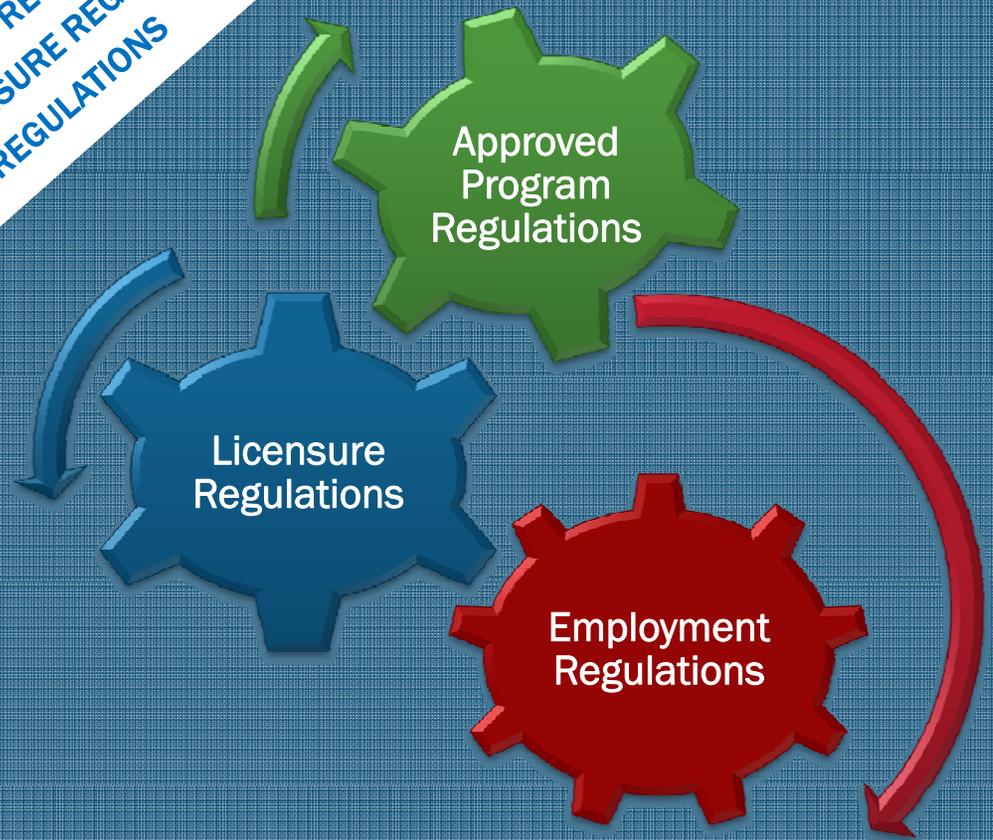


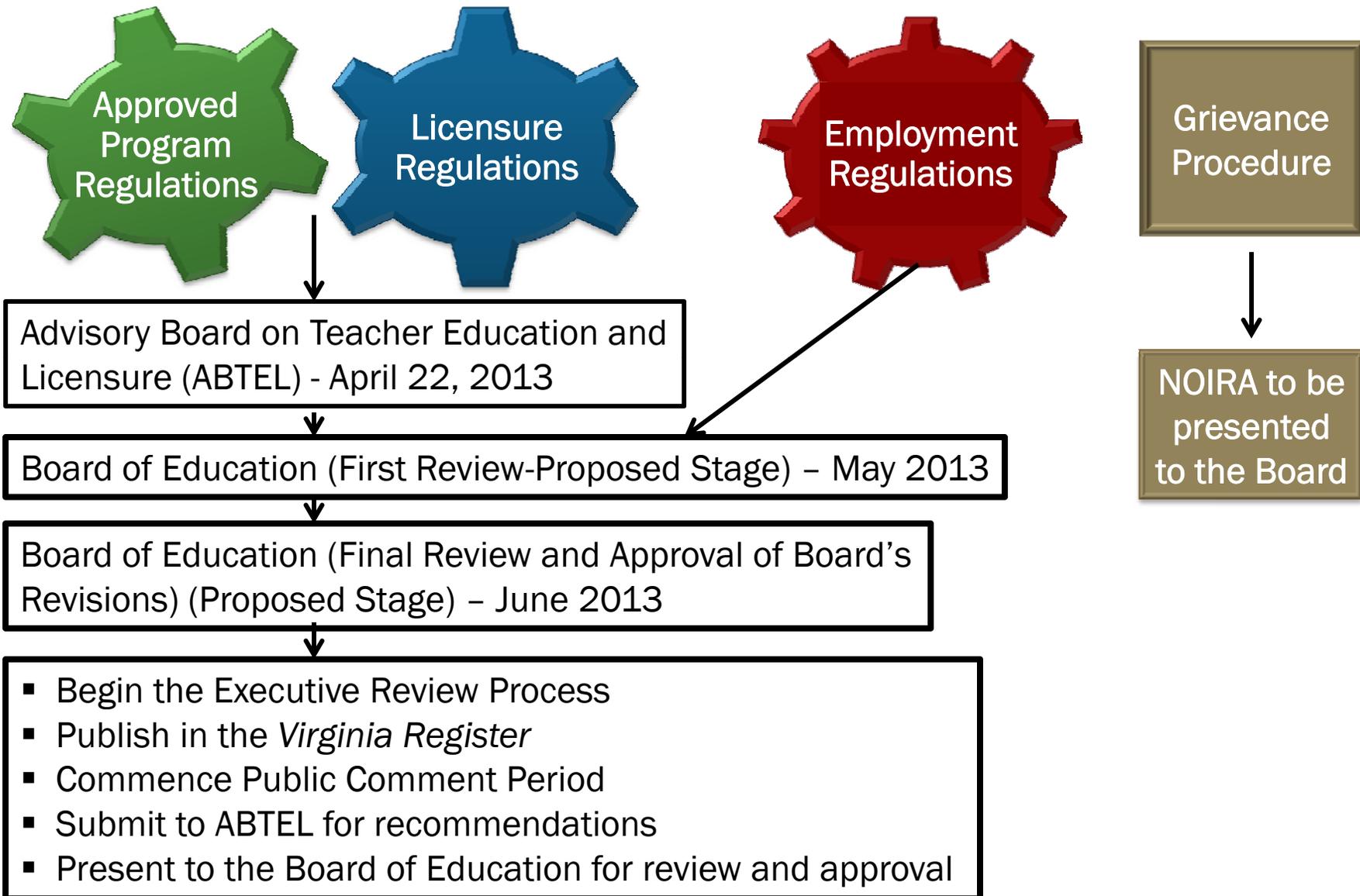
PRESENTATION TO THE VIRGINIA BOARD OF EDUCATION

April 24, 2013

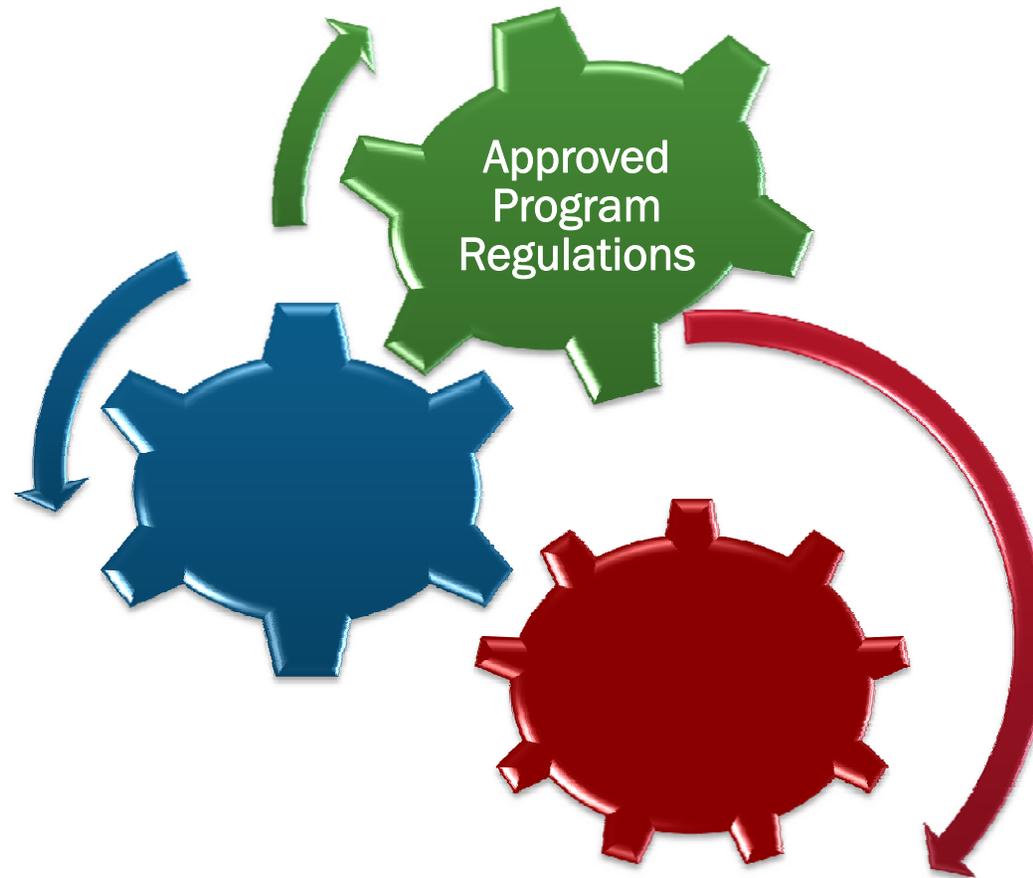
COMPREHENSIVE DRAFT PROPOSED REVISIONS: APPROVED
PROGRAM REGULATIONS, LICENSURE REGULATIONS, AND
EMPLOYMENT REGULATIONS



ADMINISTRATIVE PROCESS ACT (APA)



REGULATIONS GOVERNING THE REVIEW AND APPROVAL OF EDUCATION PROGRAMS IN VIRGINIA



REGULATIONS GOVERNING THE REVIEW AND APPROVAL OF EDUCATION PROGRAMS IN VIRGINIA

AUTHORITY (Code of Virginia):

§ 22.1-298.2. Regulations governing education preparation programs.

A. As used in this section:

"Assessment of basic skills" means an assessment prescribed by the Board of Education that an individual must take prior to admission into an approved education preparation program, as prescribed by the Board of Education in its regulations.

B. Education preparation programs shall meet the requirements for accreditation and program approval as prescribed by the Board of Education in its regulations.

