

1 **State Board of Education**

2 **Revisions to Align 8VAC20-23-90 with Chapter 183 of the 2024 Acts of the Assembly**  
3 **8VAC20-23-90. Alternate routes to licensure.**

4 A. Career switcher alternate route to licensure for career professionals - Provisional (Career  
5 Switcher) License. ~~An alternate route is available to career switchers who seek teaching~~  
6 ~~endorsements preK through grade 12 with the exception of special education. For those~~  
7 applicants seeking a teaching endorsement in special education, this option does not supplant  
8 subsection C below but provides an additional pathway to a provisional license.

9 1. An individual seeking a Provisional (Career Switcher) License through the career  
10 switcher program shall meet the following prerequisite requirements:

- 11 a. An application process;
- 12 b. An earned baccalaureate degree from a regionally accredited college or university;
- 13 c. The completion of requirements for an endorsement in a teaching area or the  
14 equivalent through verifiable experience or academic study;
- 15 d. At least three years of successful full-time work experience or its equivalent; and
- 16 e. Virginia qualifying scores on the professional teacher's assessments as prescribed  
17 by the Virginia Board of Education.

18 2. The Provisional (Career Switcher) License is awarded at the end of Level I preparation  
19 for an initial validity period of one school year. All components of the career switcher  
20 alternate route for career professionals shall be completed by the candidate.

21 3. The Level I requirements shall be completed during the course of a single year and may  
22 be offered through a variety of delivery systems, including distance learning programs. If  
23 an employing agency recommends extending the Provisional (Career Switcher) License  
24 for a second year, the candidate will enter Level III of the program. Career switcher  
25 programs shall submit program documentation as set forth by the Virginia Department of  
26 Education for review and be certified every seven years by the Virginia Department of  
27 Education.

28 a. Level I preparation. Intensive Level I preparation includes a minimum of 180 clock  
29 hours of instruction, including field experience. This phase includes human  
30 development and learning; curriculum and instruction, including technology; language  
31 and literacy; specific course content relating to the Virginia Standards of Learning;  
32 foundations of education and the teaching profession; classroom and behavior  
33 management; and assessment of and for learning.

34 b. Level II preparation during first year of employment.

35 (1) Candidate seeks employment in Virginia with the one-year Provisional (Career  
36 Switcher) License.

37 (2) Continued Level II preparation during the first year of employment with a minimum  
38 of five seminars that expand the intensive preparation requirements listed in  
39 subdivision 3 a of this subsection. The five seminars will include a minimum of 20  
40 cumulative instructional hours. A variety of instructional delivery techniques will be  
41 utilized to implement the seminars.

42 (3) One year of successful, full-time teaching experience in a Virginia public or  
43 accredited nonpublic school under a one-year Provisional (Career Switcher) License.  
44 A trained mentor shall be assigned to assist the candidate during the first year of  
45 employment. Responsibilities of the mentor include the following:

46 (a) Collaborate with the beginning teacher in the development and implementation of  
47 an individualized professional development plan;

48 (b) Observe, assess, coach, and provide opportunities for constructive feedback,  
49 including strategies for self-reflection;

50 (c) Share resources and materials;

51 (d) Share best instructional, assessment, and organizational practices; classroom and  
52 behavior management strategies; and techniques for promoting varied and effective  
53 methods of communication with and among students; and

54 (e) Provide general support and direction regarding school policies and procedures.

55 (4) Upon successful completion of the Levels I and II preparation requirements of the  
56 career switcher alternate route to licensure program and submission of a  
57 recommendation from the employing Virginia educational agency, the candidate will  
58 be eligible to apply for a 10-year, renewable license. Renewal requirements for the  
59 regular license will be subject to current regulations of the Virginia Board of Education.

60 c. Level III preparation, if required.

61 (1) Post preparation, if required, will be conducted by the employing Virginia  
62 educational agency to address the areas where improvement is needed as identified  
63 in the candidate's professional improvement plan; and

64 (2) Upon successful completion of Levels I, II, and, if required, Level III of the career  
65 switcher alternate route to licensure program and submission of a recommendation  
66 from the employing Virginia educational agency, the candidate will be eligible to  
67 receive a 10-year renewable license.

68 4. Verification of program completion will be documented by the certified program provider  
69 and the division superintendent or designee.

70 5. Certified providers implementing a career switcher program may charge a fee for  
71 participation in the program.

72 6. Each individual pursuing a Provisional (Career Switcher) License who seeks an  
73 endorsement in special education shall complete at least 60 percent of the requirements  
74 set forth in 8VAC20-543-500 as part of Level I preparation and shall complete the  
75 remaining requirements set forth in 8VAC20-543-500 as part of Level II and Level III  
76 preparation.

77 B. An alternate route is available to individuals employed by a Virginia educational agency  
78 who seek teaching endorsements preK through grade 12. The employing Virginia educational  
79 agency may request a nonrenewable Provisional License on behalf of the individual if the  
80 individual has completed an allowable portion of professional studies and endorsement  
81 requirements. An employed teacher may demonstrate meeting the teaching endorsement  
82 requirements by passing a rigorous academic subject test for endorsements in which a test is  
83 prescribed by the Virginia Board of Education. This testing option does not apply to individuals (i)  
84 who are seeking an early/primary education preK-3 or elementary education preK-6 endorsement,  
85 special education endorsements, or a reading specialist endorsement or (ii) who hold a Technical  
86 Professional License, Vocational Evaluator License, Pupil Personnel Services License, School  
87 Manager License, or Division Superintendent License. This route also is available to individuals  
88 who are employed by a Virginia public school, a Virginia accredited nonpublic school, or an  
89 accredited virtual school or program and who are seeking the Online Teacher License that is  
90 issued to teachers who teach only online courses. The Provisional License will be issued for a  
91 validity period not to exceed three years. The Provisional License is a nonrenewable teaching  
92 license valid for a period not to exceed three years. Individuals shall complete all licensure  
93 requirements to become eligible for the 10-year, renewable license.

