

**Policy 5202, Minimum Requirements for the Licensure of Professional/Paraprofessional Personnel and Advanced Salary Classifications
Comment Log**

October 14, 2024 – November 14, 2024

Action

- A/S Comment was accepted and supports the proposed policy.
- A/C Comment was accepted and resulted in changes to the proposed policy.
- N Comment was not accepted.

Date	Commenter	Comments	Action	Rationale
§126-136-1. General.				
2024-11-08 20:49:59	LeAnn A Johnson Professor of Education Shepherd University Shepherdstown WV	7.3.b – WVDE should be included in the definitions section as the licensing agency - otherwise, who could serve as the licensing agency? 4.6 – Please define each certificate. Please also consider a flow chart for all the professional teaching certificates – there are so many it is difficult to understand which portion of the policy is referring to which certificate type. 10.1.e.5 - Novice teacher and WVDE Novice Teacher Program should be included in the definitions - What is the Novice Teacher Program? This option seems to further undermine IHE educator preparation and the standards IHE programs are held to. This should not be an option in WV given accessibility of other EPP programs to individuals whether they are working or not. 11.2 – Addition of Novice Teacher permit is in section 11 rather than 10 as indicated in the proposed change summary. What would the performance assessment be in a Novice Teacher program? 11.10.e – What is the Collegiate Instructor Permit? This should be provided within the definitions section.	N	Comments were reviewed and no changes were made as a result of these comments. The comments are included throughout the policy, or they are requirements that need to be addressed in WVBE Policy 5100. The Collegiate Instructor Permit has been in policy for multiple revisions and discussed in trainings for an extended amount of time. The Novice Teacher Permit is defined and outlined in the revisions to this policy.

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		11.10.b.2.A2 – LEA and IEP need spelled out within the body of the policy since it is the only place these are mentioned.		
2024-11-13 18:00:47	Dr. Angela Curfman West Liberty University Wheeling WV	<p>State school board member Debra Sullivan highlighted that last year, only 36% of third graders in West Virginia were proficient in reading. The 2023 results showed a slight improvement, with 44% of fourth graders achieving proficiency. However, this still means that less than half of our students are reading at or above grade level, which is deeply concerning. Simply placing individuals in classrooms to serve as teachers will not address this issue. If we are truly committed to the success of our students, it is crucial that we recognize and treat our educators as professionals, providing them with the support, training, and respect they deserve.</p> <p>Research consistently shows that educators who complete a comprehensive teacher education program are better equipped to foster student success. These programs provide prospective teachers with essential knowledge in pedagogy, content expertise, and classroom management, ensuring that they are prepared to meet the diverse needs of students. According to a study by Darling-Hammond (2000), teacher preparation is directly linked to improved student achievement, making it critical for all educators to undergo formal training to effectively support their learners.</p> <p>A well-rounded teacher education program ensures that educators not only understand the content they teach but also how to teach it effectively.</p>	N	Comment was reviewed and no changes were made. Alternative certification programs are established in W.Va. State Code.

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		<p>Without this foundational training, teachers may struggle with lesson planning, assessment design, and differentiated instruction. The National Council for Accreditation of Teacher Education (NCATE) emphasizes that a structured preparation program is key to developing the skills needed for classroom success, including managing diverse learning styles and adapting to evolving educational standards.</p> <p>To address the challenges facing today’s diverse classrooms, educators must be equipped with the knowledge and strategies to meet students varying needs. Proper teacher education programs prepare educators to implement evidence-based instructional practices and foster inclusive, supportive learning environments. The U.S. Department of Education reports that teachers who complete accredited teacher preparation programs are more likely to have positive classroom management and promote higher student engagement, demonstrating the critical role of comprehensive training in effective teaching.</p>		
2024-11-14 15:24:13	Ronald Pauley HR Executive Director Kanawha County Board of Education Charleston WV	References throughout the policy need corrected.	A/C	Reference citations were reviewed and corrected as necessary.
2024-11-14 20:04:58	Ben Cummings Director Roane-Jackson Technical Center Leroy WV	Reviewing these policy changes has been incredibly difficult. The document out for comment should always have highlights, strike through, or italics to denote any type of change. I thought this was standard procedure.	N	Comment was reviewed and no changes were made. When a policy is a repeal and replace, there are no strikethroughs and underlines.