C. The Board of Education regulations shall provide for education preparation programs offered by institutions of higher education, Virginia public school divisions, and certified providers for alternate routes to licensure.

REGULATIONS GOVERNING THE REVIEW AND APPROVAL OF EDUCATION PROGRAMS IN VIRGINIA

AUTHORITY (Code of Virginia):

§ 22.1-298.2. Regulations governing education preparation programs.
(continued)

- D. The Board shall prescribe an assessment of basic skills for individuals seeking entry into an approved education preparation program and shall establish a minimum passing score for such assessment. The Board also may prescribe other requirements for admission to Virginia's approved education preparation programs in its regulations.
- E. The Board shall establish accountability measures for approved education programs. Data shall be submitted to the Board on not less than a biennial basis.

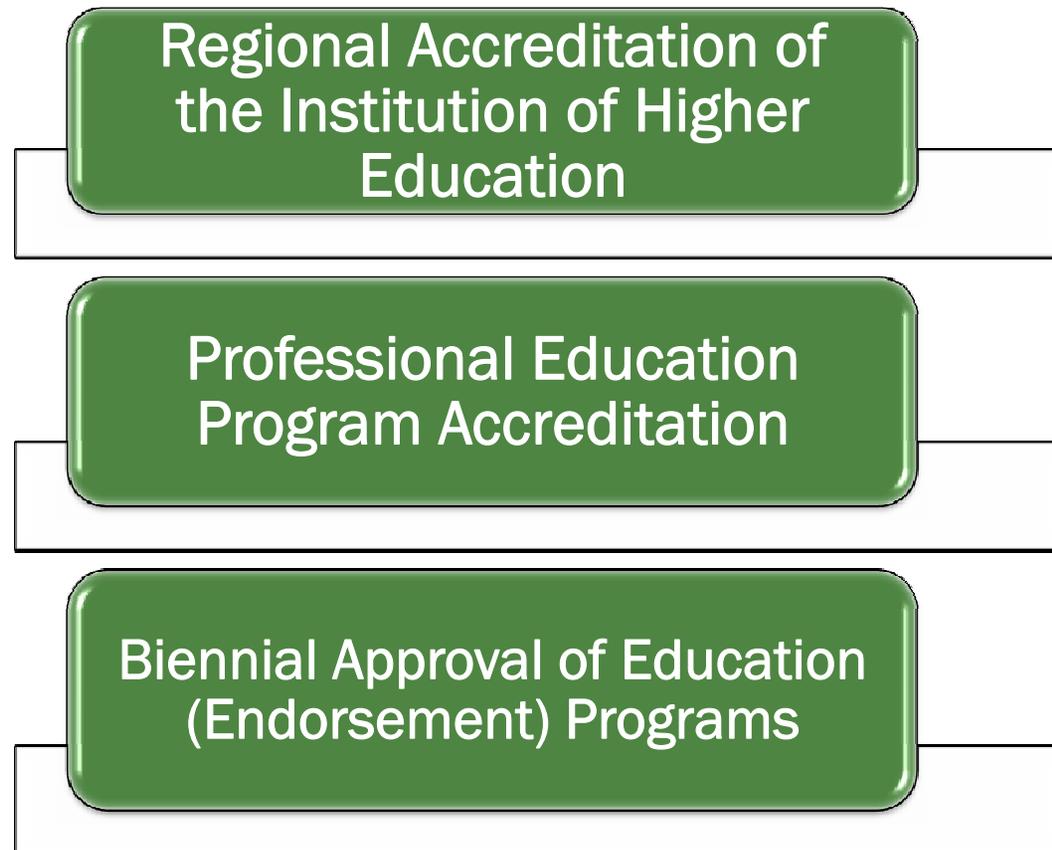
REGULATIONS GOVERNING THE REVIEW AND APPROVAL OF EDUCATION PROGRAMS IN VIRGINIA

AUTHORITY (Code of Virginia):

- § 23-9.2:3.6. Education preparation programs offered by institutions of higher education.
- A. Education preparation programs shall be required to meet the requirements for accreditation and program approval as prescribed by the Board of Education in its regulations.
 - B. As provided in § 22.1-298.2, the Board of Education shall prescribe an assessment of basic skills for individuals seeking entry into an approved education program and shall establish a minimum passing score for such assessment. The Board also may prescribe other requirements for admission to Virginia's approved education programs in its regulations.
 - C. Candidates who fail to achieve the minimum score established by the Board of Education may be denied entrance into the relevant education program on the basis of such failure; however, if enrolled in the program, they shall have the opportunity to address any deficiencies.

