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Proposed Regulation Agency Background Document

Agency name	State Board of Education
Virginia Administrative Code (VAC) Chapter citation(s)	8 VAC20-23
VAC Chapter title(s)	Licensure Regulations for School Personnel
Action title	Amend the Licensure Regulations for School Personnel (8VAC20-23) to Include Instruction in Cultural Competency for Initial Licensure and Renewal of a License
Date this document prepared	04/21/2022

This information is required for executive branch review and the Virginia Registrar of Regulations, pursuant to the Virginia Administrative Process Act (APA), Executive Order 19 (2022) (EO 19), any instructions or procedures issued by the Office of Regulatory Management (ORM) or the Department of Planning and Budget (DPB) pursuant to EO 19, the Regulations for Filing and Publishing Agency Regulations (1 VAC 7-10), and the *Form and Style Requirements for the Virginia Register of Regulations and Virginia Administrative Code*.

Brief Summary

Provide a brief summary (preferably no more than 2 or 3 paragraphs) of this regulatory change (i.e., new regulation, amendments to an existing regulation, or repeal of an existing regulation). Alert the reader to all substantive matters. If applicable, generally describe the existing regulation.

This regulatory action is to amend the Licensure Regulations for School Personnel ("the regulations") to include instruction in cultural competency for initial licensure and renewal of a license.

During the 2021 Session, the Virginia General Assembly passed House Bill [1904](#) (Jenkins) and Senate Bill [1196](#) (Locke) requiring every person seeking initial licensure or renewal of a license to complete instruction or training in cultural competency, as prescribed by the Board. The Board approved the Notice of Intended Regulatory Action ("NOIRA") for this regulatory change at the June 17, 2021, meeting. The NOIRA was submitted for executive branch review and the public comment period closed on February 16, 2022. Pursuant to the requirements of this legislation, the Board approved the Guidance on Cultural Competency Training for Teachers and Other Licensed School Board Employees in Virginia Public

Schools at the November 18, 2021, meeting. Following a 30-day public comment period, the guidance became effective January 6, 2022.

The proposed amendments to the regulations will incorporate changes to enact the legislation.

Acronyms and Definitions

Define all acronyms used in this form, and any technical terms that are not also defined in the "Definitions" section of the regulation.

"Board" means the Virginia Board of Education.

"CC" means Cultural competency or cultural competency training.

"CRT" means Critical Race Theory.

"Cultural competency" means the instruction or training prescribed by the Board.

"Endorsement" means the specific subject or professional area in which a licensee is authorized to serve as defined in the licensure regulations.

"NOIRA" means the Notice of Intended Regulatory Action.

"SEL" means Social-Emotional Learning.

"The regulations" means the Licensure Regulations for School Personnel (8VAC20-23-10 et seq.).

"VAC" means the Virginia Administrative Code.

Mandate and Impetus

Identify the mandate for this regulatory change and any other impetus that specifically prompted its initiation (e.g., new or modified mandate, petition for rulemaking, periodic review, or board decision). For purposes of executive branch review, "mandate" has the same meaning as defined in the ORM procedures, "a directive from the General Assembly, the federal government, or a court that requires that a regulation be promulgated, amended, or repealed in whole or part."

Section [22.1-298.1](#) of the Code of Virginia requires the Board to amend the regulations to require that any person seeking initial licensure or renewal of a license complete instruction or training in cultural competency as prescribed by the Board.

Legal Basis

Identify (1) the promulgating agency, and (2) the state and/or federal legal authority for the regulatory change, including the most relevant citations to the Code of Virginia and Acts of Assembly chapter number(s), if applicable. Your citation must include a specific provision, if any, authorizing the promulgating agency to regulate this specific subject or program, as well as a reference to the agency's overall regulatory authority.

The Board of Education has the statutory authority to prescribe requirements for the licensure of teachers and school personnel.

Section [22.1-298.1](#) of the Code of Virginia states that "[t]he Board of Education shall prescribe, by regulation, the requirements for the licensure of teachers and other school personnel required to hold a license." The 2021 Virginia General Assembly approved House Bill [1904](#) (Jenkins) and Senate Bill [1196](#) (Locke) requiring that any person seeking initial licensure or renewal of a license shall complete instruction or training in cultural competency as prescribed by the Board.

The Board's overall regulatory authority is found in § [22.1-16](#) of the Code of Virginia, which states that "[t]he 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."

The Board's regulatory authority over licensing requirements for school personnel is found in § [22.1-253.13:2 A](#) of the Code of Virginia, which states in part that "[t]he Board shall establish requirements for the licensing of teachers, principals, superintendents, and other professional personnel." See also § [22.1-298.1 B](#) (stating that "[t]he Board of Education shall prescribe, by regulation, the requirements for the licensure of teachers and other school personnel required to hold a license.")

Purpose

Explain the need for the regulatory change, including a description of: (1) the rationale or justification, (2) the specific reasons the regulatory change is essential to protect the health, safety or welfare of citizens, and (3) the goals of the regulatory change and the problems it is intended to solve.

The proposed regulatory action is essential to protect the health, safety, or welfare of citizens as the regulations set forth the requirements for instructional personnel to become licensed by the Board of Education and thereby maintain a high-quality educational system.

Virginia's objective for developing a culturally responsive and inclusive educator workforce is to provide all students opportunities to learn in ways that are relevant to their lived experiences and create cultures of inclusivity and belonging in Virginia schools. Culturally responsive educators see the diversity in their classrooms as an asset and use their knowledge of student backgrounds to enrich educational experiences. These educators possess a thorough understanding of the specific cultures of the students they teach or serve, how those cultures affect student-learning behaviors, and how teachers can change classroom interactions and instruction to embrace difference.

Substance

Briefly identify and explain the new substantive provisions, the substantive changes to existing sections, or both. A more detailed discussion is provided in the "Detail of Changes" section below.

The 2021 Virginia General Assembly approved House Bill [1904](#) (Jenkins) and Senate Bill [1196](#) (Locke), which in part amends § [22.1-298.1](#) of the Code of Virginia.

House Bill [1904](#) (Jenkins) and Senate Bill [1196](#) (Locke) were identical bills that support a culturally competent educator workforce in the Commonwealth. Specifically, this legislation requires that any person seeking initial licensure or renewal of a license shall complete instruction or training in cultural competency as prescribed by the Board.

The proposed amendments to the regulations will enact the legislative requirement.

Issues

Identify the issues associated with the regulatory change, including: 1) the primary advantages and disadvantages to the public, such as individual private citizens or businesses, of implementing the new or amended provisions; 2) the primary advantages and disadvantages to the agency or the Commonwealth; and 3) other pertinent matters of interest to the regulated community, government officials, and the public.

