

Virginia Licensure Renewal Manual

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*Virginia Department of Education
Division of Teacher Education and Licensure
P. O. Box 2120
Richmond, Virginia 23218-2120*

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Virginia Licensure Renewal Manual

Introduction

One of the most vital qualities of all professionals is the commitment to continuous learning and growth in knowledge and skill. The renewal process ensures that school personnel continually update their professional knowledge and skills. 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 upon the completion of 180 professional development points within a five-year period based on an individualized professional development plan.

License holders are responsible for satisfying license renewal requirements as set forth in the *Licensure Regulations for School Personnel* and the *Code of Virginia*. The *Virginia Licensure Renewal Manual* provides guidance for all license holders as they plan their personal growth within the profession. The manual describes a process for renewing Virginia's educators' licenses through an individualized plan. Superintendents of school divisions and headmasters of accredited nonpublic schools in Virginia provide approval of renewal activities. Questions or requests for additional information concerning renewal of professional licenses may be directed to the Division of Teacher Education and Licensure, P. O. Box 2120, Richmond, Virginia 23218-2120.

Domains of Professional Competency

The substance or content of each renewal activity must be consistent with the license holder's goal(s) for professional development and must clearly fit one or more of six domains of professional competency in education. License holders should choose, and advisors should verify, only those activities whose substance is clearly included within one or more of the following domains of professional growth:

1. curriculum or subject(s) specifically related to one's assigned professional duties or responsibilities;
2. specialization area one serves or reasonably expects to serve (Examples of specialization areas include, but are not limited to, English, mathematics, history and social studies, sciences, career and technical education, or special education.);
3. concepts, principles, and methods of effective teaching, supervision, and administration (Examples include, but are not limited to, classroom and behavior management, leadership skills, curriculum development, and administrative management.);
4. concepts and principles of physical, intellectual, psychological, social, and emotional development of children and youth;

5. concepts and principles of communication, learning, exceptionality, individuality, and cultural differences (Examples include, but are not limited to, oral and written communication, motivation, retention, and individual differences.); and
6. concepts and principles of effective relationships among schools, families, and communities.

Requirements for Renewal

Individuals are required to complete the following requirements for license renewal. Individuals who are employed in a Virginia public school or a Virginia accredited nonpublic school should submit the application and documentation to the employing educational agency. Individuals who are not employed in a Virginia educational agency should submit the application, fee, and documentation to the Division of Teacher Education and Licensure, Virginia Department of Education, P. O. Box 2120, Richmond, Virginia 23218-2120.

PLEASE NOTE: Documents submitted to the Department of Education for review as part of the renewal application for individuals not currently employed by a Virginia educational agency are not returned to the individual. Documentation of course work must be submitted on official transcripts or official student transcripts (bearing the registrar's signature and embossed seal). Grade reports, photocopies of transcripts, and electronic records are not accepted. However, license holders may submit copies of articles, book title pages and publishing information, and related documents, not originals.

1. **180 professional development points:** Eight options are available for individuals to earn the 180 professional development points. Refer to the section, *Summary of the Eight Renewal Options* for details, including documentation required to verify the 180 professional development points. Note: 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 activity.
2. **Child Abuse and Neglect Recognition and Intervention Training:** The Child Abuse and Neglect Recognition and Intervention Training tutorial may be accessed at the following Web site: <http://www.dss.virginia.gov/abuse/mr.cgi>.
 - Individuals must select the "Required Training/Courses" tab under the heading "Child Protective Services."
 - Then select the "Child Abuse and Neglect: Recognizing, Reporting, & Responding (for educators) (Web page)."

At the conclusion of the tutorial, please note that the license holder will need to make a copy of the certificate of completion that needs to be attached to the application for renewal.

3. **Technology Standards for Instructional Personnel:** Please note that the technology standards for instructional personnel can be met through a Virginia employing school division or by completing a Virginia college or university approved program (since December 1998).