REGULATIONS GOVERNING THE REVIEW AND APPROVAL OF EDUCATION PROGRAMS IN VIRGINIA

DRAFT PROPOSED PROCESS – APPROVAL OF EDUCATION PROGRAMS IN VIRGINIA



REGULATIONS GOVERNING THE REVIEW AND APPROVAL OF EDUCATION PROGRAMS IN VIRGINIA

Current Regulations Governing the Review and Approval of Education Programs in Virginia

Draft Proposed Regulations Governing the Review and Approval of Education Programs in Virginia

Regional Accreditation of the Institution of Higher Education
(e.g., SACS: Southern Association of Colleges and Schools)

Regional Accreditation of the Institution of Higher Education
(e.g., SACS: Southern Association of Colleges and Schools)

Professional Education Program Accreditation

- NCATE
- TEAC
- Board of Education Process

Professional Education Program Accreditation

- CAEP/NCATE
- CAEP/TEAC

Biennial Approval of Education (Endorsement) Programs

Biennial Approval of Education (Endorsement) Programs

REGULATIONS GOVERNING THE REVIEW AND APPROVAL OF EDUCATION PROGRAMS IN VIRGINIA

Standards for Biennial Approval of Education (Endorsement) Programs

Current Standards

1. Candidate progress and performance on prescribed Board of Education licensure assessments. Candidate passing rates, reported by percentages, shall not fall below 80% biennially for:

- Completing a program and
- Exiting a program.*

*Program exiters: Individuals who have successfully completed all coursework, regardless of whether the individuals attempted, passed, or failed required licensure assessments and/or who may not have completed supervised student teaching or required internship.

Draft Proposed Standards

1. Candidate progress and performance on prescribed Board of Education licensure assessments. Candidate passing rates, reported by percentages, shall not fall below 80% biennially for:

- Program completers and
- Program noncompleters.*

*Program noncompleters: Individuals who have been admitted into the education program who have taken required licensure assessments, regardless of whether they passed or failed, who exit the program prior to completion.

REGULATIONS GOVERNING THE REVIEW AND APPROVAL OF EDUCATION PROGRAMS IN VIRGINIA

Current Standards

2. Candidate progress and performance on an assessment of basic skills as prescribed by the Board of Education for individuals seeking entry into an approved education preparation program.

Draft Proposed Standards

Add an Indicator to Standard 2:
Documentation of the number of candidates admitted into the program who did not meet the prescribed admission assessment and the opportunities provided to the candidates to address any deficiencies.

REGULATIONS GOVERNING THE REVIEW AND APPROVAL OF EDUCATION PROGRAMS IN VIRGINIA

Current Standards

3. Structured and integrated field experiences to include student teaching requirements.

Draft Proposed Standards

Revise Indicator in Standard 3: Evidence that supervised clinical experiences are continuous and systematic and comprised of early field experiences and a minimum of 10 weeks of full-time student teaching under the supervision of a cooperating teacher with demonstrated effectiveness in the classroom.

REGULATIONS GOVERNING THE REVIEW AND APPROVAL OF EDUCATION PROGRAMS IN VIRGINIA

| Current Standards | <u>Draft</u> Proposed Standards |
|---|---------------------------------|
| 4. Evidence of opportunities for candidates to participate in diverse school settings that provide experiences with populations that include racial, economic, linguistic, and ethnic diversity throughout the program experiences. | |
| 5. Evidence of contributions to PreK-12 student achievement by candidates completing the program. | |

REGULATIONS GOVERNING THE REVIEW AND APPROVAL OF EDUCATION PROGRAMS IN VIRGINIA

| Current Standards | <u>Draft</u> Proposed Standards |
|--|--|
| 6. Evidence of employer job satisfaction with candidates completing the program. | Add an Indicator to Standard 6: Documented evidence of teacher effectiveness, including student academic progress. |
| 7. Partnerships and collaborations based on PreK-12 school needs. | Revise Standard: (Partnerships and collaborations will be required; however, the detailed biennial report of this standard will be discontinued.) |

REGULATIONS GOVERNING THE REVIEW AND APPROVAL OF EDUCATION PROGRAMS IN VIRGINIA

BIENNIAL REPORTING

| Current | <u>Draft Proposal</u> |
|--|--|
| Verification of Achievement of Accountability Measures | Continue requirement. |
| Pass Rates for Program Completers and Program Exiters | Pass Rates for Program Completers and Program Noncompleters (Biennially) |
| Partnerships and Collaborations Based on PreK-12 Needs | Partnerships and collaborations will be required; however, the detailed biennial report of this standard will be discontinued. |

REGULATIONS GOVERNING THE REVIEW AND APPROVAL OF EDUCATION PROGRAMS IN VIRGINIA

BIENNIAL REPORTING

| Current | <u>Draft Proposal</u> |
|-------------------------|--|
| No Report Card Required | <p data-bbox="621 509 1612 639"><u>Annual Report Card Published on the Department of Education Web Site:</u></p> <ul data-bbox="621 716 1913 1365" style="list-style-type: none"><li data-bbox="621 716 1430 760">• Institution's Accreditation Status<li data-bbox="621 781 1650 824">• Education Endorsement Programs' Status<li data-bbox="621 846 1860 889">• Number of Candidates Admitted into Each Program<li data-bbox="621 911 1409 954">• Number of Program Completers<li data-bbox="621 976 1178 1019">• Biennial Data Results<li data-bbox="621 1040 1913 1300">• Number of Candidates Admitted into the Professional Education Program Not Meeting the Admission Assessment Requirement and Documentation of the Opportunities to Address Deficiencies<li data-bbox="621 1317 1818 1360">• Other Data Prescribed by the Board of Education. |

REGULATIONS GOVERNING THE REVIEW AND APPROVAL OF EDUCATION PROGRAMS IN VIRGINIA

UNDERGRADUATE TEACHER PREPARATION PROGRAMS

Current Limit on Professional Studies

Professional studies coursework and methodology, excluding field experiences, are limited to **24 semester hours** for any baccalaureate degree program (or equivalent thereof) in early/primary education (PreK-3), elementary education (PreK-6), and special education.