If there are no disadvantages to the public or the Commonwealth, include a specific statement to that effect.

The primary advantage of this action to the public, the regulated community, the agency, and the Commonwealth is that it will enact the requirements set in state law by the Virginia General Assembly.

This action has no disadvantages to the public or the Commonwealth.

Requirements More Restrictive than Federal

Identify and describe any requirement of the regulatory change which is more restrictive than applicable federal requirements. Include a specific citation for each applicable federal requirement, and a rationale for the need for the more restrictive requirements. If there are no applicable federal requirements, or no requirements that exceed applicable federal requirements, include a specific statement to that effect.

There are no federal applicable requirements.

Agencies, Localities, and Other Entities Particularly Affected

Consistent with § 2.2-4007.04 of the Code of Virginia, identify any other state agencies, localities, or other entities particularly affected by the regulatory change. Other entities could include local partners such as tribal governments, school boards, community services boards, and similar regional organizations. "Particularly affected" are those that are likely to bear any identified disproportionate material impact which would not be experienced by other agencies, localities, or entities. "Locality" can refer to either local governments or the locations in the Commonwealth where the activities relevant to the regulation or regulatory change are most likely to occur. If no agency, locality, or entity is particularly affected, include a specific statement to that effect.

Other State Agencies Particularly Affected

None

Localities Particularly Affected

None

Other Entities Particularly Affected

No other entities are particularly affected by this regulatory action. Although individuals seeking an initial license or renewal of a license will be required to complete instruction or training in cultural competency, this is already a requirement in the Code of Virginia, and the action is simply aligning the regulations with statutory requirements.

Economic Impact

Consistent with § 2.2-4007.04 of the Code of Virginia, identify all specific economic impacts (costs and/or benefits) anticipated to result from the regulatory change. When describing a particular economic impact, specify which new requirement or change in requirement creates the anticipated economic impact. Keep in mind that this is the proposed change versus the status quo.

Impact on State Agencies

<i>For your agency:</i> projected costs, savings, fees, or revenues resulting from the regulatory change, including: a) fund source / fund detail; b) delineation of one-time versus on-going expenditures; and c) whether any costs or revenue loss can be absorbed within existing resources.	There is no specific economic impact other than the administrative time for the Department of Education to develop and implement the regulatory changes.
<i>For other state agencies:</i> projected costs, savings, fees, or revenues resulting from the regulatory change, including a delineation of one-time versus on-going expenditures.	There is no specific economic impact on other state agencies.
<i>For all agencies:</i> Benefits the regulatory change is designed to produce.	The regulatory change will help ensure a culturally competent educator workforce that is capable of meeting the needs of diverse school communities.

Impact on Localities

If this analysis has been reported on the ORM Economic Impact form, indicate the tables (1a or 2) on which it was reported. Information provided on that form need not be repeated here.

Projected costs, savings, fees, or revenues resulting from the regulatory change.	There are no projected costs on localities as a result of this regulatory change.
Benefits the regulatory change is designed to produce.	The regulatory change will help ensure a culturally competent educator workforce that is capable of meeting the needs of diverse school communities.

Impact on Other Entities

If this analysis has been reported on the ORM Economic Impact form, indicate the tables (1a, 3, or 4) on which it was reported. Information provided on that form need not be repeated here.

Description of the individuals, businesses, or other entities likely to be affected by the regulatory change. If no other entities will be affected, include a specific statement to that effect.	Individuals seeking initial licensure or renewal of a license will be required to complete instruction or training in cultural competency.
Agency's best estimate of the number of such entities that will be affected. Include an estimate of the number of small businesses affected. Small business means a business entity, including its affiliates, that: a) is independently owned and operated, and; b) employs fewer than 500 full-time employees or has gross annual sales of less than \$6 million.	No small businesses will be affected.
All projected costs for affected individuals, businesses, or other entities resulting from the regulatory change. Be specific and include all costs including, but not limited to:	There is no specific economic impact other than the administrative time for the Department of Education to develop and implement the new regulatory language.

a) projected reporting, recordkeeping, and other administrative costs required for compliance by small businesses; b) specify any costs related to the development of real estate for commercial or residential purposes that are a consequence of the regulatory change; c) fees; d) purchases of equipment or services; and e) time required to comply with the requirements.	Individuals seeking a license or renewal of a license will need to complete instruction or training in cultural competency. No small businesses will be affected.
Benefits the regulatory change is designed to produce.	The regulatory change will help ensure a culturally competent educator workforce that is capable of meeting the needs of diverse school communities.

Alternatives to Regulation

Describe any viable alternatives to the regulatory change that were considered, and the rationale used by the agency to select the least burdensome or intrusive alternative that meets the essential purpose of the regulatory change. Also, include discussion of less intrusive or less costly alternatives for small businesses, as defined in § 2.2-4007.1 of the Code of Virginia, of achieving the purpose of the regulatory change.

The Code of Virginia mandated the requirement. There are no alternatives to the regulatory change.

If this analysis has been reported on the ORM Economic Impact form, indicate the tables on which it was reported. Information provided on that form need not be repeated here.

Regulatory Flexibility Analysis

Consistent with § 2.2-4007.1 B of the Code of Virginia, describe the agency's analysis of alternative regulatory methods, consistent with health, safety, environmental, and economic welfare, that will accomplish the objectives of applicable law while minimizing the adverse impact on small business. Alternative regulatory methods include, at a minimum: 1) establishing less stringent compliance or reporting requirements; 2) establishing less stringent schedules or deadlines for compliance or reporting requirements; 3) consolidation or simplification of compliance or reporting requirements; 4) establishing performance standards for small businesses to replace design or operational standards required in the proposed regulation; and 5) the exemption of small businesses from all or any part of the requirements contained in the regulatory change.

The Code of Virginia mandated the requirement. There are no alternatives to the regulatory change.

If this analysis has been reported on the ORM Economic Impact form, indicate the tables on which it was reported. Information provided on that form need not be repeated here.

Periodic Review and Small Business Impact Review Report of Findings

If you are using this form to report the result of a periodic review/small business impact review that is being conducted as part of this regulatory action, and was announced during the NOIRA stage, indicate

whether the regulatory change meets the criteria set out in EO 19 and the ORM procedures, e.g., is necessary for the protection of public health, safety, and welfare; minimizes the economic impact on small businesses consistent with the stated objectives of applicable law; and is clearly written and easily understandable. In addition, as required by § 2.2-4007.1 E and F of the Code of Virginia, discuss the agency's consideration of: (1) the continued need for the regulation; (2) the nature of complaints or comments received concerning the regulation; (3) the complexity of the regulation; (4) the extent to which the regulation overlaps, duplicates, or conflicts with federal or state law or regulation; and (5) the length of time since the regulation has been evaluated or the degree to which technology, economic conditions, or other factors have changed in the area affected by the regulation. Also, discuss why the agency's decision, consistent with applicable law, will minimize the economic impact of regulations on small businesses.