4. **Emergency First Aid, CPR, and Use of AEDs Certification or Training:** The 2013 General Assembly amended the *Code of Virginia* to require that individuals seeking initial licensure and license renewal on and after July 1, 2013, shall provide evidence of completion of certification or training in **(1) emergency first aid, (2) cardiopulmonary resuscitation, and (3) the use of automated external defibrillators.** The certification or training program shall 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. 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. Please refer to the guidelines for the waiver on the following Web site: http://doe.virginia.gov/teaching/licensure/emergency_first_aid_cpr_aed/index.shtml. **NEW - Effective September 1, 2017,** the *Code of Virginia* specifies that the certification or training in emergency first aid, cardiopulmonary resuscitation, and the use of automated external defibrillators shall include hands-on practice of the skills necessary to perform cardiopulmonary resuscitation.

Official documentation of the completion of Emergency First Aid, CPR, and use of AEDs certification or training submitted by the license holder must include the following:

- Individual's full name (matching the name on licensure forms and the individual's license, if applicable).
- Title or description of training or certification completed that must clearly indicate that all three components were included 1) emergency first aid; 2) CPR, and 3) use of AEDs.
- Date the training or certification was completed.
- Signature and title of the individual providing the training or certification OR 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.

For additional information on this requirement, please refer to the question and answer document accessible at the following Web site:

http://www.doe.virginia.gov/administrators/superintendents_memos/2013/156-13a.pdf.

5. **Virginia History/State and Local Government Tutorial:** **(The tutorial is required for licensees with specified endorsements as noted in this section).** Effective July 1, 2014, 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 located at <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 1-7
- 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

6. **NEW Dyslexia Training: Effective July 1, 2017**, the *Code of Virginia* requires that every person seeking initial licensure or renewal of a license shall complete awareness training, provided by the Virginia Department of Education, 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 module, available at no cost, is accessible at: <http://www.doe.virginia.gov/teaching/licensure/dyslexia-module/story.html>. Individuals completing the module should print a copy of the certificate of completion for verification. The module has a value of five professional development points. Include a copy of this certificate with your completed application.
7. **NEW School Counselors Training: Effective July 1, 2017**, the *Code of Virginia* requires every person seeking initial licensure or renewal of a license with an endorsement as a school counselor to complete training in the recognition of mental health disorder and behavioral distress, including depression, trauma, violence, youth suicide, and substance abuse. **Additional information on how to meet the requirement will be provided soon.**
8. **Application for License Renewal**: Submit the three-page application, attaching supporting documentation. The application form must be signed and dated. Photocopies of applications are not acceptable. Note: A superintendent's or advisor's signature is not required for individuals not employed by a Virginia educational agency.

9. **Application Fee:** A \$25 nonrefundable fee is required to apply for license renewal. A personal check, cashier's check, or money order payable to the Treasurer of Virginia must accompany the request. If an individual holds two licenses (such as a Postgraduate Professional License and a Division Superintendent License), each license requires a \$25 renewal fee (total of \$50). The detailed fee schedule for licensure can be accessed at the following Web site:
http://www.doe.virginia.gov/teaching/licensure/licensure_fees.pdf.

Incomplete applications may result in your license not being renewed, and your documentation will only be retained for one year. If there is a delay in renewing your license, you will be required to submit a new application.

Summary of the Eight Renewal Options

License holders are required to document the accrual of 180 professional development points to renew their licenses. Points for renewal will be based upon activities that may be earned from the following eight options:

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

An activity is used to accrue points under only one renewal option. For example, an educator who participates in a special project assigned by the division superintendent for an extended period of time (Option 7) and writes an article about the experience (Option 4) may not earn points for both options.

An activity should not be a routine employment responsibility.

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.

