

Department of Planning and Budget 2021 Fiscal Impact Statement

1. Bill Number: HB1904

House of Origin ☒ Introduced ☐ Substitute ☐ Engrossed
Second House ☐ In Committee ☐ Substitute ☐ Enrolled

2. Patron: Jenkins

3. Committee: Education

4. Title: Teachers and other licensed school board employees; cultural competency.

5. Summary: The bill requires teacher, principal, and division superintendent evaluations to include an evaluation of cultural competency. The bill requires every person seeking initial licensure or renewal of a license from the Board of Education (i) to complete instruction or training in cultural competency and (ii) with an endorsement in history and social sciences to complete instruction in African American history, as prescribed by the Board. The bill also requires each school board to 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.

6. Budget Amendment Necessary: No

7. Fiscal Impact Estimates: Preliminary, see Item 8.

8. Fiscal Implications: 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.

9. Specific Agency or Political Subdivisions Affected: Department of Education, Board of Education, local school divisions

10. Technical Amendment Necessary: No

11. Other Comments: This bill is identical to SB1196.