94 1. An individual seeking a license through this alternate route shall have met the following  
95 requirements:

96 a. Entered the teaching field through the alternate route to licensure upon the  
97 recommendation of the employing Virginia educational agency. For the Online  
98 Teacher Provisional License, individuals shall be employed by a Virginia public school  
99 division, a Virginia accredited nonpublic school, or an accredited virtual school or  
100 program;

101 b. Earned a baccalaureate degree from a regionally accredited college or university  
102 with the exception of individuals seeking the Technical Professional License;

103 c. Have met requirements for the endorsement area; and

104 d. Need to complete an allowable portion of professional studies and licensure  
105 requirements.

106 2. The professional studies requirements for the appropriate level of endorsement sought  
107 shall be completed. A Virginia educational agency may submit to the Superintendent of  
108 Public Instruction for approval an alternate program to meet the professional studies  
109 requirements. The alternate program shall include training such as seminar, internship, or  
110 coursework in human development and learning; curriculum and instruction, including  
111 technology; assessment of and for learning; classroom and behavior management;  
112 foundations of education and the teaching profession, including legal status of teachers  
113 and students, federal and state laws, and teacher evaluation as prescribed by the Virginia  
114 Board of Education's guidelines for performance standards and evaluation criteria  
115 established pursuant to § 22.1-253.13:5 B of the Code of Virginia and language and  
116 literacy.

117 3. One year of successful, full-time teaching experience in the appropriate teaching area  
118 in a Virginia public or an accredited nonpublic school shall be completed. For the Online  
119 Teacher License only, one year of successful online teaching experience in the  
120 endorsement area in a public school division, an accredited nonpublic school, or an  
121 accredited virtual school or program may be accepted in lieu of the supervised teaching  
122 experience. A fully licensed experienced teacher shall be available in the school building  
123 to assist the beginning teacher employed through the alternate route.

124 C. Alternate route in special education. The Provisional (Special Education) License is a  
125 nonrenewable teaching license issued for a validity period not to exceed three years to an  
126 individual employed as a special education teacher in a public school or a nonpublic school in  
127 Virginia who does not hold the appropriate special education endorsement. The Provisional  
128 (Special Education) License will be issued only with endorsements in special education. The  
129 Provisional License is a nonrenewable teaching license valid for a period not to exceed three  
130 years. This alternate route to special education endorsement is not applicable to individuals  
131 seeking the Online Teacher License. To be issued the Provisional (Special Education) License  
132 through this alternate route, an individual shall:

133 1. Be employed by a Virginia public or accredited nonpublic school as a special education  
134 teacher and have the recommendation of the employing educational agency;

135 2. Have earned a baccalaureate degree from a regionally accredited college or university;

136 3. Have an assigned mentor with an active Virginia teaching license with an endorsement  
137 in special education; and

138 4. Have a planned program of study in the assigned endorsement area, make progress  
139 toward meeting the endorsement requirements each of the three years of the license, and  
140 have completed at least three semester hours of coursework in the competencies of  
141 foundations for educating students with disabilities and have an understanding and

142 application of the legal aspects and regulatory requirements associated with identification,  
143 education, and evaluation of students with disabilities. A survey course integrating these  
144 competencies would satisfy this requirement.

145 The Provisional (Special Education) License issued through this alternate route shall not  
146 be issued without the completion of these prerequisites.

147 D. Alternate programs at institutions of higher education or Virginia school divisions. Alternate  
148 programs developed by institutions of higher education (i) recognize the unique strengths of  
149 prospective teachers from nontraditional backgrounds and (ii) prepare these individuals to meet  
150 the same standards that are established for others who are granted a license through an alternate  
151 route.

152 E. Experiential learning. Individuals applying for an initial teaching license through the  
153 alternate route as prescribed by the Virginia Board of Education shall meet the following criteria  
154 to be eligible to request that experiential learning satisfy the coursework for the endorsement  
155 (teaching) content area:

- 156 1. Have earned a baccalaureate degree from a regionally accredited college or university;
- 157 2. Have at least three years of documented successful full-time work experience that may  
158 include specialized training related to the endorsement sought; and
- 159 3. Have met the Virginia qualifying score on the content knowledge assessment  
160 prescribed by the Virginia Board of Education.

161 Experiential learning does not apply to individuals seeking special education and preK-3 and  
162 preK-6 endorsements or endorsements in which there is no Virginia Board of Education -  
163 prescribed content or subject assessment.

164

## State Board of Education

### 165 **Action to Align 8VAC20-790-40 with Chapter 286 of the 2024 Acts of the Assembly**

#### 166 **8VAC20-790-40. Case management.**

167 A. Applicants for child care subsidy and services must be at least 18 years of age unless they  
168 are an emancipated minor.

169 B. Applicants are required to sign an application, to provide verification of identity, and to  
170 cooperate with an assessment by the local department of social services.

171 C. At initial eligibility determination, a family with a child experiencing homelessness that  
172 cannot provide the required documentation may be conditionally approved for services for a  
173 period not to exceed 90 days. The final eligibility determination shall be completed once the 90  
174 days has expired or full documentation is provided. Any payments made prior to the final eligibility  
175 determination shall not be considered an error or improper payment. Families with a child  
176 experiencing homelessness shall receive priority placement on the waiting list, if applicable.