A. Maximum number of points: 180

B. Point value assignment:

- 1) One semester hour = 30 points
- 2) One quarter hour = 20 points

C. Criteria:

- 1) 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 (WASC)*
- 2) Must be taken for credit.
- 3) Must result in a passing grade or “pass” for courses taken on a “pass” or “fail” basis.
- 4) 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 Department of Education if the license holder is not employed.

D. Verification:

Official transcripts or official student transcripts are accepted. Grade reports, photocopies, and electronic records are not 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 or Virginia license number.** Grade reports, photocopies, and electronic records are not accepted.

E. Examples:

- 1) ENG 565, Eighteenth Century and Romantic British Literature
- 2) 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 which addresses educational concerns through objectives such as upgrading skills and knowledge, providing information, and/or providing motivating activities for educators or students.

A. Maximum number of points: 45

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 be **four or more hours in length.**
- 2) 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.
- 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 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.
- 4) 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 sponsored by consulting groups
- 2) Conferences sponsored by professional organizations or the Virginia Department of Education
- 3) Principals' assessment center participation

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 panel or committee.

- A. Maximum number of points: 90
- B. Point value assignment: one point per clock hour
- C. Criteria:
 - 1) Must be a **minimum of five hours per activity**. The five hours do not have to be consecutive.
 - 2) 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.
 - 3) 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) Integration of Standards of Learning objectives with basal series objectives and curriculum guides
 - 4) Service on textbook adoption committee
 - 5) Critique of textbook for publication

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.

- A. Maximum number of points: 90
- B. 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 be published in a professional journal or a publication sanctioned by the employing educational agency.
 - 2) If a grant, must be approved by the employing educational agency.
 - 3) 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: 90
- 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 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

6. 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: 90
- B. Point value assignment: one point per clock hour
- C. Criteria:
 - 1) 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.
 - 2) Must have prior approval from the chief executive officer or designee. 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.
 - 3) 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 a student teacher in an approved teacher education program
 - 2) Supervision of an intern in an approved principal preparation/graduate degree program
 - 3) 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: 90
- B. Point value assignment: one point per clock/contact hour
- C. Criteria:
 - 1) Must be a **minimum of five hours per activity**. The five hours do not have to be consecutive.
 - 2) 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.
 - 3) 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) A Quality Assurance Review team
 - 5) 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. Non-college credit activities previously sponsored by educational agencies are now included in several of the options, especially Option 8.

- A. Maximum number of points: 180
- B. Point value assignment: one point per clock/contact hour
- C. Criteria:
 - 1) Must be a **minimum of five hours per activity**. The five hours do not have to be consecutive.
 - 2) 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

Additional Information

No Advisor Assigned:

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

License Holders Who Finish Renewal Activities Before the Fifth Year of the Validity Period

The Department of Education does not issue a renewable Virginia license for more than a five-year validity period. All licenses are issued with an effective date of July 1.

The Application for License Renewal, the fee, and supporting documentation may be submitted to the Division of Teacher Education and Licensure, Department of Education, after January 1 of the year of expiration.

License Holders Not Currently Employed in a Virginia Educational Agency

Individuals who are not employed in a Virginia educational agency should submit the three-page Application for License Renewal, fee, and documentation to the Division of Teacher Education and Licensure, Virginia Department of Education, P. O. Box 2120, Richmond, Virginia 23218-2120. Refer to pages 4-6 for details on the requirements for renewal. 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 activity to the Division of Teacher Education and Licensure.

License Holders Currently Employed in a Virginia Educational Agency

Responsibilities of License Holder, Advisor, Employing Educational Agency, and Department of Education

The renewal process described in the manual is based on mutual trust between the license holder and an advisor. It is intended that this relationship be one of collaboration 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 options and 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.

Responsibilities of 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. During the fifth year of the validity period, 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 180 professional development points necessary for renewal during the five-year validity period of the certificate.