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2024-11-14 20:41:31	Ben Cummings Director Roane-Jackson Technical Center Leroy WV	I have a couple of questions that needs answered by someone as to the process of 5202 being revised and put out for public comment. Since I am listed as an external stakeholder, I am curious, was an in-person meeting or TEAMS meeting held to discuss this policy? If so I apologize for missing the event, if not, then why was a discussion not held?	N	Comment was reviewed, but did not lead to any changes in policy. This was a personal question.
§126-136-2. Summary.				
§126-136-3. Purpose.				
§126-136-4. Definitions.				
2024-10-22 19:59:23	Susan Cookus Human Resources Coordinator Berkeley County Schools Martinsburg WV	Should the Valid Administrative Experience definition be expanded to include the following? Any work experience shall include full-time assignment(s) in a public school system or managing a program related to the public school system where the candidate was a school, district, or state-level administrator where duties required supervision and evaluation of employees.	A/C	The definition will be changed to include the revised language.
2024-10-29 17:47:50	Jessica Vida Certification Specialist, Admin Assistant Davis and Elkins College Elkins WV	-Not sure if you can define such terms but I feel that "good moral character" and "emotionally qualified" can be very subjective. These are mention throughout the policy and I found that every time I came across them, I was a little uneasy as we live in a time where opinions, especially politically driven opinions, lead people to be biased when it comes to "good moral character" and "emotionally qualified". I know that it states "rational nexas" but still feel that this is tricky. 4.54. Mentor- A few years ago, we were told to stop using mentor and were told to use cooperating teacher. This was during the big push	A/C	The comment was reviewed and resulted in one change to policy in 4.54. The mentor being mentioned in this policy is regarding the Beginning Educator Internship/Induction which is completed in the county school systems during the first year of full-time employment. The comment is confusing the clinical/residency experience with the Beginning Educator Internship/Induction. 4.55 is not operated by a county board of education or is authorized to

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		<p>for education to be presented with more professionalism and the move to year long student teaching. Since cooperating teacher was not mentioned in the definitions, are we back to mentor?</p> <p>4.41 Good Faith Eligibility- The wording was better in the last version of Policy 5202.</p> <p>4.55 Non-Public School- "is not supported with public funds"; with the Hope Scholarship giving public funds for tuition and such, does this definition still work? While that money is going to the student to best fit their educational needs, it is still public money being used a non-public school.</p>		<p>operate as a public charter school pursuant to W. va. Code §18-5G-1 et.seq.</p>
2024-11-13 19:25:54	<p>David Soltesz Director of Personnel Marshall County Schools Moundsville WV</p>	<p>When it says removed eligibility for a CTE educator who holds permanent CTE certificate and a bachelors degree shall qualify for the MA +30 salary classification, our CTE director asked if this was retroactive or if it only applies to current CTE teachers without permanent certification.</p>	N	<p>Comment was reviewed and no changes to policy were made as this is a question rather a clarifying statement.</p>
§126-136-5. Categories of Licenses.				
2024-10-29 17:47:50	<p>Jessica Vida Certification Specialist, Admin Assistant Davis and Elkins College Elkins WV</p>	<p>5.5 Temporary Teaching Certificate and 5.6 Permit-Based on these descriptions, they seem one and the same. The permit does mention the county superintendent however the Temporary Teaching Cert also states "has obtained employment in WV public school" which would lead one to believe that the superintendent believed they were the best candidate for the job.</p>	N	<p>Comment was reviewed, but resulted in no changes as the comment is confusing two different types of certificates. The permit is used during the period the candidate is completing an education licensure program.</p>
§126-136-6. Legal Basis for Licensure.				
2024-11-13 14:37:21	<p>Andrea Campbell for TEAC President TEAC WV</p>	<p>4.6 – Please define each certificate. Please also consider a flow chart for all the professional teaching certificates – there are so many it is difficult to understand which portion of the policy is referring to which certificate type.</p>	N	<p>The comment has been reviewed and resulted in no changes to policy as the types of certificates issued are defined in the various sections of the policy.</p>