All other baccalaureate degree programs (or equivalent thereof) shall not exceed **18 semester hours** of professional coursework and methodology, excluding field experiences.

Draft Proposal

Eliminate the limit on professional studies coursework to provide colleges and universities more flexibility in offering undergraduate teacher preparation programs to meet required competencies.

Professional studies coursework, including field experiences, proposed in the regulations shall be designed for completion within a baccalaureate degree program.

REGULATIONS GOVERNING THE REVIEW AND APPROVAL OF EDUCATION PROGRAMS IN VIRGINIA

Administering the Regulations:

Education programs shall address the competencies set forth in the regulations, and the program requirements must be documented and submitted to the Department of Education for review and approval.

Note: This is a requirement in the current regulations.

REGULATIONS GOVERNING THE REVIEW AND APPROVAL OF EDUCATION PROGRAMS IN VIRGINIA

DRAFT PROPOSED REVISIONS--Specializations, Concentrations, and Semester-Hour Requirements

Early/Primary Education PreK-3, Elementary Education PreK-6, and Special Education

Require a minimum of six semester hours of Reading to address the competencies.

REGULATIONS GOVERNING THE REVIEW AND APPROVAL OF EDUCATION PROGRAMS IN VIRGINIA

DRAFT PROPOSED REVISIONS--Specializations, Concentrations, and Semester-Hour Requirements

Early/Primary Education PreK-3/Elementary Education PreK-6:

Allow the following test-out option to demonstrate competencies:

English: complete at least six semester hours in English and pass a rigorous assessment in elementary English prescribed by the Board of Education;

History and social sciences: complete at least six semester hours in history and social sciences and pass a rigorous assessment in elementary history and social sciences prescribed by the Board of Education.

REGULATIONS GOVERNING THE REVIEW AND APPROVAL OF EDUCATION PROGRAMS IN VIRGINIA

DRAFT PROPOSED REVISIONS--Specializations, Concentrations, and Semester-Hour Requirements

Early/Primary Education PreK-3/Elementary Education PreK-6

Mathematics: complete at least six semester hours in mathematics, complete a methods of teaching elementary mathematics course, and pass a rigorous assessment in elementary mathematics prescribed by the Board of Education.

Science: complete at least six semester hours in laboratory sciences in two science disciplines, complete a methods of teaching elementary science course, and pass a rigorous assessment in elementary science prescribed by the Board of Education.

REGULATIONS GOVERNING THE REVIEW AND APPROVAL OF EDUCATION PROGRAMS IN VIRGINIA

DRAFT PROPOSED REVISIONS--Specializations, Concentrations, and Semester-Hour Requirements

Middle Education 6-8

Require an area of concentration in English, history and social sciences, mathematics, or science with 21-24 semester hours in the concentration area.

Note: An individual who receives a Middle Education 6-8 endorsement in one area through an approved program may add a second area by testing.

REGULATIONS GOVERNING THE REVIEW AND APPROVAL OF EDUCATION PROGRAMS IN VIRGINIA

DRAFT PROPOSED REVISIONS--Specializations, Concentrations, and Semester-Hour Requirements

Secondary Endorsements

Require an earned major (or the equivalent) in the endorsement area sought.

Note: The current *Regulations Governing the Review and Approval of Education Programs in Virginia* do require that teacher candidates shall complete academic degrees in the arts and sciences (or equivalent), except in health, physical, and career and technical education.

REGULATIONS GOVERNING THE REVIEW AND APPROVAL OF EDUCATION PROGRAMS IN VIRGINIA

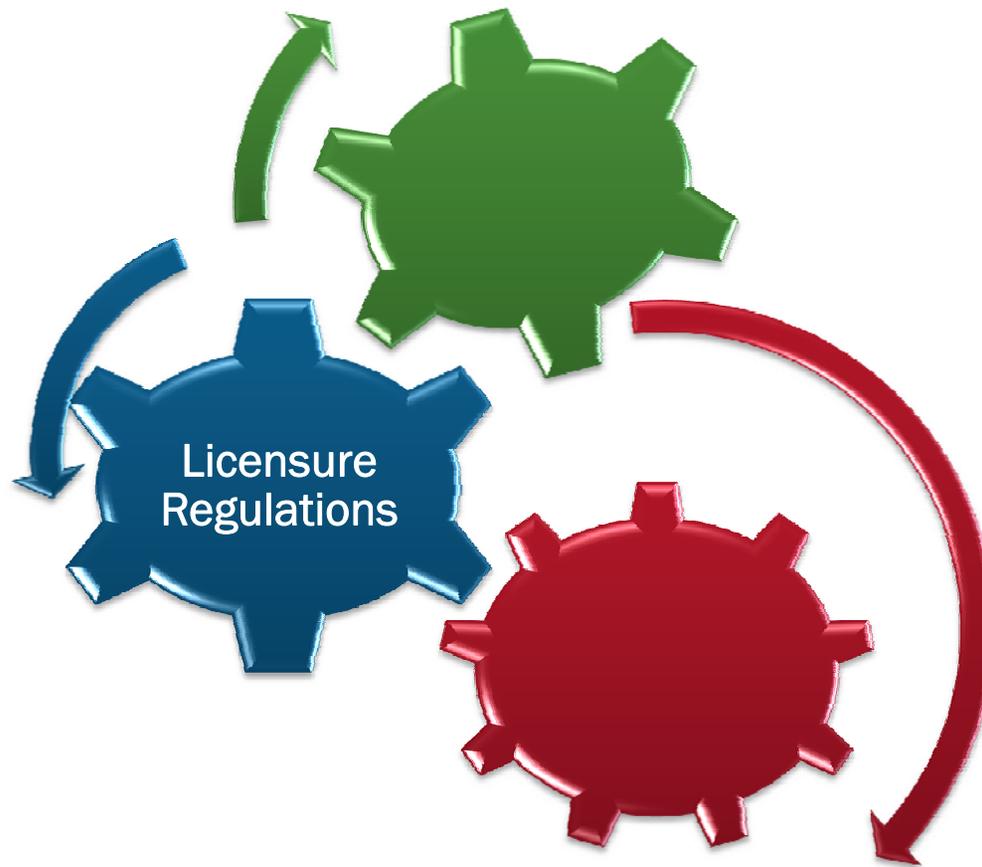
DRAFT PROPOSED REVISIONS--Specializations, Concentrations, and Semester-Hour Requirements

