Date the training or certification was completed.
			* Signature and title of the individual providing the training or certification or a printed certificate from the organization or group that provided the training or certification. Legible copies of wallet-sized certification cards or other sized certifications, containing the above information, from organizations providing current national evidence-based emergency cardiovascular care for cardiopulmonary resuscitation and the use of an automated external defibrillator, such as a program developed by the American Heart Association or the American Red Cross will be accepted.

## Dyslexia Awareness Training

Include a copy of the certificate verifying completion of this statutory requirement. Individuals seeking renewal shall complete awareness training on the indicators of dyslexia, as that term is defined by the Board pursuant to regulations, and the evidence-based interventions and accommodations for dyslexia. A [dyslexia module](http://www.doe.virginia.gov/teaching/licensure/dyslexia-module/story.html) is available at no cost.

To print the certificate after completing the training, the computer must be connected to a printer.

## 2021 Legislation: Cultural Competence Instruction or Training & African American History Instruction

In response to 2021 General Assembly legislation (House Bill 1904 and Senate

Bill 1196), effective July 1, 2021 every person seeking initial licensure or renewal of a license shall complete instruction or training in cultural competency and every person seeking initial licensure or renewal of a license with an endorsement in history and social sciences shall complete instruction in African American history. Information about this instruction or training will be forthcoming.

## Training in the Recognition of Mental Health Disorder and Behavioral Distress (School Counselors Only)

Individuals seeking licensure renewal with an endorsement as a school counselor must include verification of this statutory required training endorsement in the recognition of mental health disorder and behavioral distress, including depression, trauma, violence, youth suicide, and substance abuse. Refer to [Superintendent’s Memo #313-17](http://doe.virginia.gov/administrators/superintendents_memos/2017/313-17.shtml) for information on training options to meet this requirement.

## Virginia History or State and Local Government Module: (Required for licensees with specified as noted)

Any individual licensed and endorsed to teach (i) middle school civics or economics or (ii) high school government or history who is seeking renewal of such license is required to demonstrate knowledge of Virginia history or state and local government by completing a module or professional development course specifically related to Virginia history or state and local government that has a value of five professional development points. Successful completion of the [Virginia State and Local Civic Education Module](http://www.civiceducationva.org/) will satisfy this renewal requirement. Please print and submit the module certificate with renewal documentation.

Below is a list of teaching endorsements that permit an individual holding a valid Virginia teaching license to teach (i) middle school civics or economics, or (ii) high school government or history. Please note that some of these endorsements are no longer issued; however, individuals may have received one or more of the endorsements pursuant to previous regulations. Individuals who hold any one of these endorsements on a Virginia license must satisfy the Virginia history or state and local government requirement for renewal.

**Endorsements:**

* Early-Middle Education K-8
* Elementary Grades NK-8
* Elementary Grades K-7
* Elementary Grades K-8
* Elementary Grades 1-7
* Elementary Grades 4-7
* Kindergarten Elementary Grades 1-
* Economics
* Government
* History
* History and Social Sciences
* Middle Education Grades 4-8
* Middle Education Grades 5-8
* Middle Education Grades 6-8
* Middle Education Grades 6-7
* Middle Education 6-8: History and Social Science
* Social Studies-Without History

# *Professional Development Renewal Points*

Professional development and learning activities must focus on the seven categories set forth in this Manual. License holders are required to document the accrual of 270 professional development points to renew their licenses. Points for renewal will be based upon activities that may be earned from the following eight activity types:

* + 1. College Credit
		2. Professional Conference
		3. Curriculum Development
		4. Publication of Article
		5. Publication of Book
		6. Mentorship/Supervision
		7. Educational Project
		8. Professional Development Activities

All activities must have prior approval from the chief executive officer or designee if the license holder is employed in a Virginia educational agency. Individuals who are not employed by a Virginia educational agency who are unsure of whether an activity meets the criteria must submit a written request for pre-approval of the activityto the Virginia Department of Education, Office of Licensure and School Leadership. Information regarding this request can be found in the FAQs section on page 21. **There shall be complete reciprocity among employing educational agencies of the Commonwealth with respect to professional development points earned by the license holder.** Professional development activities completed by provisional license holders may not be credited towards license renewal. If job-related leave is being requested, the license holder must follow the guidelines in the personnel handbook of the employing educational agency.

The activity can only be reported under one renewal option. For example, an educator who participates in a special project assigned by the division superintendent for an extended period of time (Type 7) and writes an article about the experience (Type 4) may not earn points for both options.