This regulatory action will not affect small businesses. The action was not used to conduct a periodic review/small business impact review.

Public Comment

Summarize all comments received during the public comment period following the publication of the previous stage, and provide the agency's response. Include all comments submitted: including those received on Town Hall, in a public hearing, or submitted directly to the agency. If no comment was received, enter a specific statement to that effect.

Commenter	Comment	Agency response
Carrie-Ann Mendoza	The commenter opposes adding cultural competency requirements for licensure, stating that voters in Virginia intended to remove "liberal" or "woke" policies from schools. The commenter believes the requirement is prejudicial, divisive, and contributes to teacher attrition.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is mandated by the Virginia General Assembly through House Bill 1904 and Senate Bill 1196 (2021). This regulatory action is limited to aligning the Licensure Regulations for School Personnel with existing statutory requirements. The Board has no discretion to remove or alter this requirement.
Eleanor Greenway	The commenter opposes cultural competency requirements, expressing concern that evaluations of cultural competence are subjective, inconsistent, and may impact teacher employment unfairly. The commenter believes such requirements could discourage individuals from remaining in the profession.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency was established by the Virginia General Assembly and is already in effect under § 22.1-298.1 of the Code of Virginia. This regulatory action does not impose additional evaluation criteria; it simply incorporates the statutory requirement into regulation.
Anonymous (119350)	The commenter suggests focusing on communication competency rather than cultural competency, indicating communication skills may be more beneficial across backgrounds.	The Board appreciates the submitted suggestion. The focus of this regulatory action is limited to implementing the requirement for instruction or training in cultural competency mandated by the General Assembly. While communication skills are an important component of educator effectiveness, this regulatory action

		cannot substitute or modify the statutory requirement enacted by House Bill 1904 and Senate Bill 1196 (2021).
Parent	The commenter opposes cultural competency requirements, stating teacher training should prioritize reading, writing, and arithmetic rather than additional instructional requirements.	The Board appreciates the comment. The cultural competency requirement in § 22.1-298.1 of the Code of Virginia is a statutory directive from the General Assembly and must be incorporated into the Licensure Regulations for School Personnel. This requirement does not reduce or replace instructional priorities such as literacy and mathematics.
West	The commenter, identifying as a Black educator, opposes cultural competency requirements, stating that teachers naturally build relationships with students and that the requirement is unnecessary. The commenter suggests effective teaching comes from personal connection and compassion rather than mandated training.	The Board appreciates the submitted comment and acknowledges the importance of teacher-student relationships in instructional practice. The requirement for instruction or training in cultural competency is mandated by the General Assembly and already codified in § 22.1-298.1 of the Code of Virginia. The regulatory action is limited to incorporating statutory requirements into regulation.
Anonymous (119347)	The commenter criticizes other commenters, expressing strong disagreement with opposition to cultural competency requirements and characterizing that opposition as rooted in misinformation.	The Board appreciates the submitted comment. This regulatory action is limited to implementing the requirement for instruction or training in cultural competency established by the Virginia General Assembly in House Bill 1904 and Senate Bill 1196 (2021). Public comments related to the broader political debate surrounding cultural competency fall outside the scope of the regulatory amendment, which is solely intended to align regulation with existing statutory requirements.
Michael F Karabinos	The commenter supports cultural competency requirements, stating that diversity awareness is beneficial and that opposition is based on misunderstandings. The commenter believes cultural competency training is important for educators to understand varied student backgrounds.	The Board appreciates the supportive comment. The requirement for instruction or training in cultural competency is required under § 22.1-298.1 of the Code of Virginia, as amended by the 2021 General Assembly. This regulatory action simply incorporates the statutory requirement into the Licensure Regulations for School Personnel.
Kari Wilton	The commenter states they cannot support the cultural competency requirement without more transparency regarding the training materials. They request public access to materials used for educator training.	The Board appreciates the comment and the request for transparency. The requirement for instruction or training in cultural competency itself is mandated by statute. The Board-approved Guidance on Cultural Competency Training for Teachers and Other Licensed School Board Employees outlines the expectations for this training and is publicly available. This regulatory action does not

		establish specific training curricula or materials; it only incorporates the statutory requirement into regulation.
Anonymous (119344)	The commenter opposes cultural competency and social-emotional learning (SEL), citing an anecdote involving a harmful statement made to a student and expressing concern that such material may result in shaming students.	The Board appreciates the comment and concern for student well-being. The regulatory action does not endorse or require any practices that demean or shame students. It simply incorporates the statutory training requirement in § 22.1-298.1 of the Code of Virginia into the licensure regulations.
Anonymous (119343)	The commenter opposes the cultural competency requirement, stating that the requirement is unnecessary.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is mandated by § 22.1-298.1 of the Code of Virginia, as amended by the 2021 General Assembly. This regulatory action is necessary to align the Licensure Regulations for School Personnel with statutory requirements and cannot alter or remove the mandate.
Dominique Chatters	The commenter supports continuing cultural competency training, stating that Virginia's increasing diversity makes such training valuable for educators. They believe understanding different experiences strengthens community, improves educator effectiveness, and provides insight into sensitive topics.	The Board appreciates the supportive comment. Cultural competency training is required by § 22.1-298.1 of the Code of Virginia, as amended by the 2021 General Assembly. This regulatory action incorporates the statutory requirement into the licensure regulations.
Dawn A	The commenter opposes the cultural competency requirement, stating that the focus should be on core academic recovery rather than political content. The commenter believes cultural competency is politically motivated and harmful to children.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is mandated by the General Assembly and codified in § 22.1-298.1 of the Code of Virginia. This regulatory action does not alter academic content or instructional focus; it simply aligns the Licensure Regulations for School Personnel with the existing statutory requirement.
Anonymous (119340)	The commenter opposes cultural competency requirements and requests evidence that such training does not cause division.	The Board appreciates the comment. The cultural competency requirement is established in § 22.1-298.1 of the Code of Virginia. This regulatory action is limited to incorporating the statutory requirement into regulation.
Anonymous (119339)	The commenter opposes cultural competency requirements and expresses a preference for religious instruction instead.	The Board appreciates the submitted comment. Public school educator licensure requirements must follow state law. The requirement for instruction or training in