177 D. Consumer education, including education on the selection and monitoring of quality child  
178 care and how to access information regarding their selected vendor as to the (i) health and safety  
179 requirements met by the vendor; (ii) licensing or regulatory requirements met by the vendor; (iii)  
180 date the vendor was last inspected and any history of violations; and (iv) any voluntary quality  
181 standards met by the vendor, must be provided to parents to assist them in gaining needed  
182 information about the availability of child care services and providers. Parents must also be  
183 provided information on how to obtain a developmental screening for their child.

184 E. The department shall establish scales for determining financial eligibility for the income  
185 eligible child care subsidy program categories in subdivision 2 of 8VAC20-790-30.

186 1. Any family that receives public assistance through Medicaid or the Special  
187 Supplemental Nutrition Program for Women, Infants, and Children shall be deemed to  
188 satisfy categorically income eligibility requirements to receive assistance under this  
189 chapter.

190 ~~4~~ 2. Recipients in the TANF child care program category shall be considered income  
191 eligible based on their receipt of TANF; the local department shall not be required to verify  
192 their income.

193 ~~2~~ 3. At initial eligibility determination, income eligibility shall be determined by measuring  
194 the family's countable income and size against the percentage of the federal poverty  
195 guidelines for their locality. The family's income cannot exceed 85% of the state median  
196 income.

197 ~~3~~ 4. At redetermination, if a recipient family's countable income exceeds the initial eligibility  
198 limit, they shall be considered income eligible until their countable income meets or  
199 exceeds the exit eligibility limit established by the department. The family's income cannot  
200 exceed 85% of the state median income.

201 F. Families receiving child care subsidy and services shall be required to pay a copayment  
202 unless their gross monthly income is at or below the federal poverty guidelines. The copayment  
203 amount will be based on a scale set out in the current Child Care and Development Fund Plan for  
204 Virginia. Copayments may be increased at redetermination and during graduated phase out if the  
205 family's countable income exceeds the initial eligibility limit but is below the exit eligibility limit.  
206 Local departments shall be required to act on changes reported by the family that would reduce  
207 the family's copayment during the 12-month eligibility period.

208 G. Income to be counted in determining income eligibility includes all earned and unearned  
209 income received by the family except the following:

210 1. Supplemental Security Income;

- 211 2. TANF benefits;
- 212 3. Transitional payments of \$50 per month to former VIEW participants;
- 213 4. Diversionary assistance payments;
- 214 5. General relief;
- 215 6. SNAP benefits;
- 216 7. Value of U.S. Department of Agriculture donated food;
- 217 8. Benefits received under Title VII, Nutrition Program for the Elderly of the Older
- 218 Americans Act of 1965;
- 219 9. Value of supplemental food assistance under the Child Nutrition Act of 1996 and
- 220 lunches provided under National School Lunch Act;
- 221 10. Earnings of a child younger than the age of 18 years;
- 222 11. Earned income tax credit;
- 223 12. Lump sum child support arrears payments;
- 224 13. Scholarships, loans, or grants for education except any portion specified for child care;
- 225 14. Basic allowance for housing for military personnel living on base;
- 226 15. Clothing maintenance allowance for military personnel;
- 227 16. Payments received by AmeriCorps volunteers;
- 228 17. Tax refunds;
- 229 18. Lump sum insurance payments;
- 230 19. Monetary gifts for one-time occasions or normal annual occasions;
- 231 20. Payments made by non-financially responsible third parties for household obligations,
- 232 unless payment is made in lieu of wages;
- 233 21. Loans or money borrowed;
- 234 22. Money received from sale of property;
- 235 23. Earnings less than \$25 a month;
- 236 24. Capital gains;
- 237 25. Withdrawals of bank deposits;
- 238 26. GI Bill benefits;
- 239 27. Reimbursements, such as for mileage;
- 240 28. Foreign government restitution payments to Holocaust survivors;
- 241 29. Payments from the Agent Orange Settlement Fund or any other fund established for
- 242 settlement of Agent Orange product liability litigation; and
- 243 30. Monetary benefits provided to the children of Vietnam Veterans as described in 38
- 244 USC § 1823(c).

245 The amount of wages subject to garnishment and the amount of child support paid to another  
246 household shall be deducted from the family's income.

247 H. The eligibility period for TANF (nonVIEW), transitional child care, Fee Program, and Head  
248 Start begins with the effective date of the approval of the child care subsidy and services  
249 application. The eligibility period for VIEW and SNAPET participants begins with the date of  
250 referral from the VIEW or SNAPET program.

251 I. Recipients will be eligible for child care subsidy and services for a minimum of 12-months  
252 before eligibility is redetermined unless:

253 1. Their countable income exceeds 85% of state median income. Temporary increases in  
254 income will not affect eligibility or family copayments, including monthly income  
255 fluctuations, which when taken in isolation, may incorrectly indicate that a recipient's  
256 income exceeds 85% of state median income.

257 2. There is a finding that the recipient committed an intentional program violation.

258 3. The recipient is no longer a resident of Virginia.

259 4. The recipient requests that their child care subsidy and services case be closed.

260 5. The recipient is a family of a child experiencing homelessness that was approved as  
261 conditionally eligible and failed to provide necessary documentation to the local  
262 department within 90 days, or the recipient is determined ineligible after full documentation  
263 is provided.

