

Staffing Supports



The VDOE Human Capital, [Teacher Licensure](#), and [Office of School Quality](#) teams are committed to ensuring that there is a high quality, licensed teacher in every classroom in Virginia. Staffing needs for school divisions varies based on localized factors and conditions. In recognition of these unique needs and geographical challenges, VDOE provides a continuum of supports for school divisions. These supports range from opportunities that may benefit all school divisions to more intensive supports for specific school divisions.

Supports and Resources for Distinguished, On Track, Off Track, TSI, and ATSI Schools

<p>Virginia Licensure Online (VALO)</p>	<p>This online system allows teacher licensure applicants to apply online and gain greater visibility of the status of their licensure application. New features allow applicants to print their license, add an endorsement and degree, change personal information, and receive regular updates on their application status.</p>
<p>Licensure Pathways</p>	<p>This VDOE Licensure Hub provides a one-stop resource to assist school divisions and applicants with detailed information about the pathways to licensure in Virginia.</p>
<p>Alternative Pathways to Licensure</p>	<p>One Year Local Eligibility License</p> <p>SB 142 signed into law by Governor Youngkin provides divisions the option to employ licensure applicants that have received a baccalaureate degree from a regionally accredited institution of higher education and demonstrates experience or training in a subject or content area as the local school board and division superintendent may deem appropriate for the applicable teaching position or endorsement area. This license option allows more time for applicants to complete provisional licensure requirements.</p> <ul style="list-style-type: none"> • Local Eligibility Attestations • Local Eligibility Application form
<p>Universal teacher licensure reciprocity</p>	<p>HB 632/SB 352 signed into law by Governor Youngkin establishes universal licensure by reciprocity for teachers holding valid out-of-state licenses with full credentials and at least three years of teaching experience in non-virtual classroom settings. The bill also allows division superintendents to issue provisional licenses for Career and Technical Education (CTE) teachers. VDOE has released an Educator Licensure Reciprocity State Comparison website detailing licensure requirements across the United States.</p>
<p>Special Education Career Switcher</p>	<p>House Bill 269 signed into law by Governor Youngkin allows for divisions to hire special education teachers who have completed 60% of the special education endorsement requirements as part of Level 1 Career Switcher program preparation. Such career switchers must meet remaining requirements as part of Level II and III preparation.</p>

<p>Removing Barriers to Licensure</p>	<p>Elimination of Entry Barriers: On April 8, 2024, Governor Youngkin signed HB 731, which eliminates the Virginia Communication and Literacy Assessment (VCLA) as a requirement for initial licensure. Effective July 1, 2024, these individuals were no longer required to pass this assessment for initial licensure.</p> <p>Virginia Teaching Scholarship Loan Program (VTSLP)</p> <p>The primary purpose of the Virginia Teaching Scholarship Loan Program (VTSLP) is to provide financial support to students who are preparing to teach in one of Virginia's critical shortage teaching areas. The critical shortage teaching areas are determined annually through the Supply and Demand Survey for School Personnel, based on data received by school divisions in Virginia. Shortages in specific subject areas are derived from the top 10 academic disciplines identified by the survey as shortage fields.</p>
<p>Dual Enrollment/ Industry Credential Financial Support</p>	<p>The Virginia General Assembly appropriated \$350,000 to provide tuition assistance for teachers to become qualified to teach dual enrollment and high demand industry credential courses in local school divisions. VDOE has collaborated with the Virginia Office of Education Economics to use the current High Demand Occupations Dashboard to highlight regionally high demand occupations for this scholarship opportunity. Applications will be accepted on a rolling basis through March 14, 2025. School divisions should refer to the grant application for additional details include guidelines around eligibility and payment processes.</p>
<p>Licensure Videos</p>	<p>Office of Licensure Video Series</p> <p>The VDOE Office of Licensure has developed a series of licensure tutorial videos to assist division Human Resources and licensing staff to support educators and applicants.</p> <p>Introduction to Licensure</p> <p>A Look at Licensure Video Series</p> <p>Converting a Provisional Career Switcher to a Renewable License</p> <p>Converting Provisional Licenses to Renewable Licenses</p> <p>Completing the Licensure Request Form (LRF)</p> <p>Navigating Licensure Document Upload (LDU) in SSWS</p> <p>Provisional Career Switcher License Extension Requests</p> <p>Provisional License Extension Requests</p> <p>Provisional Special Education Application</p>

<p>Grow Your Own (GYO) Registered Apprenticeship teaching programs</p>	<p>Local school divisions can create partnership-driven teacher preparation pathways to address critical vacancies, allowing candidates to “earn and learn” while serving under the guidance of a mentor teacher. Nation-wide, GYO programs have proven to increase teacher retention and effectiveness via wraparound supports, clinical experience, and embedding key skills into candidate training. VDOE recently received a \$6 million State Apprenticeship Expansion Funding (SAEF) grant to expand this work across the Commonwealth.</p>
<p>Teacher Residency</p>	<p>The General Assembly Special Session I appropriated fiscal year 2025 state funding for a teacher residency partnership between university teacher preparation programs and the Petersburg, Norfolk, and Richmond City school divisions and any other university teacher preparation programs and hard-to-staff school divisions to help improve new teacher training and retention for hard-to-staff schools.</p> <p>Virginia public institutions of higher education with teacher preparation programs may apply for the grant funds. A public institution of higher education may partner with a teacher educator preparation program in a private institution of higher education, following necessary grant making or procurement processes.</p>
<p>Registered Principal Apprenticeship – Coming Soon</p>	<p>VDOE set aside over \$500,000 from the SAEF grant to create and expand apprenticeships for Principals across the Commonwealth starting in early 2025.</p> <p>Through a competitive subgrant application, divisions and their higher education partners will be able to:</p> <ul style="list-style-type: none"> • Create no-cost, high-quality pathways towards a career progression for home grown talent. • Create partnership-driven preparation pathways to create high-impact school leaders. • Allow candidates to “earn and learn” while serving full-time under the guidance of a mentor. • Increase retention and principal effectiveness via wraparound supports, clinical experience, and embedded key concepts into candidate training.
<p>Teacher Pre-apprenticeship - Coming soon</p>	<p>Through the SAEF grant, \$1.62 million will be used to expand dual enrollment and pre-apprenticeship opportunities through the creation or expansion of Teachers for Tomorrow programs in Virginia’s high schools.</p>

Supports and Resources for Schools Targeted for Needs Intensive Support and CSI

Principal mentorship	VDOE has partnered with the Virginia Association of Secondary Principals and the Virginia Association of Elementary School principals to support 24 principals in state and federally identified schools with a mentor and structured year-long targeted, skill-specific professional learning, growth, and development opportunities.
Division Level Staffing Supports	Specific School Divisions with a Memorandum of Understanding with the Virginia Board of Education receive ongoing support with the recruitment and retention of administrative licensed personnel at both the division and school leadership levels. These technical assistances include but may not be limited to licensure review of staff, review of job postings and other relevant application materials.