		cultural competency is mandated by the General Assembly and codified in §22.1-298.1 of the Code of Virginia. This regulatory action is solely intended to incorporate that statutory requirement into the Licensure Regulations for School Personnel.
Anonymous (119338)	The commenter expresses opposition to cultural competency requirements, stating that “no one wants this.”	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is mandated by the General Assembly and already exists in statute. The Board is required to amend its regulations to comply with § 22.1-298.1 of the Code of Virginia. This regulatory action does not expand or modify the statutory requirement.
Shamari Guest	The commenter states they do not support cultural competency mandates.	The Board appreciates the submitted comment. Cultural competency training is a statutory requirement enacted by the Virginia General Assembly. This regulatory action is necessary to align the licensure regulations with § 22.1-298.1 of the Code of Virginia and does not expand the mandate.
Anonymous (119336)	The commenter opposes cultural competency requirements, asserting that cultural instruction should be provided by parents rather than schools.	The Board appreciates the submitted comment. The cultural competency training requirement applies to licensed school personnel and is mandated by § 22.1-298.1 of the Code of Virginia. This regulatory action does not impose requirements on students or parents; it simply incorporates the statutory training requirement into educator licensure regulations.
Concerned parent	The commenter opposes cultural competency requirements for teachers.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is required under state law, and the Board must update the Licensure Regulations for School Personnel to reflect the requirements of §22.1-298.1 of the Code of Virginia. This regulatory action does not add new requirements beyond those established by the General Assembly.
Charlie C	The commenter states opposition to cultural competency requirements.	The Board appreciates the submitted comment. The cultural competency requirement is a statutory mandate enacted by the Virginia General Assembly. This regulatory action solely aligns the regulations with § 22.1-298.1 of the Code of Virginia and does not expand or modify that mandate.

Heathwr	The commenter expresses opposition to the cultural competency requirement but does not provide specific concerns.	The Board appreciates the submitted comment. Cultural competency training is required by statute and must be incorporated into the licensure regulations pursuant to §22.1-298.1 of the Code of Virginia. This regulatory action does not introduce requirements beyond those established by the General Assembly.
Anonymous (119332)	The commenter opposes cultural competency requirements, stating that such measures divide people and should be stopped.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is mandated by the General Assembly and codified in §22.1-298.1 of the Code of Virginia. This regulatory action is limited to incorporating the existing statutory requirement into the licensure regulations.
Darlana Mickens	The commenter opposes cultural competency requirements, questioning why sociological concepts are being emphasized instead of issues such as training related to serving students with disabilities. The commenter believes cultural competency training is unnecessary taxpayer spending.	The Board appreciates the comment. The requirement for instruction or training in cultural competency was enacted by the Virginia General Assembly and must be included in the Licensure Regulations for School Personnel pursuant to § 22.1-298.1 of the Code of Virginia. This regulatory action does not reduce or replace existing requirements related to serving students with disabilities. It only aligns the regulations with the statutory mandate.
Damian Trent	The commenter opposes cultural competency requirements, expressing concerns about divisiveness, political agendas, and negative impacts on students. They feel cultural competency is connected to critical race theory and other concepts they view as inappropriate for schools.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is required by statute and must be incorporated into the licensure regulations pursuant to §22.1-298.1 of the Code of Virginia. This regulatory action does not expand the statutory requirement or impose instructional content beyond what the General Assembly has mandated.
Anonymous (119329)	The commenter opposes cultural competency requirements, stating that such training is divisive and racist, and claims it promotes systemic racism. They believe it should not be part of education.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is mandated by the Virginia General Assembly and codified in § 22.1-298.1 of the Code of Virginia. This regulatory action does not introduce new content or instructional programs; it simply aligns the licensure regulations with the existing statutory mandate requiring cultural competency instruction or training for educators.
Anonymous (119328)	The commenter votes “nay” on cultural competency as written, indicating general opposition.	The Board appreciates the comment. The requirement for instruction or training in cultural competency is a statutory requirement enacted by the General

		Assembly, and the Board is obligated to update the licensure regulations to reflect §22.1-298.1 of the Code of Virginia. This regulatory action does not expand or modify that mandate.
E H	The commenter opposes cultural competency training, stating teachers are already compassionate and suggesting the requirement creates more racism.	The Board appreciates the submitted comment. The General Assembly established the cultural competency training requirement in §22.1-298.1 of the Code of Virginia. This regulatory action is limited to incorporating the statutory requirement into the licensure regulations.
Anonymous (119326)	The commenter opposes cultural competency regulations, stating they are divisive and alleging improper motivations behind the requirement.	The Board appreciates the comment. This regulatory action is necessary to comply with § 22.1-298.1 of the Code of Virginia, which mandates the requirement for instruction or training in cultural competency for initial licensure and renewal. The Board does not have discretion to remove or alter this statutory requirement.
Mumma Bear	The commenter strongly opposes cultural competency requirements, characterizing them as forms of racial division and suggesting that changing terminology does not alter the underlying intent.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency originates from legislation enacted by the Virginia General Assembly and is codified in § 22.1-298.1 of the Code of Virginia. This regulatory action does not change the nature of the requirement; it merely aligns existing regulations with the statutory mandate.
Jenn Cable	The commenter expresses interest in teacher training focused on reading and math instead of cultural competency.	The Board appreciates the comment. The requirement for instruction or training in cultural competency does not replace or diminish existing expectations for teacher preparation in reading, mathematics, or other core subjects. It is mandated by § 22.1-298.1 of the Code of Virginia, and this regulatory action incorporates that requirement into the licensure regulations.
Jackie Garbe	The commenter opposes cultural competency requirements, stating that categorizing people is unnecessary and urging a “no” vote.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is required by state law and must be incorporated into the licensure regulations pursuant to §22.1-298.1 of the Code of Virginia. This regulatory action is limited to aligning regulations with the statutory requirement.
Anonymous (119322)	The commenter opposes cultural competency requirements, stating such training teaches “hate and	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is mandated by the Virginia General Assembly. This

