



Virginia Department of Planning and Budget **Economic Impact Analysis**

8 VAC 20-22 Licensure Regulations for School Personnel
8 VAC 20-23 Licensure Regulations for School Personnel
Department of Education
June 1, 2014

Summary of the Proposed Amendments to Regulation

The Board of Education proposes to repeal the current regulation (8 VAC 20-22) and replace it with a new regulation (8 VAC 20-23). In doing so, the Board proposes numerous amendments to the rules including:

- Requiring that individuals seeking initial licensure provide evidence of training or certification in emergency first aid, cardiopulmonary resuscitation, and the use of automated external defibrillators, as prescribed in Chapter 498 of the 2013 Acts of Assembly.
- Adding the requirement that individuals renewing a license, effective July 1, 2013, provide evidence of training or certification in emergency first aid, cardiopulmonary resuscitation, and the use of automated external defibrillators, as prescribed in Chapter 498 of the 2013 Acts of Assembly.
- Issuing a Provisional License for two years (with the exception of the Provisional Career Switcher License). Individuals may apply for a third year on the Provisional License by submitting documentation indicating that all licensure assessments prescribed by the Virginia Board of Education have been taken.
- Issuing the International Educator License for a five-year, instead of a three-year exchange program.
- Discontinuing the Local Eligibility License pursuant to Chapter 588 of the 2013 Acts of Assembly.
- Adding the Online Teacher License as a five-year, renewable license valid only for teaching online courses.

- Adding the Teach for America License, established as a two-year provisional license, pursuant to Chapter 440 of the 2013 Virginia Acts of Assembly.
- Increase the requirements from three semester hours to nine semester hours of specified coursework prior to issuance of a Provisional (Special Education) License to individuals without a five-year Virginia teaching license.
- Adding the requirement, as prescribed by Chapter 726 of the 2013 Acts of Assembly, that any individual licensed and endorsed to teach a) middle school civics or economics or b) 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.
- Changing text to allow the division superintendent or the principal to approve renewal activities and exceptions. Removed the text “for one cycle of the renewal process” to allow an exception to the content course requirements for individuals without a graduate degree beyond one renewal cycle.
- Changing professional study coursework titles and course content. An additional course requirement, Assessment of and for Learning (3 semester hours), is proposed.
- Allowing individuals who hold the early childhood special education endorsement to add the endorsement early childhood for three- and four-year-olds endorsement.
- For the early/primary education preK-3 endorsement, increasing the coursework requirements in mathematics and science and providing an option for specified requirements and testing.
- For the elementary education preK-6 endorsement, increasing the coursework requirements in mathematics and science and providing an option for specified requirements and testing.
- For the middle education 6-8 endorsement, increasing the coursework requirements in mathematics.
- Discontinuing the career and technical education – industrial cooperative training endorsement.¹
- Creating a new engineering endorsement.

¹ According to the Department of Education the industrial cooperative training endorsement has never been used.

- Establishing the following new add-on endorsements: Special education – general curriculum K-6 (add-on endorsement), Special education – general curriculum middle grades 6-8 (add-on endorsement), and Special education – general curriculum secondary grades 6-12 (add-on endorsement).
- For administration and supervision preK-12, revising the alternate route to add an option of a combination of graduate-level coursework and a research-based program approved by the Department of Education. Adding “Principal of Distinction” to the name of the Level II endorsement.
- Establishing separate mathematics specialist for elementary education and mathematics specialist for middle education endorsements specific to the population of students being served. Currently the endorsement is combined, Mathematics specialist for elementary and middle education.
- Discontinuing initial licenses with an endorsement in speech/language pathology. Individuals will seek a license from the Virginia Board of Examiners for Audiology and Speech Pathology.²

Result of Analysis

The benefits likely exceed the costs for some changes. For other amendments, whether the benefits exceed the costs depend on the policy views of the observer.

Estimated Economic Impact

First Aid, CPR, and AED Training

The legislatively mandated proposal to require that individuals seeking initial teacher licensure and teachers seeking license renewal provide evidence of training or certification in emergency first aid, cardiopulmonary resuscitation, and the use of automated external defibrillators will introduce significant benefits and costs. Having all (or nearly all) teachers in the Commonwealth trained in emergency first aid, cardiopulmonary resuscitation, and the use of automated external defibrillators will increase the likelihood that someone with potentially

² The proposal to discontinue issuing an initial license with an endorsement in speech/language pathology resulted from a joint effort with the Department of Health Professions (DHP) to eliminate confusion as to whether these individuals should be licensed by DHP or the Department of Education. Chapter 781 of the 2014 Acts of Assembly clarified that DHP would issue the licenses; therefore the board is eliminating references to the program from its regulations.

lifesaving skills will be on hand during medical emergencies in the classroom. To the extent that the future teachers absorb and retain the knowledge they gain in this training, the long-run benefits may be quite significant.