Special Education-General Curriculum K-12

Require a specialization (12-15 semester hours) in one of the following areas: English, history and social sciences, mathematics, or science.

Establish add-on special education-general curriculum endorsements (elementary, middle, and secondary) to early/primary education, elementary education, middle education 6-8, and secondary (English, history and social sciences, mathematics, and science) endorsements.

LICENSURE REGULATIONS FOR SCHOOL PERSONNEL



LICENSURE REGULATIONS FOR SCHOOL PERSONNEL

AUTHORITY (Code of Virginia):

§ 22.1-298.1. Regulations governing licensure.

...B. The Board of Education shall prescribe, by regulation, the requirements for the licensure of teachers and other school personnel required to hold a license....

The Board of Education shall prescribe by regulation the licensure requirements for teachers who teach only online courses, as defined in § 22.1-212.23....

C. The Board of Education's regulations shall include requirements that a person seeking initial licensure:

1. Complete professional assessments as prescribed by the Board of Education;...

G. Notwithstanding any provision of law to the contrary, the Board may provide for the issuance of a provisional license, valid for a period not to exceed three years, to any person who does not meet the requirements of this section or any other requirement for licensure imposed by law.

H. The Board's licensure regulations shall also provide for licensure by reciprocity:...

LICENSURE REGULATIONS FOR SCHOOL PERSONNEL

AUTHORITY (Code of Virginia):

§ 22.1-299. License required of teachers.

No teacher shall be regularly employed by a school board or paid from public funds unless such teacher holds a license or provisional license issued by the Board of Education....

LICENSURE REGULATIONS FOR SCHOOL PERSONNEL

TYPES OF LICENSES

| Current Types of Licenses | <u>Draft</u> Proposed Revisions |
|---|---|
| Provisional License | <p>Issue for two years and require license holder to take licensure assessments within the first two years of the license; grant third year if individual took assessments.</p> <p>[This is proposed to apply to all Provisional Licenses except the Provisional (Career Switcher) License.]</p> |
| Provisional (Special Education) License | <p>Increase requirements from three semester hours to nine semester hours of specified coursework prior to issuance of the license to individuals without a five-year Virginia teaching license:</p> <ul style="list-style-type: none"> • Characteristics and legal aspects of special education; • IEP implementation; and • Classroom and behavior management. |

LICENSURE REGULATIONS FOR SCHOOL PERSONNEL

TYPES OF LICENSES

| Current Types of Licenses | <u>Draft</u> Proposed Revisions |
|---------------------------------------|--|
| Provisional (Career Switcher) License | |
| Collegiate Professional License | |
| Postgraduate Professional License | |
| Teach for America License | Establish the Teach for America License in the regulations (to comport with the 2013 Virginia General Assembly). |
| Technical Professional License | |
| School Manager License | |
| Pupil Personnel Services License | |

LICENSURE REGULATIONS FOR SCHOOL PERSONNEL

TYPES OF LICENSES

| Current Types of Licenses | <u>Draft</u> Proposed Revisions |
|---------------------------------|---|
| Division Superintendent License | |
| International Educator License | Issue the International Educator License for a five-year, instead of a three-year, exchange program. Recognize credential requirements for a qualified teacher in the exchange country. |
| Local Eligibility License | Delete license type by action of the 2013 Virginia General Assembly. |

LICENSURE REGULATIONS FOR SCHOOL PERSONNEL

TYPES OF LICENSES

| Current Types of Licenses | <u>Draft</u> Proposed Revisions |
|---------------------------|---|
| Online Teacher License | Establish the Online Teacher License by action of the 2012 Virginia General Assembly. |
| | The Online Teacher License is a five-year, renewable license valid only for teaching online courses. [Teachers who hold a five-year renewable license issued by the Board of Education may teach online courses for which they are properly endorsed and do not need to seek this license.] |