264 J. Recipients will retain eligibility despite any change in residency within the state.

265 K. Recipients will retain eligibility despite any eligible child turning 13 years of age during the  
266 12-month eligibility period.

267 L. The beginning date of service payment for TANF (nonVIEW), transitional child care, Fee  
268 Program, and Head Start participants may begin with the date the applicant is determined eligible  
269 and a vendor approved by the department is selected. The beginning date of service payment for  
270 VIEW or SNAPET participants may begin with the date of referral from the VIEW or SNAPET  
271 program if the applicant is determined eligible and a vendor approved by the department is  
272 selected.

273 1. Eligibility must be determined within 30 days of receipt of a signed application or referral  
274 from VIEW or SNAPET by the local department.

275 2. Payment cannot be made to any provider prior to the effective date of their approval by  
276 the department as a vendor.

277 M. Eligibility will be redetermined in the final month of the 12-month eligibility period described  
278 in subsection I of this section, at which time the recipient will be contacted in order to have all  
279 eligibility criteria be reevaluated. The local department's contact with the recipient should not  
280 unduly disrupt a parent's work schedule. Recipients shall not be required to appear in person for  
281 eligibility redetermination.

282 N. Child care case managers shall prepare a written service plan for each child care case with  
283 the applicant or recipient. The service plan shall state the activities and responsibilities of the local  
284 department and the parent in the provision of child care services. The VIEW Activity and Service  
285 Plan will serve as the service plan for parents active in VIEW. If the parents are SNAPET  
286 participants, the SNAPET Plan of Participation will serve as the service plan.

287 O. Recipients shall be required to:

288 1. Report to the local department the following changes within 10 calendar days of the  
289 change:

290 a. Countable income that exceeds 85% of the state median income.

291 b. Recipient is no longer a resident of Virginia or the county in which they are receiving  
292 services.

293 2. Pay all fees owed to the vendor not paid for under the Child Care Subsidy Program or  
294 reimbursements owed to the local department; failure to do so may result in case closure  
295 at redetermination.

296 3. Reimburse the local department for any overpayment made as a result of fraud,  
297 intentional program violation, or an inadvertent household error.

298 The local department shall inform recipients of child care subsidy and services of these  
299 responsibilities.

300 P. Adequate documentation supporting the reasons for termination must be filed in the case  
301 record.

302 Q. When sufficient funds are not available, local departments of social services must screen  
303 applicants for potential eligibility and place them on the department's waiting list unless the family  
304 declines placement.

305 R. Applicants and recipients will be afforded due process through timely written notices of any  
306 action determining or affecting their eligibility for services or copayment amount. Such written  
307 notice shall include the reason for the action and the notice of appeal rights and procedures,  
308 including the right to a fair hearing if the applicant or recipient is aggrieved by the local  
309 department's action or failure to act on an application. If a recipient requests an appeal prior to  
310 the effective date of any proposed action and if the continuation of services is requested by the  
311 parent, child care services will continue until a decision is rendered by a hearing officer. If the  
312 decision of the local department is upheld by the hearing officer, the recipient must repay the  
313 amount of services paid during the appeal process.



314

## State Board of Education

### 315 **Action to Align 8VAC20-23 with Chapter 642 of the 2024 Acts of the Assembly**

#### 316 **8VAC20-23-10. Definitions.**

317 The following words and terms when used in this chapter shall have the meanings indicated  
318 unless the context clearly implies otherwise:

319 "Accredited institution" means an institution of higher education accredited by a regional  
320 accrediting agency recognized by the United States Department of Education.

321 "Accredited virtual school or program" means a virtual school or program accredited by one  
322 of the accrediting agencies recognized by the Virginia Department of Education. School divisions  
323 operating as multi-division online providers may be deemed as meeting accreditation  
324 requirements if a majority of their schools are fully accredited by the Virginia Board of Education.

325 "Alternate route to licensure" means a nontraditional route to licensure available to individuals  
326 who meet the criteria specified in guidelines developed by the board or 8VAC20-23-90.

327 "Approved program" means a professional education program recognized as meeting state  
328 standards for the content and operation of such programs so that graduates of the program will  
329 be eligible for state licensure. The Virginia Board of Education has the authority to approve  
330 programs in Virginia.

331 "Cancellation" means the withdrawal of a license following the voluntary return of the license  
332 by the license holder.

333 "Career and Technical Education License" means a three-year license available to qualified  
334 individuals to teach, either full time or part time, high school career and technical education  
335 courses in specific subject areas who meet requirements set forth in this chapter. Individuals  
336 issued a three-year Career and Technical Education License shall not be eligible for continuing  
337 contract status while teaching under such license and shall be subject to the probationary terms  
338 of employment specified in § 22.1-303 of the Code of Virginia.

339 "Certified program provider" means a provider certified by the Virginia Department of  
340 Education to provide preparation and training for applicants seeking the Provisional License  
341 specified in 8VAC20-23-90.

342 "Career and Technical Education or Dual Enrollment License" means a three-year license to  
343 solely teach career and technical education courses or dual enrollment courses at public high  
344 schools in the Commonwealth issued to any individual who (i) is employed as an instructor by an  
345 institution of higher education that is accredited by a nationally recognized regional accreditation  
346 body, (ii) is teaching in the specific career and technical education or dual enrollment subject area  
347 at such institution in which the individual seeks to teach at a public school, and (iii) complies with  
348 the requirements set forth in subdivisions D 1 and D 3 of § 22.1-298.1 of the Code of Virginia.  
349 The Virginia Board of Education shall require any such instructor to maintain continuous  
350 employment in such position at the institution of higher education as a condition of continued  
351 license. The provisions of this regulation shall expire on July 1, 2021, however, any license issued  
352 pursuant to the act prior to July 1, 2021, shall remain in effect for three years from the date it was  
353 issued unless such license is revoked by the Virginia Board of Education.

