Office of Regulatory Management

Economic Review Form

Agency name	State Board of Education
Virginia Administrative Code (VAC) Chapter citation(s)	8 VAC 20-23
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	January 22, 2024
Regulatory Stage (including Issuance of Guidance Documents)	NOIRA – Proposed [Stage ID 9650]

Cost Benefit Analysis

Complete Tables 1a and 1b for all regulatory actions. You do not need to complete Table 1c if the regulatory action is required by state statute or federal statute or regulation and leaves no discretion in its implementation.

Table 1a should provide analysis for the regulatory approach you are taking. Table 1b should provide analysis for the approach of leaving the current regulations intact (i.e., no further change is implemented). Table 1c should provide analysis for at least one alternative approach. You should not limit yourself to one alternative, however, and can add additional charts as needed.

Report both direct and indirect costs and benefits that can be monetized in Boxes 1 and 2. Report direct and indirect costs and benefits that cannot be monetized in Box 4. See the ORM Regulatory Economic Analysis Manual for additional guidance.

Table 1a: Costs and Benefits of the Proposed Changes (Primary Option)

(1) Direct & Indirect Costs & Benefits (Monetized)	Direct Costs: There are no direct monetized costs associated with this proposed change. Indirect Costs: There is no specific economic impact other than the administrative time for the Department of Education to develop and implement the regulatory changes. The Governor's introduced budget, HB 1800/SB 1100, 2021 General Assembly Session, includes $365,000 and 1 position in FY2022 to support professional development on cultural competency and a Cultural Proficiency Coordinator position at the Department of Education (DOE). In order for divisions and teachers to meet the new cultural competency training requirements, any existing content would need to be aligned to the yet to be developed Board of Education standards for the training; and new content would need to be developed for statewide use. DOE anticipates $200,000 of the funds included in the Governor's introduced budget will be used to develop a virtual cultural competency training aligned to the Board of Education standards for local school divisions to use to meet the requirements of this bill. Any impact to local school divisions is indeterminate. Direct Benefits: There are no direct monetized benefits associated with this proposed change. Indirect Benefits: There are no indirect monetized benefits associated with this proposed change.	
(2) Present Monetized Values	Direct & Indirect Costs	Direct & Indirect Benefits
	(a) ($365,000)	(b) $0
(3) Net Monetized Benefit	($365,000)	
(4) Other Costs & Benefits (Non-Monetized)	Teacher, principal, and division superintendent evaluations must now include an evaluation of cultural competency. Every person seeking initial licensure or renewal of a license from the Board of Education must now (i) complete instruction or training in cultural competency and (ii) with an endorsement in history and social sciences, complete instruction in African American history, as prescribed by the Board. Each school board must now 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.
(5) Information Sources	Department of Planning and Budget - 2021 Fiscal Impact Statement

Table 1b: Costs and Benefits under the Status Quo (No change to the regulation)

(1) Direct & Indirect Costs & Benefits (Monetized)	Direct Costs: There are no direct monetary costs associated the status quo. Indirect Costs: There may be indirect monetary costs associated with noncompliance with state law. Direct Benefits: There are no direct monetary benefits associated with the status quo. Indirect Benefits: There are no indirect monetary benefits associated with the status quo.	
(2) Present Monetized Values	Direct & Indirect Costs	Direct & Indirect Benefits
	(a) $0	(b) $0
(3) Net Monetized Benefit	$0	
(4) Other Costs & Benefits (Non-Monetized)		
(5) Information Sources		

Table 1c: Costs and Benefits under Alternative Approach(es)

(1) Direct & Indirect Costs & Benefits (Monetized)	The proposed amendments to the regulations will enact the legislative requirement.	
(2) Present Monetized Values	Direct & Indirect Costs	Direct & Indirect Benefits
	(a)	(b)
(3) Net Monetized Benefit		
(4) Other Costs & Benefits (Non-Monetized)		
(5) Information Sources		

Impact on Local Partners

Use this chart to describe impacts on local partners. See Part 8 of the ORM Cost Impact Analysis Guidance for additional guidance.

Table 2: Impact on Local Partners

(1) Direct & Indirect Costs & Benefits (Monetized)	Direct Costs: There are no direct monetary costs on local partners. Indirect Costs: There are no indirect monetary costs on local partners. Direct Benefits: There are no direct monetized benefits on local partners. Indirect Benefits: There are no indirect monetized benefits on local partners.	
(2) Present Monetized Values	Direct & Indirect Costs	Direct & Indirect Benefits
	(a) $0	(b) $0
(3) Other Costs & Benefits (Non-Monetized)	N/A	
(4) Assistance		
(5) Information Sources		

Impacts on Families

Use this chart to describe impacts on families. See Part 8 of the ORM Cost Impact Analysis Guidance for additional guidance.