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2024-11-14 20:00:09	Sarah Downey N/A N/A Saint Albans WV	The changes in this section do not follow state code and hearing procedures outlined in policy 1340. One of the automatic revocation code sections refers to firing a weapon in a street.	A/C	Comment was reviewed changes will be made as Policy 1340 was not changed and this section must align with WVBE Policy 1340 and W.Va. State Code.
2024-11-14 20:17:50	Sarah Downey N/A N/A Saint Albans WV	The changes in this section do not follow state code and hearing procedures outlined in policy 1340. One of the automatic revocation code sections refers to firing a weapon in a street.	A/C	Comment was reviewed changes will be made as Policy 1340 was not changed and this section must align with WVBE Policy 1340 and W.Va. State Code.
§126-136-7. Responsibilities for Licensure.				
2024-11-13 14:37:21	Andrea Campbell for TEAC President TEAC WV	.3.b – WVDE should be included in the definitions section as the licensing agency - otherwise, who could serve as the licensing agency?	N	The comment has been reviewed and resulted in no changes to policy as the WVBE is identified in the policy as the licensing agency for public schools.
2024-11-14 20:00:09	Sarah Downey N/A N/A Saint Albans WV	7.2.c wording needs review. Shall and is required to is not necessarily the same. Code says shall.	A/C	Comment was reviewed changes will be made as Policy 1340 was not changed and this section must align with WVBE Policy 1340 and W.Va. State Code.
2024-11-14 20:17:50	Sarah Downey N/A N/A Saint Albans WV	7.2.c wording needs review. Shall and is required to is not necessarily the same. Code says shall.	A/C	Comment was reviewed changes will be made as Policy 1340 was not changed and this section must align with WVBE Policy 1340 and W.Va. State Code.
§126-136-8. Teachers and Paraprofessionals in Federally Funded Programs.				
§126-136-9. General Requirements and Dates Certain for Licensure.				
2024-10-29 17:47:50	Jessica Vida Certification Specialist, Admin Assistant Davis and Elkins College Elkins WV	9.11.a. "original certificate" is not a term used, nor defined in the policy; should this be "initial"?	N	The question/comment has reviewed and did not result in any changes as the word original is used in descriptions as well as the word initial for licensure.

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<p>2024-11-13 18:00:47</p>	<p>Dr. Angela Curfman West Liberty University Wheeling WV</p>	<p>State school board member Debra Sullivan highlighted that last year, only 36% of third graders in West Virginia were proficient in reading. The 2023 results showed a slight improvement, with 44% of fourth graders achieving proficiency. However, this still means that less than half of our students are reading at or above grade level, which is deeply concerning. Simply placing individuals in classrooms to serve as teachers will not address this issue. If we are truly committed to the success of our students, it is crucial that we recognize and treat our educators as professionals, providing them with the support, training, and respect they deserve.</p> <p>Research consistently shows that educators who complete a comprehensive teacher education program are better equipped to foster student success. These programs provide prospective teachers with essential knowledge in pedagogy, content expertise, and classroom management, ensuring that they are prepared to meet the diverse needs of students. According to a study by Darling-Hammond (2000), teacher preparation is directly linked to improved student achievement, making it critical for all educators to undergo formal training to effectively support their learners.</p> <p>A well-rounded teacher education program ensures that educators not only understand the content they teach but also how to teach it effectively. Without this foundational training, teachers may struggle with lesson planning, assessment design, and differentiated instruction. The National Council</p>	<p>N</p>	<p>Comment was reviewed and no changes were made. Alternative certification programs are established in W.Va. State Code.</p>
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		<p>for Accreditation of Teacher Education (NCATE) emphasizes that a structured preparation program is key to developing the skills needed for classroom success, including managing diverse learning styles and adapting to evolving educational standards.</p> <p>To address the challenges facing today’s diverse classrooms, educators must be equipped with the knowledge and strategies to meet students varying needs. Proper teacher education programs prepare educators to implement evidence-based instructional practices and foster inclusive, supportive learning environments. The U.S. Department of Education reports that teachers who complete accredited teacher preparation programs are more likely to have positive classroom management and promote higher student engagement, demonstrating the critical role of comprehensive training in effective teaching.</p>		
§126-136-10. Licenses for Professional Educators.				
2024-10-29 17:47:50	Jessica Vida Certification Specialist, Admin Assistant Davis and Elkins College Elkins WV	10.1.c.2.A.3 The way this is laid out makes it seem as if all options are required; maybe change to or. 10.1.f.1.B This would be a good way for EPPs/WVDE to track completer data. Just an idea! :)	N	The comment was reviewed and resulted in no changes to policy as the TPA is not a data tracking assessment.
2024-10-31 19:15:13	Denise Fletcher Director of Personnel & HR Randolph County Schools Elkins WV	10.1.c.3.A conflicts with 10.1.c.4 where it states that experience acquired on the non-transferable Professional Teaching Certificate may not be used for conversion purposes. In 10.1.c.4 it states that five years of full-time teaching experience can be used to transfer to a Non-Transferable Professional	A/C	Section 10.1.c.3.A will have the language removed not allowing the experience to count towards conversion to a professional certificate.