354 "Collegiate Professional License" means a 10-year, renewable teaching license available to  
355 an individual who has satisfied all requirements for licensure set forth in this chapter, including an  
356 earned baccalaureate degree from a regionally accredited college or university and the  
357 professional teacher's assessments prescribed by the Virginia Board of Education.

358 "Denial" means the refusal to grant a license.

359 "Division Superintendent License" means a 10-year, renewable license available to an  
360 individual who has completed an earned master's degree from a regionally accredited college or

361 university and meets the requirements specified in 8VAC20-23-630. The individual's name shall  
362 be listed on the Virginia Board of Education's list of eligible division superintendents.

363 "Experiential learning" means a process of applying for an initial license through the alternate  
364 route as prescribed by the Virginia Board of Education and meeting the criteria specified in  
365 8VAC20-23-90 E to be eligible to request experiential learning credits in lieu of the coursework  
366 for the endorsement (teaching) content area.

367 "Industry certification credential" means an active career and technical education credential  
368 that is earned by successfully completing a Virginia Board of Education-approved industry  
369 certification examination, being issued a professional license in the Commonwealth, or  
370 successfully completing an occupational competency examination.

371 "International Educator License" means a professional teaching license issued for no more  
372 than five years to an exchange teacher with citizenship in a nation other than the United States  
373 of America who meets requirements by a state-approved, federally-designated Exchange Visitor  
374 Program and who is employed as a teacher in a Virginia public school or an accredited nonpublic  
375 school.

376 "Licensure by reciprocity" means a process used to issue a license to an individual coming  
377 into Virginia from another state when that individual meets certain conditions specified in this  
378 chapter.

379 "Mentor" means a classroom teacher hired by the local school division who has achieved  
380 continuing contract status or other instructional personnel including retired teachers who meet  
381 local mentor selection criteria. The mentor should work in the same building as the beginning  
382 teacher or be instructional personnel who is assigned solely as a mentor. A mentor should be  
383 assigned a limited number of teachers at any time. Instructional personnel who are not assigned  
384 solely as mentors should not be assigned to more than four teachers at any time. Mentors guide  
385 teachers in the program through demonstrations, observations, and consultations.

386 "One-Year High School License" means a license valid for one-year and renewable thereafter  
387 in one-year increments to teach in public high schools for individuals who have met requirements  
388 for such license as set forth in this chapter.

389 "Online Teacher License" means a 10-year, renewable license valid only for teaching online  
390 courses. Teachers who hold a five-year or 10-year renewable license issued by the Virginia Board  
391 of Education may teach online courses for which they are properly endorsed and do not need to  
392 seek this license.

393 "Postgraduate Professional License" means a 10-year, renewable license available to an  
394 individual who has qualified for the Collegiate Professional License and who holds an appropriate  
395 earned graduate degree from a regionally accredited college or university.

396 "Professional studies" means courses and other learning experiences designed to prepare  
397 individuals in the areas of human development and learning, curriculum and instruction,  
398 assessment of and for learning, classroom and behavior management, foundations of education  
399 and the teaching profession, language and literacy, and supervised clinical experiences.

400 "Professional teacher assessment" means those tests or other requirements mandated for  
401 licensure as prescribed by the Virginia Board of Education.

402 "Provisional License" means a nonrenewable license valid for a specified period of time not  
403 to exceed three years issued to an individual who has allowable deficiencies for full licensure as  
404 set forth in this chapter.

405 "Pupil Personnel Services License" means a 10-year, renewable license available to an  
406 individual who has earned an appropriate graduate degree from a regionally accredited college  
407 or university with an endorsement as a school counselor, school psychologist, school social

408 worker, or vocational evaluator. This license does not require teaching experience unless  
409 otherwise outlined under the specific endorsement's requirements.

410 "Renewable license" means a license issued by the Virginia Board of Education for 10 years,  
411 unless otherwise specified, to an individual who meets all requirements specified in this chapter.

412 "Reprimand" means a written admonishment of a license holder that does not result in the  
413 withdrawal of a license.

414 "Revocation" means the withdrawal of a license.

415 "School Manager License" means a 10-year, renewable license intended to provide for a  
416 differentiation of administrative responsibilities in a school setting. A school manager is licensed  
417 to administer noninstructional responsibilities in an educational setting. A school manager is  
418 restricted from evaluating teachers, supervising instruction, developing and evaluating curriculum,  
419 and serving as a school's student disciplinarian. The license is available to a candidate who holds  
420 a baccalaureate degree from a regionally accredited college or university; has three years of  
421 successful managerial experience; and is recommended for the license by a Virginia school  
422 division superintendent.

423 "Suspension" means the temporary withdrawal of a license.

424 "Technical Professional License" means a 10-year, renewable license available to an  
425 individual who has graduated from a public or accredited nonpublic high school (or possesses a  
426 Virginia Board of Education-approved high school equivalency credential); has exhibited  
427 academic proficiency, technical competency, and successful occupational experience; and meets  
428 the requirements specified in 8VAC20-23-50 A 4.

429 "Teach For America License" means a two-year provisional license available to an individual  
430 who is a participant in Teach For America and meets the requirements specified in 8VAC20-23-  
431 50.