LICENSURE REGULATIONS FOR SCHOOL PERSONNEL

LICENSURE ASSESSMENTS EXEMPTION CRITERIA

| Current | <u>Draft</u> Proposed Revisions |
|--|---|
| <p>Individuals who hold a valid out-of-state license (full credential without deficiencies) and who have completed a minimum of three years of full-time, successful teaching experience in a public or accredited nonpublic school (kindergarten through grade 12) in a state other than Virginia are exempted from the professional teacher's assessment requirements.</p> | <p>Individuals who hold a valid out-of-state license (full credential without deficiencies) and who have completed a minimum of three years of full-time, successful teaching experience in a public or accredited nonpublic school (kindergarten through grade 12) outside of Virginia are exempted from the professional teacher's assessment requirements.</p> |

LICENSURE REGULATIONS FOR SCHOOL PERSONNEL

LICENSE RENEWAL

| Current | <i>Code of Virginia Revision</i> |
|--|--|
| No current requirement exists for renewal. | <p><u>Required by the 2013 Virginia General Assembly</u></p> <p>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. This requirement applies for purposes of the individual's next or initial renewal occurring after July 1, 2014.</p> |

LICENSURE REGULATIONS FOR SCHOOL PERSONNEL

REQUIREMENT FOR INITIAL LICENSURE AND RENEWAL

| Current | <i>Code of Virginia Revision</i> |
|------------------------|---|
| No current requirement | <p><u>Required by the 2013 Virginia General Assembly</u></p> <p>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 be based on the current national evidenced-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. 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.</p> |

LICENSURE REGULATIONS FOR SCHOOL PERSONNEL

DRAFT PROPOSAL: NEW ENDORSEMENTS

- **Engineering**
- **Mathematics Specialist for Elementary Education***
- **Mathematics Specialist for Middle Education***
- **Add-on Endorsements in Special Education-General Curriculum (Elementary, Middle, and Secondary)**

*Currently, the endorsement is combined, Mathematics Specialist for Elementary and Middle Education.

LICENSURE REGULATIONS FOR SCHOOL PERSONNEL

DRAFT PROPOSAL: ENDORSEMENT REVISIONS

- **Elementary Education (PreK-3 and PreK-6)**
Increase requirements in mathematics and science and provide option for specified requirements and testing.

- **Middle Education**
Increase requirements in mathematics.

- **Early Childhood for Three- and Four-Year-Olds (add-on endorsement)**
Expand the endorsement to allow individuals who hold the early childhood special education endorsement to add the endorsement.

LICENSURE REGULATIONS FOR SCHOOL PERSONNEL

DRAFT PROPOSAL: ENDORSEMENT REVISIONS (continued)

- **Speech/Language Pathology**

Discontinue issuing an initial license with an endorsement in Speech/Language Pathology; individuals will seek a license from the Virginia Board of Examiners for Audiology and Speech Pathology.

- **Career and Technical Education: Industrial Cooperative Training (ICT)**

Discontinue issuing the ICT endorsement.

LICENSURE REGULATIONS FOR SCHOOL PERSONNEL

DRAFT PROPOSAL: ENDORSEMENT REVISIONS (continued)

- **Administration and Supervision**

Revise the alternate route to add the option of a combination of graduate-level coursework and a research-based program approved by the Department of Education.

LICENSURE REGULATIONS FOR SCHOOL PERSONNEL

DRAFT PROPOSAL: PROFESSIONAL STUDIES REQUIREMENTS

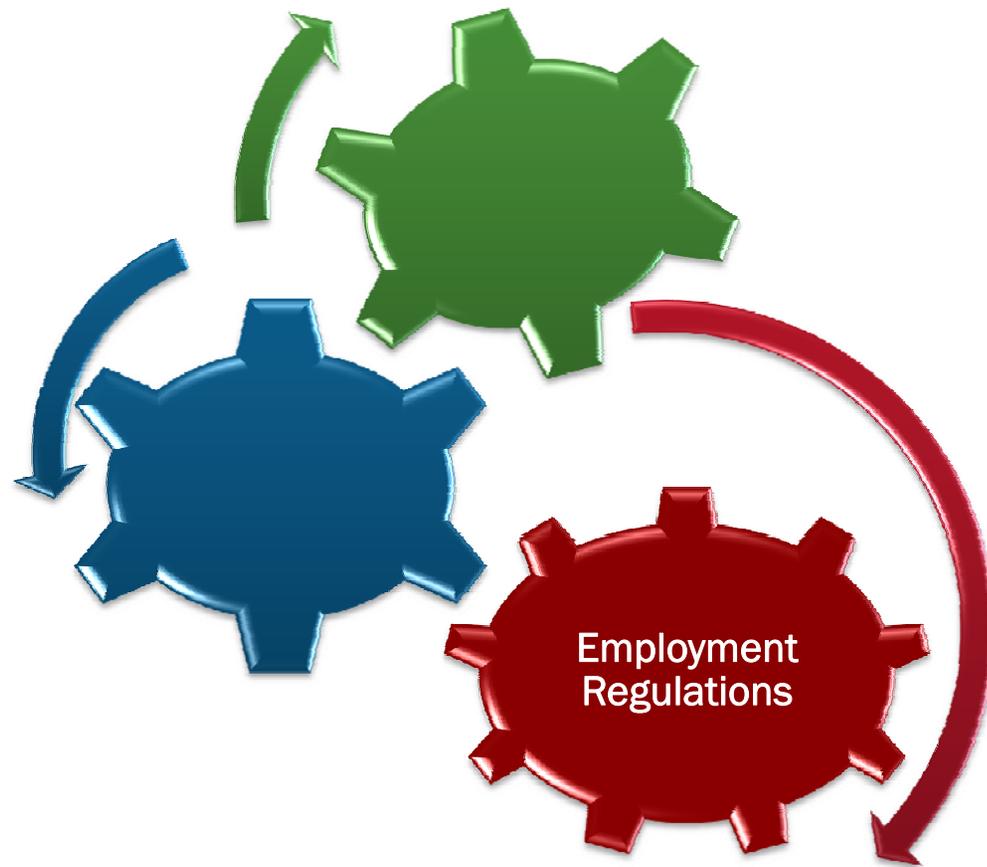
- Human Development and Learning
- Curriculum and Instruction
- Classroom and Behavior Management
- Assessment of and for Learning
- The Teaching Profession
- Reading
- Supervised Classroom Experience