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		Teaching Certificate to an Initial Professional Teaching Certificate.		
2024-11-06 15:01:29	Paula Lee Lucas Chair/Professor Faculty Huntington WV	Permanent license granted for those who hold a terminal degree - someone who taught in a public-school setting for less than five years but left to obtain a HE position should qualify for a permanent license instead of having to continue to pay to renew the license. Teaching in HE for 30+ years and a terminal degree should warrant a permanent license in the state.	N	The comment was reviewed and resulted in no changes to policy as higher education is different than public school education where licensure is required.
2024-11-13 14:37:21	Andrea Campbell for TEAC President TEAC WV	10.1.e.5 - Novice teacher and WVDE Novice Teacher Program should be included in the definitions - What is the Novice Teacher Program? This option seems to further undermine IHE educator preparation and the standards IHE programs are held to. This should not be an option in WV given accessibility of other EPP programs to individuals whether they are working or not.	N	The comment was reviewed and resulted in no changes to policy as this is programmatic comment for Policy 5100.
2024-11-13 18:00:47	Dr. Angela Curfman West Liberty University Wheeling WV	State school board member Debra Sullivan highlighted that last year, only 36% of third graders in West Virginia were proficient in reading. The 2023 results showed a slight improvement, with 44% of fourth graders achieving proficiency. However, this still means that less than half of our students are reading at or above grade level, which is deeply concerning. Simply placing individuals in classrooms to serve as teachers will not address this issue. If we are truly committed to the success of our students, it is crucial that we recognize and treat our educators as professionals, providing them with the support, training, and respect they deserve. Research consistently shows that educators who complete a comprehensive teacher education	N	Comment was reviewed and no changes were made. Alternative certification programs are established in W.Va. State Code.

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		<p>program are better equipped to foster student success. These programs provide prospective teachers with essential knowledge in pedagogy, content expertise, and classroom management, ensuring that they are prepared to meet the diverse needs of students. According to a study by Darling-Hammond (2000), teacher preparation is directly linked to improved student achievement, making it critical for all educators to undergo formal training to effectively support their learners.</p> <p>A well-rounded teacher education program ensures that educators not only understand the content they teach but also how to teach it effectively. Without this foundational training, teachers may struggle with lesson planning, assessment design, and differentiated instruction. The National Council for Accreditation of Teacher Education (NCATE) emphasizes that a structured preparation program is key to developing the skills needed for classroom success, including managing diverse learning styles and adapting to evolving educational standards.</p> <p>To address the challenges facing today’s diverse classrooms, educators must be equipped with the knowledge and strategies to meet students varying needs. Proper teacher education programs prepare educators to implement evidence-based instructional practices and foster inclusive, supportive learning environments. The U.S. Department of Education reports that teachers who complete accredited teacher preparation programs are more likely to have positive</p>		
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		classroom management and promote higher student engagement, demonstrating the critical role of comprehensive training in effective teaching.		
2024-11-14 15:24:13	Ronald Pauley HR Executive Director Kanawha County Board of Education Charleston WV	10.2.b language confusing under conversion for provisional administration	A/C	The comment was reviewed and language was adjusted for clarity on converting a provisional administrative certificate.
2024-11-14 13:19 Email	Delegate Heather Tully MSN, APRN, NP-C, FNP-BC WV House of Delegates-49 th District (Nicholas County)	To Whom It May Concern: I'd like to provide a insight into the nursing shortage in West Virginia & my concerns with the requirement for schools to be staffed with BSN (4 year degree) nurses. Keep in mind there is a severe nursing shortage in West Virginia & it is not anticipated that it will abate soon. Further complicating the short issue is the fact that BSN prepared nurses are in limited supply. Nurses with two year ADN degrees are currently staffing intensive care units, operating rooms, and other critical care areas. Patients in critical care areas are much more complex than the most complex patient that would be enrolled in a school system. There is a vast difference in management of a patient with an intracranial pressure monitor, mechanical ventilator, Swan Ganz catheter, etc. when compared to management of a patient that is stable enough to actually be enrolled in school—especially for in person attendance. If an ADN nurse can work in a critical care area, they can work in school system managing stable patients with	A/C	The comment was reviewed and a Temporary Nurse Certificate and Nurse Certificate was added for the individuals without having to complete a School Nurse BSN program.