- A. Develop an individualized renewal plan based on his/her professional need(s)/goal(s) and the employing educational agency's staff development priorities; and,
- B. 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 Division of Teacher Education and Licensure. The completed Application for License Renewal; the official student copy of the college transcript, if applicable; appropriate fee; and signed verification of the completion of additional requirements will be the only items required for submission to the Department of Education by an employing Virginia educational agency for renewal of an expired certificate. Other documentation should be maintained at the local school division level.

Responsibilities of 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.

- A. 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;
- B. 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;
- C. 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;
- D. 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
- E. The advisor should forward the license holder's completed and verified Application for License Renewal to the chief executive officer or designee.

Responsibilities of Employing Educational Agency

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

- A. 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;
- B. 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 Web site;
- C. 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;
- D. 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;
- E. 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 Division of Teacher Education and Licensure, Department of Education, after January 1 but before June 1 of the fifth year of the license holder's current validity period; and
- F. 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.

Responsibilities of the Virginia Department of Education

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

- A. The Department will post the *Virginia Licensure Renewal Manual* and detailed renewal information on the Web site;
- B. The Division 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

- C. The Department will render a decision if disagreements concerning the approval of a renewal activity cannot be resolved at the employing educational agency level.

Resolution of Disagreement

Renewal is a state function. Complaints or disputes regarding approval of renewal work or application of such work toward renewal of licenses cannot be grieved within the meaning of the *Code of Virginia* 22.1-306. Such issues cannot be grieved under the grievance procedure prescribed by the Board of Education.

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

- A. The license holder shall discuss the matter with his/her advisor and request reconsideration.
- B. If the disagreement is not resolved, the license holder shall state in writing:
 - 1) the action that prompted the request for review,
 - 2) the names of the persons involved, and
 - 3) the attempts that have been made to resolve the disagreement.

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.

- C. If the decision of the chief executive officer or designee does not resolve the disagreement, the documentation should be forwarded to the Division of Teacher Education and Licensure, Department of Education, for resolution.

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.

Domain of Professional Competency

A domain of professional competency is an area of professional competency within the license holder's field of knowledge.

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 five-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 and 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) licenses that are valid for a period of five years.

VIRGINIA LICENSURE RENEWAL OPTIONS

Option	Maximum # of Points	Point Value Assignment	Verification
1. College Credit	180	1 semester hour = 30 points 1 quarter hour = 20 points	•Official transcript or official “student ” transcript
Criteria:	1) 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: <ul style="list-style-type: none"> • <i>New England Association of Schools and Colleges</i> • <i>Middle States Commission on Higher Education</i> • <i>The Higher Learning Commission-North Central Association of Colleges and Schools</i> • <i>Northwest Commission on Colleges and Universities</i> • <i>Southern Association of Colleges and Schools Commission on Colleges</i> • <i>Western Association of Schools and Colleges (WASC)</i> 2) Must be taken for credit. 3) Must result in a passing grade or “pass” for courses taken on a “pass” or “fail” basis. 4) Must be verified by an official transcript submitted to the chief executive officer or designee of the employing educational agency.		
2. Professional Conference	45	Participation-5 points per day Presentation-15 points per topic presentation	•An invitation, acceptance letter, and thank you letter •Employing educational agency approved leave request •Conference participants list •Certificate of attendance/completion
Criteria:	1) Must be 4 or more hours in length . 2) Must include only time spent in those portions of the conference program that contribute to the participant’s professional knowledge, competence, performance, or effectiveness in education. 3) Must have prior approval from the chief executive officer or designee. 4) May be local, regional, state, national, or international in scope.		
3. Curriculum Development	90	1 point per clock hour	•Employing educational agency’s participant list •Curriculum guide •Committee assignment list
Criteria:	1) Must be a minimum of 5 hours per activity . The 5 hours do not have to be consecutive. 2) Must have prior approval from the chief executive officer or designee. 3) Must be coordinated by the employing educational agency or other state, national, or international educational agency or organization.		
4. Publication of Article	90	45 points per narrative, article, or report	•Copy of the published article •Copy of the final grant report •Publisher’s letter of publication date
Criteria:	1) Must be published in a professional journal or a publication sanctioned by the employing educational agency. 2) If a grant, must be approved by the employing educational agency. 3) Must contribute to the effective practice of the education profession and/or to the body of knowledge of the endorsement area(s).		