LICENSURE REGULATIONS FOR SCHOOL PERSONNEL

REVISIONS IN SECTION VII

Revisions to Section VII-Revocation, Cancellation, Suspension, Denial, and Reinstatement of Teaching Licenses will be proposed, including additional reasons for actions against licenses and procedural changes.

REGULATIONS GOVERNING THE EMPLOYMENT OF PROFESSIONAL PERSONNEL



REGULATIONS GOVERNING THE EMPLOYMENT OF PROFESSIONAL PERSONNEL

AUTHORITY (Code of Virginia):

- § 22.1-302. Written contracts required; execution of contracts; qualifications of temporarily employed teachers; rules and regulations.
- A. A written contract, in a form prescribed by the Board of Education, [emphasis added] shall be made by the school board with each teacher employed by it, except those who are temporarily employed, before such teacher enters upon his duties. Such contract shall be signed in duplicate, with a copy thereof furnished to both parties....

REGULATIONS GOVERNING THE EMPLOYMENT OF PROFESSIONAL PERSONNEL

- § 22.1-302. Written contracts required; execution of contracts; qualifications of temporarily employed teachers; rules and regulations. (continued)
- C. A separate contract in a form **prescribed by the Board of Education** [emphasis added] shall be executed by the school board with such employee who is receiving a monetary supplement for any athletic coaching or extracurricular activity sponsorship assignment. This contract shall be separate and apart from the contract for teaching....

REGULATIONS GOVERNING THE EMPLOYMENT OF PROFESSIONAL PERSONNEL

The regulations will be revised to comport to the *Code of Virginia*.

Components of Current Regulations

- Definitions
- Contractual period defined
- Contract to be in writing
- Length of the probationary term
- Calculating term for first year of teaching
- Probationary period for principal or supervisor
- Probationary period when employee separates from service

REGULATIONS GOVERNING THE EMPLOYMENT OF PROFESSIONAL PERSONNEL

Components of Current Regulations (continued)

- Effect of service outside the Virginia system
- Eligibility for continuing contract
- Continuing contract status when employee separates from service
- Contract to be separate and apart from annual or continuing contract
- Termination notice required
- Purpose of a uniform hiring process
- Three-phase employment process

APPENDIX A. CONTRACT FORMS

APPENDIX B. LISTING OF ESSENTIAL CONTRACT ELEMENTS

PROCEDURE FOR ADJUSTING GRIEVANCES

AUTHORITY (Code of Virginia):

§ 22.1-308. Grievance procedure.

- A. The Board of Education shall prescribe a grievance procedure which shall include the following:
1. Except in the case of dismissal or placing on probation, a first step which shall provide for an informal, initial processing of a grievance by the most immediate appropriate supervisor through a discussion;
 2. A requirement that all stages of the grievance beyond the first step be in writing on forms prescribed by the Board of Education and supplied by the school board;
 3. A requirement that in reducing the grievance to writing, the teacher shall specify the specific relief sought through the use of the procedure;

PROCEDURE FOR ADJUSTING GRIEVANCES

AUTHORITY (Code of Virginia):

§ 22.1-308. Grievance procedure. (continued)

4. The right of the grievant and the respondent to present appropriate witnesses and be represented by legal counsel and another representative;
5. Reasonable time limitations, prescribed by the Board, for the grievant to submit an initial complaint and to appeal each decision through the steps of the grievance procedure which shall correspond generally or be equivalent to the time prescribed for response at each step;
6. Termination of the right of the grievant to further appeal upon failure of the grievant to comply with all substantial procedural requirements of the grievance procedure without just cause;
7. The right of the grievant, at his option, upon failure of the respondent to comply with all substantial procedural requirements without just cause, to advancement to the next step or, in the final step, to a decision in his favor;

PROCEDURE FOR ADJUSTING GRIEVANCES

AUTHORITY (Code of Virginia):

§ 22.1-308. Grievance procedure. (continued)

8. A final step which shall provide for a final decision on the grievance by the school board;
 9. The provisions of §§ [22.1-309](#) through [22.1-313](#).
- B. Representatives referred to in subsection A 4 of this section may examine, cross-examine, question and present evidence on behalf of a grievant or respondent in the grievance procedure without being in violation of the provisions of § [54.1-3904](#).
- C. Nothing in the procedure shall be construed to restrict any teacher's right to seek or a school division administration's right to provide customary review of complaints that are not included within the definition of a grievance.

CONTACT FOR ADDITIONAL INFORMATION

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