**An activity should not be a routine employment responsibility.**

Professional development and learning activities must be earned within the eight types of activities and must address seven different professional content categories. Two professional content categories have a minimum requirement of accruing 15 points in each. Renewal activities must be completed within the below professional content categories.

1. Cultural Competence (minimum 15 points are required)
2. Social Emotional Learning/Trauma Informed Teaching Strategies/Classroom Management (minimum 15 points are required)
3. Data Analysis and Instructional Planning
4. Professional Knowledge
5. Digital Learning Integration
6. Instructional and Assessment Practices
7. School Division Professional Development and Learning

# *Detailed Information: Activity Types*

# *1. College Credit*

Acceptable coursework offers content that provides new information and is offered by a regionally accredited two-year or four-year college or university. Courses must be taken for credit, and the license holder must earn a passing grade or a “pass” in courses taken on a “pass” or “fail” basis.

1. Maximum number of points: 270

B. Point value assignment:

1) One semester hour = 30 points

2) One quarter hour = 20 points

C. Criteria:

1. Must clearly align with one of the seven professional content categories.
2. Must provide new information and be earned at a regionally accredited two-year or four-year college/university. All coursework for renewal must be completed at a regionally accredited college or university. The regional accreditation agencies are:
* *New England Association of Schools and Colleges*
* *Middle States Commission on Higher Education*
* *The Higher Learning Commission-North Central Association of Colleges and Schools*
* *Northwest Commission on Colleges and Universities*
* *Southern Association of Colleges and Schools Commission on Colleges*
* *Western Association of Schools and Colleges*

 3) Must be taken for credit.

 4) Must result in a passing grade or “pass” for courses taken on a “pass” or

 “fail” basis.

5) Must be verified by an official transcript or official student transcript submitted to the chief executive officer or designee of the employing educational agency or to the Virginia Department of Education if the license holder is not employed. Once you have completed coursework from a regionally accredited college or university, contact the registrar’s office of the institution(s). **Request official student transcripts to be sent to you, and submit the transcripts with your application packet.** Official student transcripts (bearing the registrar’s signature and embossed seal) that have been issued to students **are** acceptable. **{Do not have transcripts sent separately to this office.}**

Some institutions contract with other companies to issue official transcripts. The transcripts may be accepted if received in sealed envelopes. Placement records sent from colleges, electronic transcripts, grade reports, PDFs, photocopies, and student printouts of transcripts will not be accepted or returned. **Please do not have transcripts sent directly from the institution to this office.**

D. Verification:

Official transcripts or official student transcripts are accepted. A transcript that arrives separately may not provide sufficient identifying information to be accurately matched to an individual’s other credentials. **A transcript must be submitted with a cover letter or other document that includes the Social Security number or Virginia teaching license number.** Some institutions contract with other companies to issue official transcripts. The transcripts may be accepted if received in sealed envelopes. Placement records sent from colleges, electronic transcripts, grade reports, PDFs, photocopies, and student printouts of transcripts will not be accepted or returned. **Please do not have transcripts sent directly from the institution to this office.**

1. Examples:
2. ENG 565, Eighteenth Century and Romantic British Literature
3. CHE 512, Physical Chemistry for the Life Sciences

## *2. Professional Conference*

A professional conference is defined as any formal meeting, workshop, institute, or seminar of four or more hours in length, which addresses educational issues through objectives such as upgrading skills and knowledge, providing information, and/or providing motivating activities for educators or students.

A. Maximum number of points: 60

B. Point value assignment:

1. Participation - 5 points per day.
2. Presentation - 15 points per topic presentation.

Points may be assigned for only one presentation on the same topic per validity period.

C. Criteria:

1. Must clearly align with one of the seven professional content categories.
2. Must be **four or more hours in length**.
3. Must include only time spent in those portions of the conference program that contribute to the participants’ professional knowledge, competence, performance or effectiveness in education.
4. Must have prior approval from the chief executive officer or designee if the license holder is employed in a Virginia educational agency. Prior approval for professional conference attendance is a commitment that professional development points will be awarded for the activity. If job-related leave is being requested, the license holder must follow the guidelines in the personnel handbook of the employing educational agency.
5. May be local, regional, state, national, or international in scope.