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		<p>diabetes & an insulin pump. They are also capable of reviewing 504 plans & vaccine records.</p> <p>Moreover, many WV schools are equipped with school-based health centers staffed by healthcare providers accessible for staff & students for generalized healthcare needs & emergencies within the school.</p> <p>Thus, it is not practical or sensible to require every school nurse to be a BSN prepared nurse.</p> <p>Delegate Heather Tully, MSN, APRN, NP-C, FNP-BC</p> <p>WV House of Delegates-49th District (Nicholas County)</p> <p>Sent from my iPhone</p>		
<p>2024-11-14 13:21 Email</p>	<p>Delegate Heather Tully MSN, APRN, NP-C, FNP-BC WV House of Delegates-49th District (Nicholas County)</p>	<p>To Whom It May Concern:</p> <p>I'd like to provide an insight into the nursing shortage in West Virginia & my concerns with the requirement for schools to be staffed with BSN (4 year degree) nurses. Keep in mind there is a severe nursing shortage in West Virginia & it is not anticipated that it will abate soon. Further complicating the short issue is the fact that BSN prepared nurses are in limited supply.</p> <p>Nurses with two year ADN degrees are currently staffing intensive care units, operating rooms, and</p>	<p>A/C</p>	<p>The comment was reviewed and a Temporary Nurse Certificate and Nurse Certificate was added for the individuals without having to complete a School Nurse BSN program.</p>

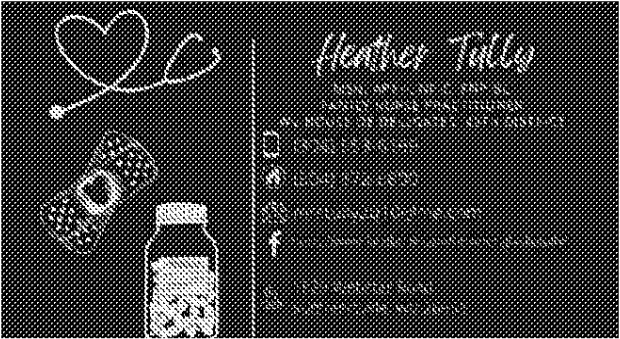
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		<p>other critical care areas. Patients in critical care areas are much more complex than the most complex patient that would be enrolled in a school system. There is a vast difference in management of a patient with an intracranial pressure monitor, mechanical ventilator, Swan Ganz catheter, etc. when compared to management of a patient that is stable enough to actually be enrolled in school—especially for in person attendance. If an ADN nurse can work in a critical care area, they can work in school system managing stable patients with diabetes & an insulin pump. They are also capable of reviewing 504 plans & vaccine records.</p> <p>Moreover, many WV schools are equipped with school-based health centers staffed by healthcare providers accessible for staff & students for generalized healthcare needs & emergencies within the school.</p> <p>Thus, it is not practical or sensible to require every school nurse to be a BSN prepared nurse.</p> <p>Delegate Heather Tully, MSN, APRN, NP-C, FNP-BC</p> <p>WV House of Delegates-49th District (Nicholas County)</p> <p>Sent from my iPhone</p>		
2024-11-14	Delegate Heather Tully	To Whom It May Concern:	A/C	The comment was reviewed and a Temporary Nurse Certificate and Nurse

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<p>13:57 Email</p>	<p>MSN, APRN, NP-C, FNP-BC Family Nurse Practitioner/Former ICU Registered Nurse WV House of Delegates-49th District (Nicholas County)</p>	<p>I'd like to provide a insight into the nursing shortage in West Virginia & my concerns with the requirement for schools to be staffed with BSN (4 year degree) nurses. Keep in mind there is a severe nursing shortage in West Virginia & it is not anticipated that it will abate soon. Further complicating the short issue is the fact that BSN prepared nurses are in limited supply.</p> <p>Nurses with two year ADN degrees are currently staffing intensive care units, operating rooms, and other critical care areas. Patients in critical care areas are much more complex than the most complex patient that would be enrolled in a school system. There is a vast difference in management of a patient with an intracranial pressure monitor, mechanical ventilator, Swan Ganz catheter, etc. when compared to management of a patient that is stable enough to actually be enrolled in school— especially for in person attendance. If an ADN nurse can work in a critical care area, they can work in school system managing stable patients with diabetes & an insulin pump. The are also capable of reviewing 504 plans & vaccine records.</p> <p>Moreover, many WV schools are equipped with school-based health centers staffed by healthcare providers accessible for staff & students for generalized healthcare needs & emergencies within the school.</p> <p>Thus, it is not practical or sensible to require every school nurse to be a BSN prepared nurse.</p>	<p>Certificate was added for the individuals without having to complete a School Nurse BSN program.</p>
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		<p>Delegate Heather Tully, MSN, APRN, NP-C, FNP-BC</p> <p>WV House of Delegates-49th District (Nicholas County)</p> 		
2024-11-14 14:27:24 Email	Dr. Ingrida Barker Superintendent McDowell County Schools 900 Mount View Rd. Welch, WV 24801	I would like to submit the comment for Policy 5202 Section 10.3.0.1.b- school nurse. I disagree with the requirement for a bachelors or masters degree as a condition for licensure. RNs are hard to find in our part of the state, and we can get RNs with associate's degree and would struggle tremendously if we were confined to the degree requirements stated in the policy proposal. If RNs with associates degree can work in hospitals and ICUs, why should they not be allowed to work with our students as they implement their health plans?	A/C	The comment was reviewed and a Temporary Nurse Certificate and Nurse Certificate was added for the individuals without having to complete a School Nurse BSN program.
2024-11-14 14:35:58 Email	Melissa Adkins, J.D. In-House Counsel Director of Human Resources and School Safety Title IX Coordinator	<p>Good afternoon,</p> <p>I would like to offer the following comment on Policy 5202 regarding licensure requirements for school nurse, 10.3.a.1.B</p>	A/C	The comment was reviewed and a Temporary Nurse Certificate and Nurse Certificate was added for the individuals without having to complete a School Nurse BSN program.