	division” and should not be part of schooling.	regulatory action simply incorporates the statutory requirement found in § 22.1-298.1 of the Code of Virginia into the licensure regulations.
Anonymous (119321)	The commenter supports cultural competency, stating that understanding and interacting with individuals from diverse backgrounds is essential in a diverse nation and benefits students.	The Board appreciates the supportive comment. The requirement for instruction or training in cultural competency was enacted by the General Assembly and is codified in §22.1-298.1 of the Code of Virginia. This regulatory action aligns the Licensure Regulations for School Personnel with that statutory mandate.
Martin Misjuns	The commenter opposes cultural competency requirements, asserting they originate from political agendas and are connected to critical race theory, which the commenter believes is divisive.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is required under § 22.1-298.1 of the Code of Virginia. This regulatory action does not introduce or promote critical race theory; it simply incorporates the statutory requirement enacted by the 2021 General Assembly.
KWebb	The commenter opposes cultural competency training, stating it imposes an agenda on teachers, should not be tied to licensure, and should be optional.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is established by the General Assembly and codified in § 22.1-298.1 of the Code of Virginia. The Board must incorporate this mandate into the licensure regulations and does not have discretion to make the training optional.
43 year veteran teacher	The commenter opposes cultural competency requirements, questioning how cultural competence could be judged and stating that licensure should focus on subject knowledge and communication skills.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is mandated by statute and must be incorporated into the licensure regulations. This regulatory action does not modify existing requirements related to subject-area knowledge or communication skills.
4r year veteran teacher	The commenter expressed concerns that cultural competency is vague, difficult to judge, and distracts from core teacher qualifications.	The Board appreciates the comment. The requirement for instruction or training in cultural competency is a statutory requirement under § 22.1-298.1 of the Code of Virginia. The regulatory action is limited to incorporating this mandate and does not alter other licensure requirements.
Velvet Broughton	The commenter opposes cultural competency and SEL, stating they are politically motivated and divisive.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency was enacted by the General Assembly and codified in §22.1-298.1 of the Code of Virginia. This regulatory action does not include or modify SEL requirements; it solely incorporates the

		statutory cultural competency mandate into regulation.
Marion Talent	The commenter opposes cultural competency requirements, stating they reflect political agendas and add unnecessary burdens to teachers, who should be allowed to focus on core instruction.	The Board appreciates the submitted comment. The cultural competency requirement is established by the General Assembly and must be included in the licensure regulations. This regulatory action does not reduce or replace instructional expectations in core subjects; it only aligns regulations with § 22.1-298.1 of the Code of Virginia.
Anonymous (119314)	The commenter opposes cultural competency requirements and references concerns about critical race theory.	The Board appreciates the submitted comment. The cultural competency requirement is mandated by the General Assembly and is not a critical race theory initiative. This regulatory action incorporates the statutory requirement found in § 22.1-298.1 of the Code of Virginia into the licensure regulations.
Sara Anne Johnson-Ward	The commenter supports the amendment and the cultural competency requirement.	The Board appreciates the supportive comment. This regulatory action aligns the licensure regulations with § 22.1-298.1 of the Code of Virginia, which mandates cultural competency instruction or training for initial licensure and renewal.
Laquisha Battle	The commenter, identifying as an educator, opposes cultural competency requirements, stating that political agendas are harming teachers and students. They believe the training is wasteful and serves no legitimate purpose.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency was enacted by the General Assembly and is codified in §22.1-298.1 of the Code of Virginia. This regulatory action is limited to incorporating the statutory requirement into the Licensure Regulations for School Personnel and does not introduce additional political content.
Anonymous (119311)	The commenter supports cultural competency training for all staff.	The Board appreciates the supportive comment. The requirement for instruction or training in cultural competency is mandated by the General Assembly under § 22.1-298.1 of the Code of Virginia, and this regulatory action aligns the licensure regulations with that statutory directive.
Maria	The commenter opposes cultural competency requirements and expresses concern about taxpayer spending.	The Board appreciates the comment. The cultural competency training requirement originates from legislation enacted by the General Assembly and must be incorporated into the licensure regulations pursuant to § 22.1-298.1 of the Code of Virginia. This regulatory action does not impose additional costs beyond implementing the statutory mandate.

ANONYMUA	The commenter opposes cultural competency requirements, describing them as divisive and unnecessary. They believe teachers should focus on core subjects and question what cultural competency means.	The Board appreciates the comment. The requirement for instruction or training in cultural competency is required under §22.1-298.1 of the Code of Virginia. This regulatory action simply incorporates the statutory requirement into regulation.
Marci Young	The commenter opposes cultural competency training, stating it is divisive and will contribute to teacher attrition.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is mandated by the General Assembly and must be incorporated into the licensure regulations.
Anonymous (119307)	The commenter opposes cultural competency requirements, stating they force "group think" on educators and may limit free speech.	The Board appreciates the comment. The requirement for instruction or training in cultural competency is a statutory mandate that the Board must incorporate into the licensure regulations.
Carrie Kahwajy	The commenter supports cultural competency training for all staff.	The Board appreciates the supportive comment. This regulatory action aligns the licensure regulations with § 22.1-298.1 of the Code of Virginia, which requires the requirement for instruction or training in cultural competency for initial licensure and renewal.
Randall Wenger	The commenter opposes cultural competency and social-emotional learning (SEL), stating they are discriminatory and should be rejected.	The Board appreciates the submitted comment. This regulatory action is limited to implementing the cultural competency requirement established by the General Assembly under § 22.1-298.1 of the Code of Virginia. It does not introduce or modify SEL requirements.
B. Cole	The commenter states that cultural competency requirements are unnecessary.	The Board appreciates the comment. The requirement for instruction or training in cultural competency is required by statute and must be incorporated into the licensure regulations pursuant to § 22.1-298.1 of the Code of Virginia. This regulatory action does not add to requirements beyond those enacted by the General Assembly.
West	The commenter opposes cultural competency training, stating it is impossible to include all cultures and that focusing on one culture creates insensitivity.	The Board appreciates the submitted comment. The cultural competency requirement established by § 22.1-298.1 of the Code of Virginia is intended to support educators. This regulatory action incorporates the statutory mandate into regulation.
Leslie-Ann Sturtz	The commenter opposes cultural competency training, stating such trainings divide people and	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is mandated

