



#083-21

Commonwealth of Virginia
Virginia Department of Education
Superintendent's Memo #083-21

DATE: April 2, 2021
TO: Division Superintendents
FROM: James F. Lane, Ed.D., Superintendent of Public Instruction
SUBJECT: **Virginia Board of Education Revised the *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers***

On March 18, 2021, the Virginia Board of Education approved revisions to the [*Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers*](#). The Board of Education revised the teacher performance standards and evaluation criteria to add a standard on culturally responsive teaching and equitable practices. This action reflects the Board's commitment in its comprehensive plan to support the recruitment, development, and retention of well-prepared and skilled teachers and supporting equity and culturally responsive classrooms for all students. The new standard also carries out legislation approved by the 2021 General Assembly (House Bill 1904 and Senate Bill 1196) requiring that teacher evaluations include an evaluation of cultural competency.

The addition of a standard on culturally responsive teaching and equitable practices to the *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers* represents phase two of a three-phase plan to revise the guidance document. The first phase – approved in 2019 and effective in January 2020 – addressed the weighting of the performance standards for the evaluation of teachers. The final phase will begin this spring and will include a comprehensive review and revision of the *Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers*, including the development of a model system for evaluating teachers.

Pursuant to Section 2.2-4002.1. of the *Code of Virginia*, guidance documents are subject to a 30-day public comment period, to include public comment through the Virginia Regulatory Town Hall website, after publication in the Virginia Register of Regulations and prior to their effective date. The public comment period for the *Guidelines* ends May 12, 2021, and the proposed effective date for the *Guidelines* is May 13, 2021.

For more information

If you have questions, please contact Patty Pitts, Assistant Superintendent for Teacher Education and Licensure, at Patty.Pitts@doe.virginia.gov or (804) 371-2522.

JFL/psp