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	<p>Braxton County Schools State Bar I.D. No. 12873 304-765-7101, Ext. 275</p>	<p>Policy 5202 requirements for school nurses should be changed to be consistent with those required by state code and the West Virginia Board of Nursing. The WVDE should recognize and honor the professional licenses that are issued by other state boards and agencies. The WVDE is the only organization that I am aware of that establishes requirements for RNs greater than those of the West Virginia Board of Nursing--the very board that issues the nursing licenses. Outside of the public school system, there is no difference in the scope of permitted practice of a RN with an ADN (associate's degree) or a BSN (bachelor's degree). Because of the shortage of nurses in West Virginia, limiting the pool of applicants for school nurse based on standard that is not required for licensure by the WVBN, hinders the ability of county boards to provide services that our students need. If an ADN is sufficient for the West Virginia Board of Nursing to issue an RN license, it should be sufficient for the West Virginia Department of Education.</p> <p>Thank you,</p> <p>Melissa</p>		
<p>2024-11-14 14:50 Email</p>	<p>Joetta Basile, Ed.D. Superintendent Monroe County Schools P.O. Box 330 Union, WV 24983 304-772-3094</p>	<p>Good afternoon. I am emailing a comment on Policy 5202 as the comment link is not working.</p> <p>Policy Section 10.3.a.1.b</p> <p>Comment</p>	<p>A/C</p>	<p>The comment was reviewed and a Temporary Nurse Certificate and Nurse Certificate was added for the individuals without having to complete a School Nurse BSN program.</p>

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		School nurses should be allowed to have a two-year RN degree, rather than the required four-year degree. Nurses with two-year degrees can perform all medical duties that a four-year degreed nurse can perform in the hospital setting, including critical care units. This should be sufficient for school nurses as well. Counties struggle to find school nurses with four-year degrees.		
2024-11-14 15:22 PM Email	Dr Donna Burge-Tetrick, Superintendent Braxton County Schools 98 Carter Braxton Drive Sutton WV 26601 304-765-7101	<p>Comment for Policy 5202 10.3.a.1.B</p> <p>As Superintendent of Braxton County Schools, I was faced with the possibility of postponing the opening of school this year. I did not have an applicant with a nursing license who met WVBOE Policy 5202 standards. After posting the position multiple times, I had an applicant apply as a fully licensed RN with an associate's degree, meeting legislative and State Nursing Board Standards to work in health care, but not meeting WVBOE standards, which requires a bachelor's degree to be a school nurse. We hired the nurse with the associate's degree, but she had to agree to enroll in a course, and to work to complete a bachelor's degree. This is an undue burden placed on this nurse, and I am doubtful she will complete the additional hours to remain in this underpaid position. An associate degree RN may work in a medical facility or hospital, the same as a bachelor's degree level RN, there is no difference in the license.</p> <p>Previously, the WV Code required RNs to have a bachelor's degree. At some point, the legislature amended the code allowing individuals with an associate's degree to earn an RN license. WVBOE</p>	A/C	The comment was reviewed and a Temporary Nurse Certificate and Nurse Certificate was added for the individuals without having to complete a School Nurse BSN program.