	increase racism, and urges ending “woke” policies.	by the Virginia General Assembly and is designed to support the learning environments. This regulatory action is limited to incorporating the statutory requirement in § 22.1-298.1 of the Code of Virginia into the licensure regulations.
Tina Dunn	The commenter opposes cultural competency training, stating schools should teach core academic subjects and “true historical facts,” not opinions. They express concern that cultural competency is equivalent to CRT.	The Board appreciates the comment. The requirement for instruction or training in cultural competency is required by statute and must be included in licensure regulations pursuant to § 22.1-298.1 of the Code of Virginia. The requirement does not modify academic content standards or introduce CRT; and it is mandated by the General Assembly.
Anonymous (119300)	The commenter opposes cultural competency requirements, stating the term is vague and could be interpreted in many ways. They also express opposition to CRT.	The Board appreciates the submitted comment. This regulatory action does not promote CRT; it incorporates the statutory requirement established in § 22.1-298.1 of the Code of Virginia.
Belinda Dickerson	The commenter opposes cultural competency training, stating certain topics should be taught by parents. They express concern about harm to children and reference religious principles, urging the Board to reject cultural competency requirements.	The Board appreciates the comment. The requirement for instruction or training in cultural competency applies to licensed school personnel and is mandated by the General Assembly in §22.1-298.1 of the Code of Virginia. This regulatory action does not impose content on students; it only incorporates the statutory training requirement for educators into regulation.
Jason Blackstone	The commenter strongly opposes cultural competency training, stating it promotes racism, misuses taxpayer dollars, and threatens legal or political action toward supporters.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency was enacted by the General Assembly and is codified in § 22.1-298.1 of the Code of Virginia. This regulatory action simply aligns the licensure regulations with existing law and does not impose instructional programs beyond those mandated by statute.
Anonymous (119297)	The commenter opposes cultural competency requirements, stating they are subjective, politically biased, and distract from core teaching responsibilities. They question who determines cultural competence and note the diversity of cultures worldwide.	The Board appreciates the comment. The General Assembly has determined that cultural competency instruction or training is a necessary component of educator licensure, and the Board must incorporate this requirement into regulation under § 22.1-298.1 of the Code of Virginia.
Anonymous (119296)	The commenter opposes cultural competency requirements, stating they are harmful and lower educational quality.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is a statutory requirement enacted by the General Assembly. This regulatory action incorporates that mandate into the licensure

		regulations and does not reduce academic standards or expectations for student learning.
Tanya	The commenter opposes cultural competency training and states tax dollars should be used for other school programs such as arts, sports, or maintenance.	The Board appreciates the comment. The requirement for instruction or training in cultural competency is established by § 22.1-298.1 of the Code of Virginia. This regulatory action does not allocate funding; it simply updates licensure regulations to reflect the statutory mandate.
West	The commenter opposes cultural competency training, stating it promotes racial division and questions how curriculum decisions are made. They argue that cultural competency is inappropriate and unrelated to student achievement.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is required under § 22.1-298.1 of the Code of Virginia. Curriculum decisions are governed by separate processes and are not part of this regulatory action, which solely incorporates the statutory licensure mandate.
Anonymous (119293)	The commenter supports cultural competency requirements, stating cultural competency is distinct from CRT. They argue cultural competency improves inclusivity and strengthens instructional relationships without reducing instructional quality.	The Board appreciates the supportive comment. The requirement for instruction or training in cultural competency is mandated by the General Assembly and codified in § 22.1-298.1 of the Code of Virginia. This regulatory action aligns licensure regulations with that requirement.
Public HS teacher	The commenter opposes cultural competency requirements, stating they have been in education for 28 years and believe such initiatives distract from core values such as respect, accountability, honesty, and responsibility. They request that the requirement be stopped.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency was established by the Virginia General Assembly and is codified in § 22.1-298.1 of the Code of Virginia. This regulatory action is limited to implementing the statutory mandate and does not replace or diminish existing expectations related to core values or instructional responsibilities.
JJ	The commenter supports cultural competency but strongly opposes CRT. They state cultural competency should be unbiased and focused on supporting students' academic and emotional needs, without political or ideological content.	The Board appreciates the comment. The requirement for instruction or training in cultural competency, required under § 22.1-298.1 of the Code of Virginia, is not a CRT initiative and does not introduce political or ideological content. This regulatory action simply incorporates the legislatively mandated requirement into the licensure regulations.
Eloise West	The commenter opposes cultural competency requirements, stating teachers need only to teach core academic subjects and care for children. They question the	The Board appreciates the submitted comment. The General Assembly has determined that cultural competency instruction or training is a required component of educator licensure under § 22.1-298.1 of the Code of Virginia. This

	necessity of cultural competency for teaching.	regulatory action is limited to incorporating the statutory mandate and does not alter academic content standards or expectations for teaching core subjects.
Anonymous (119289)	The commenter opposes cultural competency training, arguing it encourages treating children differently based on skin color, distracts from basic academic instruction, and forces teachers into social justice roles.	The Board appreciates the comment. The requirement for instruction or training in cultural competency is mandated by § 22.1-298.1 of the Code of Virginia and is intended to support learning environments, not differential treatment or political advocacy. This regulatory action incorporates the statutory mandate and does not reduce instructional time for academic subjects.
Carrie L	The commenter opposes CRT and states teachers should stop teaching that individuals are better than others. They emphasize judging character only.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is not a CRT initiative. The requirement, established by the General Assembly, supports instructional practices. This regulatory action aligns the licensure regulations with § 22.1-298.1 of the Code of Virginia.
Teacher's wife.	The commenter strongly opposes cultural competency requirements and expresses frustration with the proposal.	The Board appreciates the comment. The requirement for instruction or training in cultural competency is mandated by the General Assembly and must be incorporated into the licensure regulations pursuant to § 22.1-298.1 of the Code of Virginia. This regulatory action does not extend the requirement beyond what is already established in statute.
Kelly Edwards	The commenter opposes cultural competency training, stating schools should focus on reading, writing, and mathematics, and that training should support "real education" rather than division.	The Board appreciates the comment. The requirement for instruction or training in cultural competency is a statutory requirement and does not replace or diminish expectations for core academic subjects. This regulatory action simply incorporates the requirement from § 22.1-298.1 of the Code of Virginia into the licensure regulations.
Vicki Hurt	The commenter opposes adding cultural competency as a licensure requirement, stating it is divisive and harms race relations.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency was mandated by the General Assembly and is codified in § 22.1-298.1 of the Code of Virginia. This regulatory action is limited to implementing the statutory requirement and does not introduce new content beyond what the law prescribes.
Tracey Good	The commenter opposes cultural competency training, stating it is equivalent to CRT and is divisive.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency required