432 "Universal licensure by reciprocity" means the issuance of a license as a teacher in the  
433 Commonwealth to any individual who holds a valid out-of-state teaching license with full  
434 credentials and without deficiencies that has been in force and in use by the individual as an  
435 employed teacher in a non-virtual classroom setting at a public or private elementary or secondary  
436 school for at least three years prior to and is in force at the time the Department receives such  
437 individual's application for license as a teacher in the Commonwealth.

438 **8VAC20-23-100. Conditions for licensure for out-of-state candidates by reciprocity.**

439 A. An individual coming into Virginia from any state may qualify for a Virginia teaching license  
440 with comparable endorsement areas if the individual (i) has completed a state-approved teacher  
441 preparation program through a regionally accredited four-year college or university or (ii) holds a  
442 valid out-of-state teaching license (full credential without deficiencies) that shall be in force at the  
443 time the application for a Virginia license is made. An individual shall meet licensure requirements  
444 set forth in the Code of Virginia. An individual seeking licensure shall establish a file in the Virginia  
445 Department of Education by submitting a complete application packet that includes official student  
446 transcripts. Unless exempted by the criteria in this chapter, professional teacher's assessment  
447 requirements prescribed by the Virginia Board of Education shall be satisfied.

448 B. An individual coming into Virginia will qualify for a Virginia teaching license with comparable  
449 endorsement areas if the individual holds an active national certification from the National Board  
450 for Professional Teaching Standards (NBPTS) or a nationally recognized certification program  
451 approved by the Virginia Board of Education.

452 C. Licensure by reciprocity is provided for any spouse of an active duty or reserve member of  
453 the Armed Forces of the United States or a member of the Virginia National Guard who has  
454 obtained a valid out-of-state license, with full credentials and without deficiencies, that is in force  
455 at the time the application for a Virginia license is received by the Virginia Department of

456 Education. Each such individual shall establish a file in the Virginia Department of Education by  
457 submitting a complete application packet, which shall include official student transcripts and an  
458 official copy of the military permanent assignment orders of the individual's spouse. No service  
459 requirements or licensing assessments shall be required for any such individual. The Virginia  
460 Department of Education shall determine and communicate such individual's eligibility for  
461 licensure by reciprocity within 15 business days of receipt of the complete application packet.

462 ~~D. Licensure by reciprocity is provided for individuals who have obtained a valid out-of-state~~  
463 ~~license, with full credentials and without deficiencies, that is in force at the time the application for~~  
464 ~~a Virginia license is received by the Virginia Department of Education. Each such individual shall~~  
465 ~~establish a file in the Virginia Department of Education by submitting a complete application~~  
466 ~~packet, which shall include official student transcripts. No service requirements or licensing~~  
467 ~~assessments shall be required for any such individual. Universal licensure by reciprocity shall be~~  
468 ~~provided for any individual who holds a valid out-of-state teaching license with full credentials and~~  
469 ~~without deficiencies that has been in force for at least three years prior to and is in force at the~~  
470 ~~time of application. No service requirements or licensing assessments shall be required for any~~  
471 ~~such individual who applies for universal licensure by reciprocity. Any individual who applies for~~  
472 ~~universal licensure by reciprocity shall provide a copy of the individual's out-of-state teaching~~  
473 ~~license that meets the criteria set forth in this subsection. Any such individual shall be subject to~~  
474 ~~the provisions of §§ 22.1-296.2 and 22.1-296.4. The Department shall prioritize applications for~~  
475 ~~universal licensure by reciprocity.~~

476 E. For licensure by reciprocity, applicants may submit third-party employment verification  
477 forms.

478 F. For licensure by reciprocity, the board shall grant special consideration to individuals who  
479 have successfully completed a program offered by a provider that is accredited by the Council for  
480 the Accreditation of Educator Preparation.

#### 481 **8VAC20-23-270. Career and technical education – technology education.**

482 Endorsement requirements. The candidate shall have:

483 1. Earned a baccalaureate degree from a regionally accredited college or university and  
484 graduated from an approved teacher preparation program in technology education; or

485 2. Earned a baccalaureate degree from a regionally accredited college or university and  
486 completed a major in technology education or 33 semester hours in technology education  
487 distributed in the following areas:

488 a. The nature of technology. Experiences shall include those that promote an  
489 understanding of the characteristics, scope, and core concepts of physical, biological,  
490 and informational technologies, the relationships among these technologies, and their  
491 connections to other science, technology, engineering, and mathematics (STEM)  
492 fields: 6 semester hours;

493 b. Technology and society. Experiences shall include those that develop a working  
494 knowledge of the cultural, social, economic, and political effects of technology, its  
495 effect on the environment, and the role of society in the history, development, and use  
496 of physical, biological, and informational technologies: 3 semester hours;

497 c. Engineering. Experiences shall include those that develop comprehension of the  
498 attributes of technological design, inclusive of constraints, optimization, predictive  
499 analysis, problem solving, critical thinking, technical writing, and integrative  
500 mathematics and science: 6 semester hours;

501 d. Abilities for a technological world. Experiences shall include those that develop the  
502 capacity to utilize the design process, to use and maintain technological products and  
503 systems, and to assess their impact: 9 semester hours; and

504 e. The designed world. Experiences shall include those that promote an understanding  
505 of current and emerging physical, biological, and informational technologies: 9  
506 semester hours; or

507 3. Earned a baccalaureate degree from a regionally accredited college or university with  
508 a major in one of the following fields of study: architecture, design, engineering,  
509 engineering technology, industrial technology, or physics and completed a minimum of 15  
510 semester hours of technology education content coursework, including at least 3 semester  
511 hours in each of the following areas:

- 512 a. The nature of technology;
- 513 b. Technology and society;
- 514 c. Engineering;
- 515 d. Abilities for a technological world; and
- 516 e. The designed world.