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		<p>Policy 5202 was not amended to reflect the legislative change. I am requesting that policy 5202 align the requirements for the licensure of a school nurse with the requirements of WV Code and the WV Board of Nursing, removing the requirement for an RN to have a bachelor's degree.</p> <p>Thank you, Dr Donna Burge-Tetrick</p>		
§126-136-11. Permits Issued to Professional Educators.				
2024-10-29 17:47:50	<p>Jessica Vida Certification Specialist, Admin Assistant Davis and Elkins College Elkins WV</p>	<p>11.1.a Restricted Pre-Professional Permit- this seems a lot like the Temporary Teaching Cert in 5.5 11.7 and 11.6.b CTR- May want to state how many times a position may be posted and/or some of the guidelines surrounding how CTRs work</p>	N	<p>The comment was reviewed and resulted in no changes to policy as the comment is confusing two different types of certificates that are not related.</p>
2024-11-07 21:36:08	<p>Andrea Campbell Director of Teacher Education Concord University Athens WV</p>	<p>IHEs already have programs for such individuals with Master of Arts (MAT) in Teaching programs. The change that would be more relevant would be for the MAT Programs. Leave educator preparation up to institutions who are accredited to prepare educators.</p>	N	<p>The comment was reviewed and resulted in no changes. The comment did not specify the type of permit that should not be allowed.</p>
2024-11-13 14:37:21	<p>Andrea Campbell for TEAC President TEAC WV</p>	<p>11.2 – Addition of Novice Teacher permit is in section 11 rather than 10 as indicated in the proposed change summary. What would the performance assessment be in a Novice Teacher program?</p> <p>11.10.e – What is the Collegiate Instructor Permit? This should be provided within the definitions section.</p> <p>11.10.b.2.A2 – LEA and IEP need spelled out within</p>	N	<p>The comments were reviewed and resulted in no changes. The comments do not address any proposed changes to policy.</p>

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		the body of the policy since it is the only place these are mentioned		
2024-11-13 19:25:54	David Soltesz Director of Personnel Marshall County Schools Moundsville WV	Hi. I was curious about section 11.10.d and the requirements for a restricted short-term substitute permit (the one good for no more than 10 days in the same classroom). One requirement says must have a minimum of an AA through an accredited IHE with a minimum GPA of 2.0, but I do not see requirements or specifications as to the nature of the AA or general education requirements for the AA. For conversion of this permit, it requires minimum scores in reading, writing, and math, but there are no general education requirements for the initial permit. Is this by design? In the AA degree requirement, could it be made to say at least three hours each in math, English, science, social studies?	A/C	Language will be changed to add the requirements for the Restricted Sub Permit.
2024-11-14 19:41:12	Rebecca Bowers-Call Director Fred W Eberle Technical Center Buckhannon WV	There is nothing to define what is being changed within this policy. No strike through language or replacement language is shown to denote what changes are actually taking place within the policy itself. It appears that the initial adult permit option is being removed from policy. This is detrimental to adult CTE programming because it removes an essential pathway to place adult instructors in adult classrooms. Do not remove the initial adult permit endorsement. The following language should be added back into Policy 5202 from the current Policy 5202: Initial Adult Permit endorsed for areas of Career and Technical Education. The candidate must submit evidence of the following for the Adult	N	The comment was reviewed and resulted in no changes to policy. The adult permit was still listed in policy.

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		Permit endorsed for part-time employment in areas of CTE identified in the West Virginia CTE Endorsement and Testing Manual maintained on the WVDE website; and the general requirements specified in section 9; and a minimum of a high school diploma, a state-approved high school equivalency, or a degree, if applicable, through an accredited IHE; and content specific conditions for issuance as identified in the West Virginia CTE Endorsement and Testing Manual maintained on the WVDE website (including industry credentials and work experience, as applicable); and receive the recommendation of the employing county superintendent, Multi-County CTE Administrator, or WVSDT Superintendent or designee.		
2024-11-14 20:00:38	Ben Cummings Director Roane-Jackson Technical Center Leroy WV	Page 55 11.11.d The renewal of an adult permit speaks to the completion of six semester hours as a part of the renewal process. Is there any possibility of allowing someone with an adult permit who only instructs adults to renew based on the age of 60?	N	Comment was reviewed and resulted in no changes to policy. The Age of 60 is only an option for professional certificates, not permits.
2024-11-14 20:08:50	Matthew Call Director United Technical Center Clarksburg WV	This policy was very hard to decipher changes because there wasnt any strike through language or replacement language shown to denote what changes are actually taking place within the policy itself. Please make sure the CTE Adult Permit endorsement process does not change and we still have the ability to hire CTE adult only instructors into CTE adult programs. Clarifying Adult permits for ABE, CTE, and PST may be helpful in the future. Thank you.	N	Comment was reviewed and resulted in no changes to policy. The Adult CTE Permit is still in policy.
2024-11-14 15:28 Email	Ben Cummings Director Roane-Jackson Technical Center	126-136-11 Permits Issued to Professional Educators. p. 55-56 11.11.e states "A candidate applying for an Adult Permit endorsed for areas of CTE is	N	Comment was reviewed and a previous comment allowed changes to be made to the references in the policy.