D. Verification (one or more of the following):

1. An invitation, acceptance letter, and thank you letter
2. Employing educational agency approved leave request
3. List of conference participants
4. Certificate of attendance/completion

E. Examples:

1) Instructional workshops or seminars

2) Conferences sponsored by professional organizations or the Virginia Department of Education

 3) School leaders conferences

## *3. Curriculum Development*

Curriculum development is a group activity in which the license holder contributes to the improvement of the curriculum of a school, a school division, or an educational institution. The license holder may accrue points within this option for time spent in preliminary planning and development or in completing materials for use by teachers and/or students. Credit shall be given for service as an official member of a division, state, national, or international curriculum panel or committee.

A. Maximum number of points: 135

B. Point value assignment: one point per clock hour

C. Criteria:

1. Must clearly align with one of the seven professional content categories.
2. Must be a **minimum of** **five hours per activity**. The five hours do not have to be consecutive.
3. Must have prior approval from the chief executive officer or designee if the license holder is employed in a Virginia educational agency. Prior approval for curriculum development is a commitment that professional development points will be awarded for the activity. If job-related leave is being requested, the license holder must follow the guidelines in the personnel handbook of the employing educational agency.
4. Must be coordinated by the employing educational agency or other state, national, or international educational agency or organization.

D. Verification (one or more of the following):

 1) Employing educational agency’s participant list

 2) Curriculum guide

 3) Committee assignment list

E. Examples:

1) Development and/or revision of curriculum guides

2) Development of teaching strategies and/or supplemental materials

3) Curriculum alignment

## *4. Publication of Article*

Writing about one’s professional research, experiences, perceptions, and beliefs can be a rewarding experience. The written narrative, article, or report should contribute to the effective practice of the profession and/or to the body of knowledge of the profession. Grant reports that present the results of educational research are acceptable within this option, provided the license holder had an active role in planning, analyzing, interpreting, demonstrating, disseminating, or evaluating the study or innovation.

1. Maximum number of points: 135
2. Point value assignment: 45 points per narrative, article, or report

1) In the event of multiple authors, the 45 points shall be divided among the authors or investigators.

2) In no instance shall more than 45 points be awarded for a single narrative, article, or report.

C. Criteria:

1. Must clearly align with one of the seven professional content categories
2. Must be published in a professional journal or a publication sanctioned by the employing educational agency.
3. If a grant, must be approved by the employing educational agency.
4. Must contribute to the effective practice of the education profession and/or to the body of knowledge of the endorsement area(s).

D. Verification (one or more of the following):

 1) Copy of the published article

 2) Copy of the final grant report

 3) Publisher’s letter of publication date

E. Examples:

1) Publication in a professional or content-area journal

2) Publication in a magazine sponsored by the employing educational agency

3) Report of educational research project results

## *5. Publication of Book*

The writing of a book represents a substantial effort to bring significant experience(s) or new subject matter to an intended audience. Books assigned renewal credit should focus on concepts that augment new theories or practices applicable to the teaching profession. A book whose content increases the body of knowledge of literature, history, science, or other content area may also earn credit within this option.

A. Maximum number of points: 135

B. Point value assignment: 90 points per book

1) In the event of multiple authors, the 90 points shall be divided among the authors or editors.

2) In no instance shall more than 90 points be awarded for a single book.

C. Criteria:

1. Must clearly align with one of the seven profession content categories.
Must be published for purchase (self-publications are not applicable).
2. Must contribute to the education profession and/or to the body of knowledge of the endorsement area(s).
3. Should represent a substantive change of the original text in the case of revision.

D. Verification (one or more of the following):

1. Copy of the published book or book title pages, including the author’s (license holder’s) name and publishing information. [Please note that books and other materials will not be returned.]
2. Copyright for the completed work in the field of theatre, fine arts, or music
3. Copyright for instructional program

E. Example:

 Published books for purchase

## *Mentorship/Supervision*

Mentorship/Supervision is a process by which an experienced professional provides assistance to one or more persons for the purpose of improving performance. Assistance may involve role modeling, direct instruction, demonstration, observation with feedback, development of plans, and informal contact. This option includes the supervision of field experiences of a pre-service student teacher or an intern in an approved teacher/principal preparation program. The option also may include mentor programs designed as part of the induction process for the beginning teacher or first-year administrator.

A. Maximum number of points: 135

B. Point value assignment: one point per clock hour

C. Criteria:

1. Must clearly align with one of the seven professional content categories.
2. Must assist an undergraduate student aide, undergraduate or graduate intern, pre-service student teacher, beginning teacher, or beginning administrator. Note: An activity should not be a routine employment responsibility.
3. Must have prior approval from the chief executive officer or designee.
4. Prior approval for mentorship/supervision is a commitment that professional development points will be awarded for the activity. If job-related leave is being requested, the license holder must follow the guidelines in the personnel handbook of the employing educational agency.
5. Must be in conjunction with an approved educator/principal preparation program, undergraduate/graduate degree program, or a clinical faculty/mentor program sponsored by the employing educational agency.