517 If an individual is seeking an initial license in the Commonwealth with an endorsement in the  
518 area of career and technical education, an industry certification credential as defined in 8VAC20-  
519 23-10 in the area in which the teacher seeks endorsement is required. If a teacher seeking an  
520 initial license in the Commonwealth has not attained an industry certification credential in the area  
521 in which the teacher seeks endorsement, the Virginia Board of Education division superintendent  
522 ~~may, upon request of the employing school division or educational agency,~~ issue the teacher a  
523 provisional license to allow time for the teacher to attain such credential.

524

525

## State Board of Education

### 526 **Regulatory Changes to Align with Chapter 845 of the 2024 Acts of the Assembly**

#### 527 **8VAC20-23-10. Definitions.**

528 The following words and terms when used in this chapter shall have the meanings indicated  
529 unless the context clearly implies otherwise:

530 "Accredited institution" means an institution of higher education accredited by a regional  
531 accrediting agency recognized by the United States Department of Education.

532 "Accredited virtual school or program" means a virtual school or program accredited by one  
533 of the accrediting agencies recognized by the Virginia Department of Education. School divisions  
534 operating as multi-division online providers may be deemed as meeting accreditation  
535 requirements if a majority of their schools are fully accredited by the Virginia Board of Education.

536 "Alternate route to licensure" means a nontraditional route to licensure available to individuals  
537 who meet the criteria specified in guidelines developed by the board or 8VAC20-23-90.

538 "Approved program" means a professional education program recognized as meeting state  
539 standards for the content and operation of such programs so that graduates of the program will  
540 be eligible for state licensure. The Virginia Board of Education has the authority to approve  
541 programs in Virginia.

542 "Cancellation" means the withdrawal of a license following the voluntary return of the license  
543 by the license holder.

544 "Career and Technical Education License" means a three-year license available to qualified  
545 individuals to teach, either full time or part time, high school career and technical education  
546 courses in specific subject areas who meet requirements set forth in this chapter. Individuals  
547 issued a three-year Career and Technical Education License shall not be eligible for continuing  
548 contract status while teaching under such license and shall be subject to the probationary terms  
549 of employment specified in § 22.1-303 of the Code of Virginia.

550 "Certified program provider" means a provider certified by the Virginia Department of  
551 Education to provide preparation and training for applicants seeking the Provisional License  
552 specified in 8VAC20-23-90.

553 "Career and Technical Education or Dual Enrollment License" means a three-year license to  
554 solely teach career and technical education courses or dual enrollment courses at public high  
555 schools in the Commonwealth issued to any individual who (i) is employed as an instructor by an  
556 institution of higher education that is accredited by a nationally recognized regional accreditation  
557 body, (ii) is teaching in the specific career and technical education or dual enrollment subject area  
558 at such institution in which the individual seeks to teach at a public school, and (iii) complies with  
559 the requirements set forth in subdivisions D 1 and D 3 of § 22.1-298.1 of the Code of Virginia.  
560 The Virginia Board of Education shall require any such instructor to maintain continuous  
561 employment in such position at the institution of higher education as a condition of continued  
562 license. The provisions of this regulation shall expire on July 1, 2021, however, any license issued  
563 pursuant to the act prior to July 1, 2021, shall remain in effect for three years from the date it was  
564 issued unless such license is revoked by the Virginia Board of Education.

565 "Collegiate Professional License" means a 10-year, renewable teaching license available to  
566 an individual who has satisfied all requirements for licensure set forth in this chapter, including an  
567 earned baccalaureate degree from a regionally accredited college or university and the  
568 professional teacher's assessments prescribed by the Virginia Board of Education.

569 "Denial" means the refusal to grant a license.

570 "Division Superintendent License" means a 10-year, renewable license available to an  
571 individual who has completed an earned master's degree from a regionally accredited college or

572 university and meets the requirements specified in 8VAC20-23-630. The individual's name shall  
573 be listed on the Virginia Board of Education's list of eligible division superintendents.

574 "Experiential learning" means a process of applying for an initial license through the alternate  
575 route as prescribed by the Virginia Board of Education and meeting the criteria specified in  
576 8VAC20-23-90 E to be eligible to request experiential learning credits in lieu of the coursework  
577 for the endorsement (teaching) content area.

578 "Industry certification credential" means an active career and technical education credential  
579 that is earned by successfully completing a Virginia Board of Education-approved industry  
580 certification examination, being issued a professional license in the Commonwealth, or  
581 successfully completing an occupational competency examination.

582 "International Educator License" means a professional teaching license issued for no more  
583 than five years to an exchange teacher with citizenship in a nation other than the United States  
584 of America who meets requirements by a state-approved, federally-designated Exchange Visitor  
585 Program and who is employed as a teacher in a Virginia public school or an accredited nonpublic  
586 school.

587 "Licensure by reciprocity" means a process used to issue a license to an individual coming  
588 into Virginia from another state when that individual meets certain conditions specified in this  
589 chapter.

590 "Local eligibility license" means a nonrenewable license issued in accordance with this  
591 chapter, not to exceed one year, to an individual who needs to take additional coursework but  
592 otherwise meets certain conditions set forth in this chapter and subsection M of 22.1-298.1, and  
593 who may be employed by a school division in the Commonwealth with the intention of such  
594 individual, upon satisfaction of the applicable requirements set forth in this chapter, receive full  
595 licensure with a renewable license.

