

**Statement of Administrative Impact and Projected Costs of Implementing the  
Proposed Revisions to 8 VAC 20-21-10 et seq. Licensure  
Regulations for School Personnel (Career Switcher Alternative Route  
To Licensure for Military Personnel)**

Prior to the adoption of any regulations affecting school divisions, Section 22.1-17 of the *Code of Virginia* requires that the Board of Education and the Department of Education prepare a statement of the administrative impact of such regulations on school divisions and the projected costs of implementing and complying with such regulations. The Department is required to send a copy thereof to each division superintendent.

The Board of Education is in the process of revising its Licensure Regulations for School Personnel to establish a career switcher alternative route to licensure for military personnel.

**Authority:** Code of Virginia, Section 22.1-16. **Bylaws and regulations generally:**  
"The Board of Education may adopt bylaws for its own government and promulgate such regulations as may be necessary to carry out its powers and duties and the provisions of this title."

Code of Virginia, Section 22.1-298. **Regulations governing licensure:**  
"The Board of Education shall, by regulation, prescribe the requirements for the licensure of teachers. Such regulations shall include a requirement that every teacher seeking initial licensure take a professional teacher's assessment prescribed by the Board. 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 this requirement or any other requirement for licensure by law."

**Purpose:** According to the federal government, schools will need 200,000 new teachers a year for the next decade--up from 150,000 in recent years--as student enrollment increases and current teachers retire. As a result, many school systems welcome adults who are willing to leave established careers for teaching. Researcher Emily Feistritzer found that 10 percent of new teachers hired in 1996 came from another profession; the percentage is growing yearly." (*U.S. News*, 10/26/98). A survey conducted of local school divisions in Virginia supports the need for additional qualified teachers.

An alternative route to licensure does exist in Virginia; however, the current route may be problematic for career switchers who may have related experiences and training. To increase opportunities for school divisions to employ career switchers with rich experiences, a career

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switcher alternative route for military personnel is proposed. This route to licensure will allow career switchers with military experience to apply directly to the Department of Education for a license.

**Substance:** The Licensure Regulations for School Personnel contain provisions governing:

- Administration of the Regulations
- Purpose and responsibility for licensure
- Conditions for licensure
- Types of licenses, dating of licenses
- Adding and deleting endorsements
- Alternative route to licensure
- Requirements for renewing a license
- Requirements for endorsement areas for teachers, support personnel (reading specialists, counselors, school social workers, etc.), and school leaders
- Revocation, cancellation, suspension, denial and reinstatement of teaching licenses

**Summary of the Proposed Regulations:**

The proposed regulations provide a summary of the career switcher alternative route for military personnel:

“Career Switcher” Alternative Route to Licensure for Military Personnel

An alternative route is available to military personnel career switchers who seek teaching endorsements pre-K through grade 12, with the exception of special education.

1. An individual seeking an “eligibility license” must meet the following requirements: an application process; a bachelor’s degree from a regionally accredited institution; the completion of teaching area requirements for an endorsement in a content area as set forth in the Board of Education’s licensure requirements outlined in the publication, *Licensure Regulations for School Personnel*, July 1, 1998, or the equivalent through verifiable experience or academic study; and Virginia qualifying scores on Praxis I (Reading, Writing, and Mathematics) and Praxis II (subject area assessments). The “eligibility license” is awarded at the end of Level I preparation. All components of the career switcher alternative route for military personnel must be completed by the candidates.

2. The professional studies requirements must be completed during the course of a single year through the following three levels of preparation that may be offered through a variety of delivery systems. Preparation programs must be approved by the Virginia Department of Education:

- a. Intensive Level I Preparation Phase includes, but is not limited to, the following:
  - (1) Introduction to Classroom Management;
  - (2) Introduction to the Standards of Learning;
  - (3) Introduction to Teaching Strategies; and

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(4) Field Experience with Summer School Students.

b. Level II Preparation During First Year of Employment

- (1) Candidate seeks employment with the one-year “eligibility license”;
- (2) Continued Level II preparation during the first year of employment; and
- (3) One year of successful, full-time teaching experience in an accredited public or nonpublic school under the newly-created one-year “eligibility license.” A trained mentor must be assigned to assist the candidate through the alternative route.

c . Level III Preparation Continued

- (1) Post preparation (if needed);
- (2) Recommendation from employer for a renewable license; and
- (3) Issuance of the five-year renewal license.

3. Verification of program completion will be documented by the program provider and the superintendent, or designee.
4. Delivery systems of the career switcher for the alternative route to licensure must adhere to requirements specified by the Board of Education when proposals are requested. The programs must include the prescribed scope and sequence of preparation as well as evaluation of the candidate and overall program evaluation. These programs must be approved by the Department of Education.

**Estimated Administrative Impact:**

The proposed revisions offer another alternative route to licensure. The General Assembly has appropriated funding to support the program. Candidates in the program are allowed to complete the program at no personal cost for tuition and books and materials. The 2000 General Assembly appropriated \$202,512 the first year and the \$207,285 the second year of the biennium from the general fund to support this program.