Option	Maximum # of Points	Point Value Assignment	Verification
5. Publication of Book	90	90 points per book	<ul style="list-style-type: none"> •Copy of the published book or book title pages, including the author's (license holder's) name and publishing information •Copyright for the completed work in the field of theatre, fine arts, or music •Copyright for instructional program
Criteria:	<ol style="list-style-type: none"> 1) Must be published for purchase. 2) Must contribute to the education profession and/or to the body of knowledge of the endorsement area(s). 3) In the case of revision, should represent a substantive change of the original text. 		
6. Mentorship/ Supervision	90	1 point per clock hour	<ul style="list-style-type: none"> •Participant list from college/university •Employing educational agency assignment list
Criteria:	<ol style="list-style-type: none"> 1) Must assist an undergraduate or graduate intern, pre-service student teacher/beginning teacher, or beginning administrator. 2) Must have prior approval from the chief executive officer or designee. 3) Must be in conjunction with an approved teacher/principal preparation program, undergraduate/graduate degree program, or a clinical faculty/mentor program sponsored by the employing educational agency. 		
7. Educational Project	90	1 point per clock /contact hour	<ul style="list-style-type: none"> •Acceptance for exchange program from college/university, or business •Written summary/journal of project activities
Criteria:	<ol style="list-style-type: none"> 1) Must be a minimum of 5 hours per activity. The 5 hours do not have to be consecutive. 2) Must have prior approval from the chief executive officer or designee. 3) Must result in a written report or other tangible product. 		
8. Professional Development Activity	180	1 point per clock/contact hour	<ul style="list-style-type: none"> •Participants list from employing educational agency •Certificate of completion of attendance
Criteria:	<ol style="list-style-type: none"> 1) Must be a minimum of 5 hours per activity. The 5 hours do not have to be consecutive. 2) Must have prior approval from the chief executive officer or designee. 		

APPLICATION FOR LICENSE RENEWAL
Individualized Renewal Record (All three pages must be submitted.)

Please submit a complete application with supporting credentials. The renewal fee is \$25. A \$50 fee is assessed for a returned check.

Part I-INFORMATION

PLEASE PRINT OR TYPE

<u>Last Name</u>	<u>First Name</u>	<u>Middle Name</u>	<u>Date of Birth</u>	<u>License No. or Social Security No.</u>
<u>Home Address*</u>		<u>City</u>	<u>State</u>	<u>Zip Code</u>
<u>Daytime Telephone Number (include area code)</u> ()		<u>Home Telephone Number (include area code)</u> ()		
<u>Endorsement(s)</u>	<u>Highest Degree Earned</u>		<u>Renewal Year</u>	
<u>Virginia employing school division or accredited nonpublic school (if applicable)</u>				

*THE APPLICANT MUST NOTIFY THE OFFICE OF LICENSURE, DEPARTMENT OF EDUCATION, IN WRITING OF AN ADDRESS CHANGE. Name and address (of persons applying for a license) may be disseminated pursuant to a request under § 2.2-3802(5) of the Code of Virginia.