D. Verification (one or more of the following):

1. Participant list from college/university
2. Employing educational agency assignment list

E. Examples:

1. Supervision of an intern in an approved principal preparation/graduate degree program
2. Mentoring a beginning teacher/beginning administrator during the first year of teaching/administration

## *7. Educational Project*

An educational project is an option for the license holder to enhance the skills or advance the educational needs of the group being served. Activities within this option may include a broad range of programs: participation in a special project assigned by the division superintendent; participation in an alternative work-experience program (paid or volunteer) in which the license holder fulfills new professional responsibilities for a specified period of time; participation in a program of independent study, provided that the license holder investigates a specific aspect of education, produces a written report or other tangible product, and evaluates the independent study and its product. Additional activities within this option may include institutional self-study projects, administrative review projects, teaching of a course for a college/university or for an employing educational agency activity and/or other activities for school improvement.

A. Maximum number of points: 135

B. Point value assignment: one point per clock/contact hour

C. Criteria:

1. Must clearly align with one of the seven professional content areas.
2. Must be a **minimum of five hours per activity**. The five hours do not have to be consecutive.
3. Must have prior approval from the chief executive officer or designee if the license holder is employed in a Virginia educational agency. Prior approval for an educational project is a commitment that professional development points will be awarded for the activity. If job-related leave is being requested, the license holder must follow the guidelines in the personnel handbook of the employing educational agency.
4. Must result in a written report or other tangible product.

D. Verification (one or more of the following):

1. Acceptance for exchange program from college/university, or business
2. Written summary/journal of project activities

E. Examples:

1. Participation in a special project assigned by the division superintendent
2. Sabbatical leave for a high school technology education teacher to work in the semiconductor industry
3. Institutional self-study
4. Teaching of a course for a college/university or for an employing educational agency activity

## *8. Professional Development Activities*

Staff development programs have become more sophisticated in recent years with the advent of needs assessment, program design, training, implementation follow-up, and evaluation components being included in professional development activities. The research on effective staff development includes a large body of knowledge on adult learning that describes which types of programs will best meet the instructional, psychological, emotional, and physical needs of the participants. Quality staff development is sequential in nature and needs ongoing support and/or follow-up in-service programs.

Local employing educational agencies are encouraged to design staff development activities using teams of teachers, administrators, and central office personnel working in a collaborative effort to enhance professional performance and advance the goals of the employing educational agency.

The completion of high quality microcredentials may be accepted toward license renewal. Microcredentials are an emerging way for educators to demonstrate their knowledge and/or skill in a particular topic through competency-based evidence. The microcredential must be approved by the employing educational agency or the Virginia Department of Education.

A. Maximum number of points: 270

B. Point value assignment: one point per clock/contact hour

C. Criteria:

1. Must clearly align with one of the seven professional content categories.
2. Must be a **minimum of five hours per activity**. The five hours do not have to be consecutive.
3. Must have prior approval from the chief executive officer or designee if the license holder is employed in a Virginia educational agency. Prior approval for employing educational agency professional development activity is a commitment that professional development points will be awarded for the activity. If job-related leave is being requested, the license holder must follow the guidelines in the personnel handbook of the employing agency.

D. Verification (one or more of the following):

1. Participants list from employing educational agency
2. Certificate of completion/attendance

E. Examples:

1. Instructional skills programs
2. Differentiation of instruction program
3. Classroom management staff development programs
4. National Board Certification
5. Microcredential Credential

# *Frequently Asked Questions*

***What if I need an advisor to approve and sign off on my activity points?***

If an advisor has not been designated for the license holder, the licensee should inform the chief executive officer or designee of the Virginia employing educational agency of the need for an advisor. The chief executive officer or designee must then assign an advisor to the license holder.

