



**#164-21**

**Commonwealth of Virginia  
Virginia Department of Education  
Superintendent's Memo #164-21**

DATE: June 17, 2021  
TO: Division Superintendents  
FROM: James F. Lane, Ed.D., Superintendent of Public Instruction  
SUBJECT: **Implementation of SB1196/ HB1904 and Cultural Competency Training Requirements**

During the 2021 legislative session, the General Assembly passed [SB1196 and HB1904](#) to advance cultural competency training for school staff. [The new law contains four different mandates, and states that:](#)

1. Evaluations shall include an evaluation of cultural competency; and
2. Every person seeking initial licensure or renewal of a license shall complete instruction or training in cultural competency; and
3. Every person seeking initial licensure or renewal of a license with an endorsement in history and social sciences shall complete instruction in African American history, as prescribed by the Board; and
4. Each school board shall adopt and implement policies that require each teacher and any other school board employee holding a license issued by the Board to complete cultural competency training, in accordance with guidance issued by the Board, at least every two years. Each school board employee who is required to complete a cultural competency training... shall complete at least one such training no later than the beginning of the 2022-2023 school year. No later than December 31, 2021, the

Board of Education shall issue guidance that establishes minimum standards for the cultural competency training required.

Each component of the law will be implemented via action by the State Board of Education. At the Board's Business Meeting on June 17, 2021, the following actions were taken to begin implementing the law:

1. The Board adopted a timeline to implement the recently updated [Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers](#) in the 2022-2023 academic school year. The Department will make training available in the spring of 2022. It is anticipated that the Board will review updates to the [Guidelines for Uniform Performance Standards and Evaluation Criteria for Principals](#) and the [Guidelines for Uniform Performance Standards and Evaluation Criteria for Superintendents](#) in early 2022.
2. The Board approved a Notice of Intended Regulatory Action (NOIRA) to amend the *Licensure Regulations for School Personnel* ([8VAC20-23](#)) to include instruction in cultural competency for initial licensure and renewal of a license. This action initiates the process to update the regulations to comply with the law. Individuals will be required to comply with the new licensure regulations once the regulatory process is complete, which is not anticipated until 2023.
3. The Board heard, for first review, a Fast-Track Regulatory Action to amend the *Licensure Regulations for School Personnel* and *Regulations Governing the Review and Approval of Education Programs* in Virginia ([8VAC20-23](#) and [8VAC20-543](#)) to comport the regulations with the component of the law that requires those with an endorsement in history and social sciences to complete instruction in African American history. Compliance will be required by individuals and Virginia's approved education programs once the regulatory process is complete, which is not anticipated until after summer 2022. It is anticipated that the Board will conduct a second and final review of this action at their July 22, 2021 business meeting.

It should be noted that none of the new requirements will go into effect during the 2021-2022 school year, however the different components of the law will be phased in over the coming years as regulatory changes are made and training is made available to school divisions staff. Additional information on training details will be forthcoming from the Department.

## For more information

For additional information, please contact Holly Coy, Assistant Superintendent for Policy, Equity and Communications at [Holly.Coy@doe.virginia.gov](mailto:Holly.Coy@doe.virginia.gov) or 804-371-0035.

JFL/HMC