		under § 22.1-298.1 of the Code of Virginia is not a CRT initiative. The Board's role in this regulatory action is solely to align the licensure regulations with the statutory mandate enacted by the General Assembly.
Kevin Strakal	The commenter opposes cultural competency requirements, stating cultural subject matter related to licensure is unclear and that cultural testing is concerning.	The Board appreciates the comment. The requirement for instruction or training in cultural competency requirement is established in § 22.1-298.1 of the Code of Virginia. This regulatory action does not introduce cultural testing; it simply incorporates the statutory mandate into the licensure regulations.
Anonymous (119282)	The commenter opposes cultural competency requirements, stating that "inclusive" teachings cause division and intensify racism. They believe true history should be taught and that focusing on differences is harmful.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is mandated by the Virginia General Assembly under § 22.1-298.1 of the Code of Virginia. The purpose of the training is to support learning environments, not to create division. This regulatory action simply incorporates the statutory requirement into the licensure regulations.
Tonia Peake	The commenter opposes cultural competency requirements, asserting that voters rejected CRT-related concepts in schools and that cultural competency represents racist and divisive ideology. They urge the Board not to adopt the requirement.	The Board appreciates the comment. The requirement for instruction or training in cultural competency is not a CRT initiative; it is a statutory requirement established by the General Assembly and codified in § 22.1-298.1 of the Code of Virginia. The Board is required to implement this mandate through the licensure regulations.
Anon	The commenter opposes cultural competency training and states that such initiatives create hate and division, emphasizing unity and equality.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is mandated by § 22.1-298.1 of the Code of Virginia and is intended to support learning environments. This regulatory action incorporates the statutory requirement and does not introduce additional instructional content.
Rimm Temple, HCPS Teacher	The commenter strongly opposes cultural competency requirements, describing diversity trainings as bigoted, wasteful, and politically motivated. They state the training is unnecessary and costly.	The Board appreciates the comment. The requirement for instruction or training in cultural competency was enacted by the General Assembly and must be included in the licensure regulations pursuant to § 22.1-298.1 of the Code of Virginia. This regulatory action does not allocate funding or expand the requirement beyond what is established in statute.
Ann Parker	The commenter opposes mandatory cultural competency	The Board appreciates the submitted comment. This regulatory action does not

	training and states that culturally responsive curriculum and related teacher training constitute divisive instruction that should be removed.	establish curriculum; it solely incorporates the statutory licensure requirement for cultural competency instruction or training under § 22.1-298.1 of the Code of Virginia. The Board is obligated to implement the mandate enacted by the General Assembly.
Anonymous (119277)	The commenter opposes cultural competency training, arguing it undermines equality and creates separation rather than inclusion.	The Board appreciates the comment. The requirement for instruction or training in cultural competency is required by statute and is intended to promote understanding and support inclusive practices. This regulatory action is limited to incorporating the statutory requirement into the licensure regulations.
Anonymous (119276)	The commenter opposes cultural competency training, stating it promotes hate and division, and references politically charged language.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is mandated by § 22.1-298.1 of the Code of Virginia and is intended to foster effective instruction for student populations. This regulatory action simply incorporates the legislative mandate into the licensure regulations.
Wendy Phillips	The commenter opposes cultural competency requirements, stating they create division and hate, and emphasizes unity and equality.	The Board appreciates the comment. The requirement for instruction or training in cultural competency is a statutory mandate under § 22.1-298.1 of the Code of Virginia and must be reflected in the licensure regulations. The intent of the training is to support educational environments.
Anonymous (119274)	The commenter states cultural competency causes hate and division and urges unity.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is required by the General Assembly and codified in § 22.1-298.1 of the Code of Virginia. This regulatory action incorporates the statutory requirement into the licensure regulations.
Anonymous (119273)	The commenter opposes cultural competency requirements, stating they know what is being done and that it should stop.	The Board appreciates the comment. The requirement for instruction or training in cultural competency is a legislatively mandated requirement under § 22.1-298.1 of the Code of Virginia. This regulatory action simply aligns the licensure regulations with the statute and does not introduce additional content or obligations.
Anonymous (119272)	The commenter opposes cultural competency training, describing it as “ridiculous” and unnecessary.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is required by the Virginia General Assembly and codified in § 22.1-298.1 of the Code of Virginia. This regulatory action simply incorporates the

		statutory mandate into the licensure regulations.
Anonymous (119271)	The commenter repeats opposition, stating cultural competency is “ridiculous.”	The Board appreciates the comment. The requirement for instruction or training in cultural competency is mandated by § 22.1-298.1 of the Code of Virginia, and the Board must align licensure regulations accordingly.
Anonymous (119270)	The commenter opposes cultural competency training and refers to it as CRT. They assert that it is wrong and promotes hate and division and emphasize unity and equality.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is not CRT; it is a statutory requirement enacted by the General Assembly and must be incorporated into the licensure regulations pursuant to § 22.1-298.1 of the Code of Virginia.
Tammy Wilson	The commenter opposes cultural competency requirements, stating teachers should teach without CRT-related instruction and children should not be “indoctrinated.”	The Board appreciates the comment. The requirement for instruction or training in cultural competency does not introduce CRT; it is a legislatively mandated training requirement under § 22.1-298.1 of the Code of Virginia. This regulatory action incorporates the statutory requirement and does not add instructional content for students.
Matthew e McNeill	The commenter strongly opposes cultural competency, SEL, and CRT, stating they are all the same and should be removed immediately. They describe the initiatives as racist indoctrination.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is mandated by § 22.1-298.1 of the Code of Virginia. This regulatory action does not introduce SEL or CRT; it only incorporates the statutory requirement for educator licensure.
JWC	The commenter opposes cultural competency requirements, stating they promote division and anti-racist rhetoric, and argues teachers and students should not be involved in such initiatives.	The Board appreciates the comment. The requirement for instruction or training in cultural competency applies only to licensed school personnel and is mandated by the General Assembly. This regulatory action is limited to updating the licensure regulations to reflect § 22.1-298.1 of the Code of Virginia.
John Ward	The commenter opposes cultural competency requirements, stating teachers should be evaluated only on competence, not cultural programs. They believe the initiative forces division and call for the bill to be rejected.	The Board appreciates the submitted comment. The General Assembly established the requirement for instruction or training in cultural competency as a required component of educator licensure. Consequently, the Board must incorporate this mandate into the regulations pursuant to § 22.1-298.1 of the Code of Virginia.