***When may I submit my application for renewal?***

The Application for License Renewal, the fee, and supporting documentation may be submitted to the Department of Teacher Education and Licensure, Department of Education, **after**

**January 1** of the year of expiration. All licenses are issued with an effective date of July 1.

***What if I am not currently employed in a Virginia public school or accredited nonpublic school?***

Individuals who are not employed in a Virginia educational agency should submit the Application for License Renewal, fee, and documentation to the Department of Teacher Education and Licensure, Virginia Department of Education, P.O. Box 2120, Richmond, Virginia 23218-2120. Please note the licensure office does not accept requests or documents via email or fax. Individuals who are not employed by a Virginia educational agency who are unsure of whether an activity meets the criteria must submit a request for pre-approval of the activity to the Department of Teacher Education and Licensure, Virginia Department of Education,

P.O. Box 2120, Richmond, Virginia 23218-2120. The request for pre-approval of a renewal activity must include the license holder’s full name, Virginia license number, current mailing address and documentation of the activity for which pre-approval is being requested.

***What if I don’t agree with a decision about my renewal activities?***

Disagreements regarding renewal activities for which points are awarded are subject to an informal review procedure as follows:

1. The license holder shall discuss the matter with his/her advisor and request reconsideration.
2. If the disagreement is not resolved, the license holder shall state in writing:
3. the action that prompted the request for review,
4. the names of the persons involved, and
5. the attempts that have been made to resolve the disagreement.
6. The license holder shall send this statement, with a copy of the renewal plan in question, to the chief executive officer or designee of the employing educational agency and request a decision. The agency shall then follow personnel review procedures established in that agency.
7. If the decision of the chief executive officer or designee does not resolve the disagreement, the documentation should be forwarded to the Department of Teacher Education and Licensure, Department of Education, for resolution.

## *Responsibilities of the License Holder, Advisor, Employing Educational Agency, and Virginia Department of Education*

The renewal process described in the manual is based on mutual trust between the license holder and an advisor. The license holder and advisory should collaborate for the purpose of professional self-improvement. While advisor systems will vary among employing educational agencies, all designated advisors will be responsible for promoting quality renewal plans by confirming and assessing the proposed professional development activities suggested by the license holder. Inherent in this trust are discussions to ensure that the individual’s professional growth occurs as intended for renewal. The advisor should provide assistance and resource information regarding renewal options that the individual may elect to include within his/her plan. The manual builds upon the conviction that all license holders are willing to be responsible for planning and completing professional development activities leading to their renewal.

Employing educational agencies must recognize the validity of the eight activity types and activities that meet the seven professional content categories. Agencies are encouraged to provide opportunities for license holders to participate in all options for renewal. Although the employing educational agency’s staff development priorities should be considered, the license holder should be the primary determiner of which activities within the options will contribute most appropriately to his/her renewal plan.

***What is my responsibility as a license holder?***

To complete the requirements for renewal, the license holder should annually plan and review his/her program of professional development activities in consultation with an advisor who has been designated by the employing educational agency. When the renewal activity has been completed, the license holder must supply reasonable documentation to the advisor. The license holder and advisor should submit the Application for License Renewal, documentation, and fee to the chief executive officer or designee of the employing educational agency.

The license holder is responsible for completing the following steps in order to accrue the 270 professional development points necessary for renewal:

1. Develop an individualized renewal plan based on the license holder’s professional need(s)/goal(s) and the employing educational agency’s staff development priorities; and
2. Initiate an annual meeting with the advisor, as necessary, to review, amend, and verify the individualized renewal plan and activities on the Application for License Renewal. The record should be completed and signed by the advisor after January 1 but before June 1 of the final year of the current validity period. (The license holder may amend the individualized renewal plan during the annual review or at any other appropriate time in consultation with the advisor.)

With the advisor, verify and submit the completed Application for License Renewal to the chief executive officer or designee of the employing educational agency to be forwarded to the Department of Teacher Education and Licensure. The completed Application for License Renewal, the official student transcript from the college or university, if applicable, appropriate fee, and signed verification of the completion of additional requirements will be the only items required for submission to the Virginia Department of Education by an employing Virginia educational agency for renewal of an expired license. Other documentation should be maintained at the local school division level or with the accredited nonpublic school.

***What is my responsibility as an advisor?***

The advisor should be a colleague who assists and supports the license holder throughout the renewal process. Discussions must occur during this process in order to ensure that individual professional growth occurs as intended for renewal purposes. An advisor assigned to a license holder has the following responsibilities:

The advisor should know the requirements for renewal of a Virginia license.