Part II

Have you ever been convicted of, or entered a plea of guilty or no contest to, a felony? (If yes, please attach a letter of explanation and a copy of the court documents indicating judgment and disposition of the case from the court of conviction.)	___Yes	___No
Have you ever been convicted of, or entered a plea of guilty or no contest to, a criminal offense in another country? (If yes, please attach a letter of explanation and a copy of the court documents indicating judgment and disposition of the case from the court of conviction.)	___Yes	___No
Have you ever been convicted of, or entered a plea of guilty or no contest to, a misdemeanor involving a child (minor)? (If yes, please attach a letter of explanation and a copy of the court documents indicating judgment and disposition of the case from the court of conviction.)	___Yes	___No
Have you ever been convicted of, or entered a plea of guilty or no contest to, a misdemeanor involving drugs (not alcohol)? (If yes, please attach a letter of explanation and a copy of the court documents indicating judgment and disposition of the case from the court of conviction.)	___Yes	___No
Have you ever had a teaching, administrator, pupil personnel services, or other education-related certificate or license revoked, suspended, invalidated, cancelled, or denied by another state, territory, or country; surrendered such a license; or had any other adverse action taken against such a license? (If yes, please attach a statement giving full details and official documentation of the action taken.)	___Yes	___No
Have you ever been the subject of a founded complaint of child abuse or neglect by a child protection agency? (If yes, please attach a statement giving full details and official documentation of the founded complaint.)	___Yes	___No
Have you ever left any education- or school-related employment, voluntarily or involuntarily, while the subject of an investigation, inquiry, or review of alleged misconduct or when you had reason to believe an investigation of alleged misconduct was under way or imminent? (If yes, please attach a statement giving full details and any official documentation available regarding the investigation, inquiry, or review.)	___Yes	___No
To your knowledge, are you currently the subject of any investigation, inquiry, or review of alleged misconduct that could warrant discipline or termination by a school division or other education-related employer or an adverse action against a teaching, administrator, pupil personnel services, or other education-related license or certificate? (If yes, please attach a statement giving full details and any official documentation available regarding the investigation, inquiry, or review.)	___Yes	___No

Part III-Signature and Verification of Renewal Activities

BY MY SIGNATURE I CERTIFY THAT THE INFORMATION ON THIS THREE-PAGE APPLICATION IS ACCURATE AND COMPLETE. I UNDERSTAND THAT MISREPRESENTATION MAY RESULT IN DENIAL, REVOCATION, CANCELLATION, OR SUSPENSION OF THE VIRGINIA LICENSE.

Applicant's Signature _____ Date _____

APPLICATION FOR LICENSE RENEWAL
Individualized Renewal Record
(Page 2 of 3)

Name: Last _____ First _____ Middle _____ License Number or SSN _____

Part IV-Individualized Renewal Record

Summary of Points Earned During the Past Five Years to be Credited Toward Renewal:

Option Maximum Points	1 (180)	2 (45)	3 (90)	4 (90)	5 (90)	6 (90)	7 (90)	8 (180)	Credit for All Options
Total Points									

Required for individuals employed by a Virginia educational agency:

Division or Accredited Nonpublic School _____

Advisor's Name (Please print) _____ Title _____

Advisor's Signature _____ Date _____

I recommend the renewal of the Virginia license and certify that the above-named license holder completed the listed activities and that these activities comply with Virginia's renewal regulations.

Superintendent's or Designee's Name (Please print) _____ Title _____

Superintendent's or Designee's Signature _____ Date _____

	Verification of Completed Activities			
	Activity Points	Applicant Initials	Advisor Initials	Date
Option 1: College Credit (180) Course No./Title _____ College/Year Taken _____				
Option 2: Professional Conference (45) Conference Name _____ Dates Attended _____				
Option 3: Curriculum Development (90) Title _____ Dates _____				
Option 4: Publication of Article (90) Title _____ Magazine _____ Date Published _____				

APPLICATION FOR LICENSE RENEWAL
Individualized Renewal Record
 (Page 3 of 3)

Name: Last First Middle

License Number or SSN

			Verification of Completed Activities			
			Activity Points	Applicant Initials	Advisor Initials	Date
Option 5: Publication of Book (90)						
Title	Publisher	Date Published				
Option 6: Mentorship/Supervision (90)						
Person		Date Supervised				
Option 7: Educational Project (90)						
Title		Dates				
Option 8: Professional Development Activities (180)						
Project/Title		Dates				