Anonymous (119264)	The commenter opposes cultural competency requirements, asserting cultural competency is equivalent to CRT and should not be part of the classroom or teacher training.	The Board appreciates the comment. The requirement for instruction or training in cultural competency is not CRT; it is a statutory requirement enacted by the General Assembly and is codified in § 22.1-298.1 of the Code of Virginia. This regulatory action simply incorporates the legislated training requirement into educator licensure regulations.
Virginia	The commenter opposes cultural competency, stating it is “CRT in drag” and causes division at the national, state, and local levels.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is mandated by § 22.1-298.1 of the Code of Virginia and is intended to support instructional practices. It is not a CRT initiative, and this regulatory action is limited to implementing the statutory mandate.
Yael Levin	The commenter opposes cultural competency requirements and urges elimination of such training. They state schools should focus on academic subjects such as reading, writing, arithmetic, history, and science.	The Board appreciates the comment. The requirement for instruction or training in cultural competency does not replace or diminish academic expectations. It is required by the General Assembly under § 22.1-298.1 of the Code of Virginia, and this regulatory action aligns the licensure regulations with the statutory mandate.
Doris Knick	The commenter strongly opposes cultural competency training, stating it is divisive, unnecessary, and equivalent to CRT. They believe it causes children to apologize for their skin color, turns them into activists, and reflects harmful federal policies. They urge removal of such training and characterize it as propaganda.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is required by the Virginia General Assembly and codified in § 22.1-298.1 of the Code of Virginia. This regulatory action does not establish curriculum for students, does not introduce CRT, and does not promote activism. It solely incorporates the statutory requirement for educator licensure and renewal.
Amanda Jackson	The commenter opposes mandatory cultural competency requirements, stating such training should be optional for teachers as part of their individual professional development. They assert mandates are ineffective and burdensome.	The Board appreciates the comment. The requirement for instruction or training in cultural competency is mandated by the General Assembly under § 22.1-298.1 of the Code of Virginia. The Board does not have discretion to make the training optional, and this regulatory action simply aligns the licensure regulations with the statutory mandate.
Mary Keith	The commenter opposes cultural competency requirements, stating voters rejected “liberal woke policies” and that cultural competency is prejudicial, divisive, and contributing to teacher attrition.	The Board appreciates the submitted comment. The requirement for instruction or training in cultural competency is not optional; it is required by statute through § 22.1-298.1 of the Code of Virginia. This regulatory action incorporates the mandate

		enacted by the General Assembly and does not expand or alter the requirement.
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Public Participation

Indicate how the public should contact the agency to submit comments on this regulation, and whether a public hearing will be held, by completing the text below.

The State Board of Education is providing an opportunity for comments on this regulatory proposal, including but not limited to (i) the costs and benefits of the regulatory proposal, (ii) any alternative approaches, (iii) the potential impacts of the regulation, and (iv) the agency's regulatory flexibility analysis stated in that section of this background document.

Anyone wishing to submit written comments for the public comment file may do so through the Public Comment Forums feature of the Virginia Regulatory Town Hall web site at: <https://townhall.virginia.gov>. Comments may also be submitted by email to Jim Chapman, Director of Board Relations, at jim.chapman@doe.virginia.gov. In order to be considered, comments must be received by 11:59 pm on the last day of the public comment period.

A public hearing will not be held following the publication of this stage of this regulatory action.

Detail of Changes

List all regulatory changes and the consequences of the changes. Explain the new requirements and what they mean rather than merely quoting the text of the regulation. For example, describe the intent of the language and the expected impact. Describe the difference between existing requirement(s) and/or agency practice(s) and what is being proposed in this regulatory change. Use all tables that apply, but delete inapplicable tables.

If an existing VAC Chapter(s) is being amended or repealed, use Table 1 to describe the changes between the existing VAC Chapter(s) and the proposed regulation. If the existing VAC Chapter(s) or sections are being repealed and replaced, ensure Table 1 clearly shows both the current number and the new number for each repealed section and the replacement section.

Table 1: Changes to Existing VAC Chapter(s)

Current chapter-section number	New chapter-section number, if applicable	Current requirements in VAC	Change, intent, rationale, and likely impact of new requirements
8VAC20-23-40		Conditions for licensure Contains numerous existing conditions (age, fees, degree, moral standards, assessments, endorsements, dyslexia, special education training, etc.) but does not include cultural competency training.	Change: Adds a new requirement (subsection O) stating that every person seeking initial licensure must complete instruction or training in cultural competency, consistent with guidelines prescribed by the Board. Intent: To incorporate the cultural competency training requirement into regulation so that the licensure

			regulations fully reflect and implement statutory requirements for educator preparation. Rationale: The General Assembly amended § 22.1-298.1 of the Code of Virginia through HB 1904/SB 1196 (2021), directing the Board to require cultural competency instruction or training for initial licensure. The regulation must be amended to ensure compliance with this legislative mandate and to align regulatory practice with existing law. Likely impact of new requirements: All applicants for initial licensure will need to complete Board-approved cultural competency instruction or training prior to licensure. This ensures statewide consistency in educator preparation related to cultural competency and closes the gap between statutory requirements and existing regulation. No significant administrative or financial impact is anticipated beyond ensuring applicants complete the required training.
8VAC20-23-110		Requirements for renewing a license Specifies professional development point requirements, health and safety training, Requirements for certain endorsements, emergency first aid/CPR training, mental health training for school counselors, but no mention of cultural competency.	Change: Adds a new subsection O requiring that: "Every person seeking renewal of a license shall complete instruction or training in cultural competency consistent with guidelines prescribed by the Board." Intent: To extend the statutory cultural competency requirement to all license renewal applicants, ensuring training is applied to both initial licensure and renewal for consistency in educator professional standards. Rationale: The 2021 legislation (HB 1904/SB 1196) amended § 22.1-298.1 to require cultural competency for initial licensure and licensure renewal requirements, thereby ensuring ongoing professional growth, and fully implements the legislative intent that Virginia educators maintain culture competencies needed to support student populations. Likely impact of new requirements: All educators renewing a Virginia license will need to complete Board-prescribed

			cultural competency training. The impact is minimal because: the training will be integrated into existing renewal professional development processes; no significant financial or administrative burden is anticipated; and educators will receive updated guidance to strengthen instructional practices across the Commonwealth. Overall, renewal applicants will experience an added professional development requirement, but one aligned with existing licensure and statutory expectations.
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If a new VAC Chapter(s) is being promulgated and is not replacing an existing Chapter(s), use Table 2.

Table 2: Promulgating New VAC Chapter(s) without Repeal and Replace

New chapter-section number	New requirements to be added to VAC	Other regulations and laws that apply	Change, intent, rationale, and likely impact of new requirements

If the regulatory change is replacing an **emergency regulation**, and the proposed regulation is identical to the emergency regulation, complete Table 1 and/or Table 2, as described above.

If the regulatory change is replacing an **emergency regulation**, but changes have been made since the emergency regulation became effective, also complete Table 3 to describe the changes made since the emergency regulation.

Table 3: Changes to the Emergency Regulation

Emergency chapter-section number	New chapter-section number, if applicable	Current <u>emergency</u> requirement	Change, intent, rationale, and likely impact of new or changed requirements since emergency stage