1. The advisor should review the license holder’s individual renewal plan with the license holder on an annual basis or as necessary until the requirements for renewal have been satisfied. While the conference time may vary depending upon the needs of the license holder, a meeting with the advisor could be held in conjunction with other conference sessions throughout the year;
2. The advisor should assist the license holder in completing his/her renewal plan by recommending activities that are consistent with the employing agency’s staff development goals and the individual license holder’s professional development goals and growth;
3. The advisor should verify that the professional development activities have been completed and that the points accrued for the activity are consistent with the criteria of this manual. The advisor must not sign the renewal plan if a selected activity does not meet the criteria in one of the renewal options;
4. The program is built on the basis of trust; minimal paperwork is expected and reasonable documentation is all that is required if the advisor does not have personal knowledge of the activity; and
5. The advisor should forward the license holder’s completed and verified Application for License Renewal to the chief executive officer or designee.

***What is my responsibility as an employing educational agency?***

An employing educational agency has the following responsibilities in the renewal process for personnel with renewable Virginia licenses:

1. The chief executive officer or designee should assign an advisor for each employee holding a renewable Virginia license. The advisor may be a person other than the immediate supervisor of the license holder;
2. The chief executive officer or designee is the primary source of information concerning renewal requirements. The chief executive officer should review the renewal process on an annual basis and provide staff with renewal information posted on the Virginia Department of Education’s website;
3. The chief executive officer or his/her designee of the employing educational agency should provide, publish, or post a listing of staff development activities that the license holder may choose to complete renewal requirements;
4. The chief executive officer or designee should strive to provide a variety of renewal options, within the resources of the agency, to ensure that the license holder has an opportunity to choose activities that are appropriate to his/her goals, needs, and learning styles;
5. The chief executive officer or designee should certify the completion of all requirements and forward the license holder’s completed Application for License Renewal and fee to the Department of Teacher Education and Licensure for renewal; and
6. The chief executive officer or designee must accept the renewal points accrued by a license holder and verified by another Virginia employing educational agency as documented on the Application for License Renewal.

***What is the responsibility of the Virginia Department of Education?***

The Virginia Department of Education has the following responsibilities in the renewal process:

1. The Department of Education will post the *Virginia Licensure Renewal Manual* and detailed renewal information on the website;
2. The Department of Teacher Education and Licensure, Department of Education, will process license renewals in accordance with the current Board of Education licensure regulations and the *Code of Virginia* both to the license holder and to the employing educational agency upon receipt of the license holder’s certified Application for License Renewal; and
3. The Department of Education will render a decision if disagreements concerning the approval of a renewal activity cannot be resolved at the employing educational agency level.

# *Appendices*

## *Glossary*

**Advisor**

An advisor is a person designated by the chief executive officer or designee of the employing educational agency who assists the license holder in completing an individualized renewal plan, verifies the completion of professional development activities and accrual of renewal points on the Application for License Renewal, and forwards the complete Application for License Renewal to the chief executive officer or designee.

**Application for License Renewal**

The three-page Application for License Renewal is the document verifying the license holder’s status and certifying completion of the professional development activities necessary to renew the license holder’s license.

**Chief Executive Officer**

The chief executive officer is the superintendent or person of final authority of a public employing educational agency or the person of final authority in a private or other employing educational agency.

**Employing Educational Agency**

A Virginia employing educational agency is an organization that employs personnel who are required by Virginia regulations to be properly licensed.

**Endorsement Area**

An endorsement is the specialty area that an individual is authorized by the current licensure regulations to teach or to serve in an employing Virginia educational agency.

**Individualized Renewal Plan**

The individualized renewal plan is the document developed by the license holder and the advisor describing the options and/or activities to be completed during the ten-year validity period in order to renew the license holder’s license.

**License Holder**

The license holder is a person who holds a renewable Virginia Division Superintendent, Collegiate Professional, Postgraduate Professional, Technical Professional, Pupil Personnel Services, School Manager or Vocational Evaluator (no longer issued in Virginia) License.

**Maximum Number of Points**

The maximum number of points is the maximum number of points for an option that may be counted toward renewal during the validity period.

**Mentorship**

Mentorship is an induction process in which the chief executive officer or designee assigns an experienced professional to assist, guide, and support a beginning teacher or administrator during the first year of employment in an area of responsibility.

**Point Value Assignment**

The point value assignment is the specified number of points awarded for completing a given activity listed under the option.

**Renewable License**

Renewable license types in Virginia include Division Superintendent, Collegiate Professional, Postgraduate Professional, Technical Professional, Pupil Personnel Services, School Manager and Vocational Evaluator (no longer issued in Virginia). Individuals who hold a ten-year renewable license must complete 270 points for renewal, as well as the statutory requirements for renewal.