



**#015-22**

**Commonwealth of Virginia**  
**Virginia Department of Education**  
Superintendent's Memo #015-22

DATE: January 14, 2022  
TO: Division Superintendents  
FROM: Rosa S. Atkins, Ed.D., Acting Superintendent of Public Instruction  
SUBJECT: **Board-approved Guidance on Cultural Competency Training for Licensed School Personnel and Available Professional Learning**

In response to [House Bill 1904](#) and [Senate Bill 1196](#) that were enacted by the 2021 Virginia General Assembly, the Virginia Board of Education approved [Guidance on Cultural Competency Training for Teachers and Other Licensed School Board Employees in Virginia Public Schools](#). To comply with the law, local school boards shall adopt policies requiring any employee licensed by the Board to complete cultural competency training at least every two years by the beginning of the 2022-23 school year.

The cultural competency training guidance was made available in the Virginia Regulatory Town Hall for a 30-day public comment forum, which concluded January 5, 2022. The [final version of the guidance is now available](#).

To support school divisions with the implementation of the guidance, the Virginia Department of Education is pleased to announce the [Virginia Cultural Competency Micro-credential](#) created in partnership with Virginia Commonwealth University and Radford University. This five-hour professional learning pilot will provide participants with introductory information related to cultural competency in Virginia with an emphasis on understanding the specific cultures of students, how culture affects learning behaviors, and how educators can design classroom interactions and instruction to embrace cultural differences.

Although there are multiple dimensions of diversity including gender, race, ethnicity, English Language Learners, ability, socioeconomic status, religion, sexual orientation, cultural identity, and others, this pilot micro-credential focuses on a limited number of these dimensions. Revisions to this pilot micro-credential and additional micro-credentials released in the future will build upon this foundation to ensure all dimensions of diversity are represented.

**We welcome all participants to provide feedback** on areas of strength and areas that we can revise and improve for the next iteration of this micro-credential “to foster academic achievement, growth, and empowerment for all students” throughout the Commonwealth.<sup>1</sup>

VCU and Radford University are offering this micro-credential free of charge to educators in three cohorts with start dates in January, March, and May. The deadline to register for the first cohort is **January 21, 2022**; space is limited to 900 participants. [Registration is now available online](#). Registration for the March and May cohorts will be available February 4, 2022. Registration information will soon be published.

## For more information

For questions about expectations for implementation at the division level and more information about the VCU-Radford University micro-credential, please contact Adria Merritt, Director of Culturally Responsive and Inclusive Practices Education at [Adria.Merritt@doe.virginia.gov](mailto:Adria.Merritt@doe.virginia.gov).

RSA/AFM

- A. Attachment: [Culturally Responsive Educator Flyer](#) (PDF)

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<sup>1</sup> Board of Education Guidance on Cultural Competency Training for Teachers and Other Licensed Board Employees in Virginia Public Schools, p. 3.