Table 3: Impact on Families

(1) Direct & Indirect Costs & Benefits (Monetized)	Direct Costs: There are no direct monetized costs on families. Indirect Costs: There are no indirect monetized costs on families. Direct Benefits: There are no direct monetized benefits on families. Indirect Benefits: There are no indirect monetized benefits on families.	
(2) Present Monetized Values	Direct & Indirect Costs	Direct & Indirect Benefits
	(a) $0	(b) $0
(3) Other Costs & Benefits (Non-Monetized)	N/A	
(4) Information Sources		

Impacts on Small Businesses

Use this chart to describe impacts on small businesses. See Part 8 of the ORM Cost Impact Analysis Guidance for additional guidance.

Table 4: Impact on Small Businesses

(1) Direct & Indirect Costs & Benefits (Monetized)	Direct Costs: There are no direct monetized costs on small businesses. Indirect Costs: There are no direct monetized costs on small businesses. Direct Benefits: There are no direct monetized benefits on small businesses. Indirect Benefits: There are no indirect monetized benefits on small businesses.	
(2) Present Monetized Values	Direct & Indirect Costs	Direct & Indirect Benefits
	(a) $0	(b) $0

(3) Other Costs & Benefits (Non-Monetized)	N/A
(4) Alternatives	
(5) Information Sources	

Changes to Number of Regulatory Requirements

Table 5: Regulatory Reduction

For each individual action, please fill out the appropriate chart to reflect any change in regulatory requirements, costs, regulatory stringency, or the overall length of any guidance documents.

Change in Regulatory Requirements

VAC Section(s) Involved*	Authority of Change	Initial Count	Additions	Subtractions	Total Net Change in Requirements
8VAC20-23-40	**(M/A):**	**2**	0	0	0
	(D/A):	**0**	0	0	0
	(M/R):	**9**	1	0	1
	(D/R):	**6**	0	0	0
8VAC20-23-110	**(M/A):**	**0**	0	0	0
	(D/A):	**0**	0	0	0
	(M/R):	**0**	1	0	1
	(D/R):	**24**	0	0	0
				Grand Total of Changes in Requirements:	**(M/A): 0**
					(D/A): 0
					(M/R): 2
					(D/R): 0

Key:

Please use the following coding if change is mandatory or discretionary and whether it affects externally regulated parties or only the agency itself:

(M/A): Mandatory requirements mandated by federal and/or state statute affecting the agency itself

(D/A): Discretionary requirements affecting agency itself

(M/R): Mandatory requirements mandated by federal and/or state statute affecting external parties, including other agencies

(D/R): Discretionary requirements affecting external parties, including other agencies

Cost Reductions or Increases (if applicable)

VAC Section(s) Involved*	Description of Regulatory Requirement	Initial Cost	New Cost	Overall Cost Savings/Increases
8VAC20-23-40	Every person seeking initial licensure shall complete instruction or training in cultural competency consistent with guidelines	N/A	$0	$0

	prescribed by the Board.			
8VAC20-23-110	Every person seeking renewal of a license shall complete instruction or training in cultural competency consistent with guidelines prescribed by the Board.	N/A	$0	$0

Other Decreases or Increases in Regulatory Stringency (if applicable)

VAC Section(s) Involved*	**Description of Regulatory Change**	**Overview of How It Reduces or Increases Regulatory Burden**
8VAC20-23-40	Every person seeking initial licensure shall complete instruction or training in cultural competency consistent with guidelines prescribed by the Board.	DOE anticipates $200,000 of the funds included in the Governor's introduced budget will be used to develop a virtual cultural competency training aligned to the Board of Education standards for local school divisions to use to meet the requirements of this bill.
8VAC20-23-110	Every person seeking renewal of a license shall complete instruction or training in cultural competency consistent with guidelines prescribed by the Board.	DOE anticipates $200,000 of the funds included in the Governor's introduced budget will be used to develop a virtual cultural competency training aligned to the Board of Education standards for local school divisions to use to meet the requirements of this bill.

Length of Guidance Documents (only applicable if guidance document is being revised)

Title of Guidance Document	**Original Length**	**New Length**	**Net Change in Length**
N/A	N/A	N/A	N/A

*If the agency is modifying a guidance document that has regulatory requirements, it should report any change in requirements in the appropriate chart(s).