For onsite training in emergency first aid, cardiopulmonary resuscitation, and the use of automated external defibrillators, the American Red Cross charges \$250 plus \$72 per person being trained if there at least 20 people being trained.³ So for example, if a school district arranged to have the Red Cross come in and train 50 teachers the fees would total \$3,850. If teachers take courses on their own and go to a location already offering the course, the cost is \$90. If done all in person, the Red Cross training would take 5.5 hours. Alternatively, the teachers could do 2 hours of online training ahead of time. In that case the in-person training would last 1.5 hours. The fees would be the same in either case, but the amount of staff time that potentially could have been used for other subjects differs.

Teach for America

Currently individuals who go through the Teach for America training program are not permitted to teach in Virginia (unless they fulfill other requirements for provisional licensure). Pursuant to Chapter 440 of the 2013 Virginia Acts of Assembly, the Board proposes to add the Teach for America License, established as a two-year provisional license. The addition of this license will likely lead to Teach for America trained individuals teaching in Virginia. High-quality peer-reviewed research has found that Teach for America trained teachers have been particularly effective teachers in mathematics.⁴ Thus this proposed new license may have some positive impact on math learning in the Commonwealth.

Businesses and Entities Affected

The proposed amendments affect the 132 public school divisions in the Commonwealth, current and future teachers, and businesses or organizations that provide training in emergency first aid, cardiopulmonary resuscitation, and the use of automated external defibrillators.

³ If there are fewer than 20 individuals being trained, the American Red Cross charges \$90 per student.

⁴ Glazerman, S., Mayer, D., & Decker, P. (2006). Alternative routes to teaching: The impacts of Teach For America on student achievement and other outcomes. *Journal of Policy Analysis and Management*, 25(1), 75-96.

Localities Particularly Affected

The proposed amendments do not disproportionately affect particular localities.

Projected Impact on Employment

The requirement that individuals seeking initial teacher licensure and teachers seeking license renewal provide evidence of training or certification in emergency first aid, cardiopulmonary resuscitation, and the use of automated external defibrillators will increase demand for these services from businesses and organizations that provide such training. The increase in demand may be enough to create additional jobs.

Effects on the Use and Value of Private Property

The requirement that individuals seeking initial teacher licensure and teachers seeking license renewal provide evidence of training or certification in emergency first aid, cardiopulmonary resuscitation, and the use of automated external defibrillators will likely increase business for firms that provide such training. This may increase the value of such organizations and firms.

Small Businesses: Costs and Other Effects

The proposed amendments are unlikely to significantly affect costs for small businesses. The requirement that individuals seeking initial teacher licensure and teachers seeking license renewal provide evidence of training or certification in emergency first aid, cardiopulmonary resuscitation, and the use of automated external defibrillators will increase demand for these services from small businesses that provide such training.

Small Businesses: Alternative Method that Minimizes Adverse Impact

The proposed amendments will not adversely affect small businesses.

Real Estate Development Costs

The proposed amendments are unlikely to significantly affect real estate development costs.

Legal Mandate

General: The Department of Planning and Budget (DPB) has analyzed the economic impact of this proposed regulation in accordance with § 2.2-4007.04 of the Code of Virginia and Executive

Order Number 14 (2010). Section 2.2-4007.04 requires that such economic impact analyses determine the public benefits and costs of the proposed amendments. Further the report should include but not be limited to:

- the projected number of businesses or other entities to whom the proposed regulatory action would apply,
- the identity of any localities and types of businesses or other entities particularly affected,
- the projected number of persons and employment positions to be affected,
- the projected costs to affected businesses or entities to implement or comply with the regulation, and
- the impact on the use and value of private property.

Small Businesses: If the proposed regulatory action will have an adverse effect on small businesses, § 2.2-4007.04 requires that such economic impact analyses include:

- an identification and estimate of the number of small businesses subject to the proposed regulation,
- the projected reporting, recordkeeping, and other administrative costs required for small businesses to comply with the proposed regulation, including the type of professional skills necessary for preparing required reports and other documents,
- a statement of the probable effect of the proposed regulation on affected small businesses, and
- a description of any less intrusive or less costly alternative methods of achieving the purpose of the proposed regulation.

Additionally, pursuant to § 2.2-4007.1, if there is a finding that a proposed regulation may have an adverse impact on small business, the Joint Commission on Administrative Rules (JCAR) is notified at the time the proposed regulation is submitted to the *Virginia Register of Regulations* for publication. This analysis shall represent DPB's best estimate for the purposes of public review and comment on the proposed regulation.

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