596 "Mentor" means a classroom teacher hired by the local school division who has achieved  
597 continuing contract status or other instructional personnel including retired teachers who meet  
598 local mentor selection criteria. The mentor should work in the same building as the beginning  
599 teacher or be instructional personnel who is assigned solely as a mentor. A mentor should be  
600 assigned a limited number of teachers at any time. Instructional personnel who are not assigned  
601 solely as mentors should not be assigned to more than four teachers at any time. Mentors guide  
602 teachers in the program through demonstrations, observations, and consultations.

603 "One-Year High School License" means a license valid for one-year and renewable thereafter  
604 in one-year increments to teach in public high schools for individuals who have met requirements  
605 for such license as set forth in this chapter.

606 "Online Teacher License" means a 10-year, renewable license valid only for teaching online  
607 courses. Teachers who hold a five-year or 10-year renewable license issued by the Virginia Board  
608 of Education may teach online courses for which they are properly endorsed and do not need to  
609 seek this license.

610 "Postgraduate Professional License" means a 10-year, renewable license available to an  
611 individual who has qualified for the Collegiate Professional License and who holds an appropriate  
612 earned graduate degree from a regionally accredited college or university.

613 "Professional studies" means courses and other learning experiences designed to prepare  
614 individuals in the areas of human development and learning, curriculum and instruction,  
615 assessment of and for learning, classroom and behavior management, foundations of education  
616 and the teaching profession, language and literacy, and supervised clinical experiences.

617 "Professional teacher assessment" means those tests or other requirements mandated for  
618 licensure as prescribed by the Virginia Board of Education.

619 "Provisional License" means a nonrenewable license valid for a specified period of time not  
620 to exceed three years issued to an individual who has allowable deficiencies for full licensure as  
621 set forth in this chapter.

622 "Pupil Personnel Services License" means a 10-year, renewable license available to an  
623 individual who has earned an appropriate graduate degree from a regionally accredited college  
624 or university with an endorsement as a school counselor, school psychologist, school social  
625 worker, or vocational evaluator. This license does not require teaching experience unless  
626 otherwise outlined under the specific endorsement's requirements.

627 "Renewable license" means a license issued by the Virginia Board of Education for 10 years,  
628 unless otherwise specified, to an individual who meets all requirements specified in this chapter.

629 "Reprimand" means a written admonishment of a license holder that does not result in the  
630 withdrawal of a license.

631 "Revocation" means the withdrawal of a license.

632 "School Manager License" means a 10-year, renewable license intended to provide for a  
633 differentiation of administrative responsibilities in a school setting. A school manager is licensed  
634 to administer noninstructional responsibilities in an educational setting. A school manager is  
635 restricted from evaluating teachers, supervising instruction, developing and evaluating curriculum,  
636 and serving as a school's student disciplinarian. The license is available to a candidate who holds  
637 a baccalaureate degree from a regionally accredited college or university; has three years of  
638 successful managerial experience; and is recommended for the license by a Virginia school  
639 division superintendent.

640 "Suspension" means the temporary withdrawal of a license.

641 "Technical Professional License" means a 10-year, renewable license available to an  
642 individual who has graduated from a public or accredited nonpublic high school (or possesses a  
643 Virginia Board of Education-approved high school equivalency credential); has exhibited  
644 academic proficiency, technical competency, and successful occupational experience; and meets  
645 the requirements specified in 8VAC20-23-50 A 4.

646 "Teach For America License" means a two-year provisional license available to an individual  
647 who is a participant in Teach For America and meets the requirements specified in 8VAC20-23-  
648 50.

649 **8VAC20-23-51. Local eligibility license.**

650 A. Upon recommendation of the division superintendent or school board, a school board may  
651 issue a local eligibility license to any individual who (i) received a baccalaureate degree from a  
652 regionally accredited institution of higher education and (ii) has experience or training in a subject  
653 or content area as the local school board and division superintendent may deem appropriate for  
654 the applicable teaching position or endorsement area. Any such local eligibility license shall be  
655 issued in accordance with the following criteria:

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

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

662 3. Any individual who is issued a local eligibility license pursuant to this subsection shall  
663 be required to complete within such one-year period the requirements set forth in  
664 subsection C and subdivisions D 1, 3, 6, 8, and 9 of 22.1-298.1 as well as any additional  
665 training requirements that may be prescribed by the school board and division  
666 superintendent;



667 4. Such local eligibility license shall only be valid within the issuing school division;  
668 5. Each school board may, upon an individual's completion of a local eligibility license,  
669 issue a provisional license to such individual upon receiving from the division  
670 superintendent (i) a recommendation for such license and (ii) a satisfactory performance  
671 evaluation for such individual for the local eligibility licensure period;  
672 6. Any individual issued a one-year local eligibility license shall be considered a  
673 probationary teacher and shall be subject to the probationary terms of employment  
674 pursuant to § 22.1-303;  
675 7. Any teacher employed under a one-year local eligibility license shall be issued a  
676 collegiate professional or postgraduate professional license upon the expiration of the  
677 local eligibility license if such teacher, before or by the expiration of such local eligibility  
678 license, (i) receives a recommendation from the division superintendent and the school  
679 board, (ii) satisfies all requirements for the applicable license pursuant to relevant law and  
680 regulations, and (iii) satisfies any other criteria as may be prescribed by the Board; and  
681 8. The Department's Office of Licensure shall review each local eligibility license within a  
682 month of issuance to any individual to ensure compliance with all Board regulations.  
683 B. The provisions of this section shall expire on July 1, 2030.