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	Leroy, WV 304-372-7335	required to submit documentation that they meet all criteria in accordance with section 11.10.d for an initial permit and section 11.10.d.1 for a renewal of the permit." When referring to 11.10.d on page 52 it says Restricted Short-Term Substitute Permit. Is this a typo or is this correct?		
§126-136-12. Early Childhood Classroom Assistant Teacher (ECCAT) Authorization and Paraprofessional Certification.				
2024-11-07 21:36:08	Andrea Campbell Director of Teacher Education Concord University Athens WV	Allow individuals who hold this certification and are enrolled in an accredited EPP to use their classroom of employment to satisfy all early clinical and year long residency requirements in Policy 5100. Individuals who are already working as a paraprofessional in an elem classroom should be able to stay in their classroom for all elementary clinical experience work as opposed to being required to complete a placement in a K-2 setting and a 3-5 setting.	N	The comment was reviewed and resulted in no changes. An ECCAT is a service personnel position and not a professional teaching position. The ECCAT is not a teacher of record, nor has a clinical experience for their authorization.
2024-11-13 05:09:01	Rachel McClure Williamson WV	I recently inquired about the qualifications for a Paraprofessional Certificate and was surprised to find Computer Literacy as one of the required courses. As a current college student, I am not enrolled in a specific computer class, however, utilize computer literacy in every class I take as I did as a high school student. I feel the Computer Literacy course is antiquated and suggest replacing this course with something more up to date with the current college and public education climate.	A/C	The computer literacy requirement will be removed.
2024-11-13 05:22:35	Brandi Henry Huntington WV	When reviewing 12.4.c. for Paraprofessional Certificate for grades 1-3, I was understand the impression from a recent phone call that this certification included Preschool and Kindergarten, but the current policy lists only first grade through third grade. If the Paraprofessional Certificate does	A/C	The grade level will be adjusted.

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		include Preschool and Kindergarten, shouldn't it be listed in the policy?		
2024-11-13 05:32:42	Jody Venturino Fayetteville WV	My daughter is interested in a Paraprofessional Certificate and when reviewing requirements in 12.4.b. for Conditions for Issuance, there is no mention of the "WVDE-approved coursework" that is listed in 12.4.c. Certification for Grades 1-3. Should the "WVDE-approved coursework" be listed in 12.4.b. Conditions for Issuance? Also, it would be helpful for 12.4.b. and 12.4.c. to list the courses that are considered "WVDE-approved coursework."	A/C	WVDE-approved coursework will be added to the requirements.
2024-11-13 05:49:27	Etta McCoy Retired Teacher Greenville SC	As a retired educator, I am concerned that an educator with an expired teaching license meets the requirements to automatically receive an ECCAT Certification (as stated in 12.3.b.) or Paraprofessional Certificate (12.4.b.8.). With the rapidly changing education environment, I feel the students would be better served if a limit was placed on the number of years an educator with an expired license is eligible to automatically qualify for an ECCAT or Paraprofessional Certificate.	A/C	The policy will be changed to reflect the certificate cannot be expired for more than five years.
2024-11-14 20:11:42	Meredith Tucker Poca WV	Do Aide V, VI, and VII positions not require passing the aide test?	A/C	Comment was reviewed and the requirement for the aide test will be added to policy.
§126-136-13. Grade Level Expansion.				
§126-136-14. Waivers and Extensions.				
§126-136-15. Alternative Routes to Certification.				

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<p>2024-11-13 18:00:47</p>	<p>Dr. Angela Curfman West Liberty University Wheeling WV</p>	<p>State school board member Debra Sullivan highlighted that last year, only 36% of third graders in West Virginia were proficient in reading. The 2023 results showed a slight improvement, with 44% of fourth graders achieving proficiency. However, this still means that less than half of our students are reading at or above grade level, which is deeply concerning. Simply placing individuals in classrooms to serve as teachers will not address this issue. If we are truly committed to the success of our students, it is crucial that we recognize and treat our educators as professionals, providing them with the support, training, and respect they deserve.</p> <p>Research consistently shows that educators who complete a comprehensive teacher education program are better equipped to foster student success. These programs provide prospective teachers with essential knowledge in pedagogy, content expertise, and classroom management, ensuring that they are prepared to meet the diverse needs of students. According to a study by Darling-Hammond (2000), teacher preparation is directly linked to improved student achievement, making it critical for all educators to undergo formal training to effectively support their learners.</p> <p>A well-rounded teacher education program ensures that educators not only understand the content they teach but also how to teach it effectively. Without this foundational training, teachers may struggle with lesson planning, assessment design, and differentiated instruction. The National Council</p>	<p>N</p>	<p>Comment was reviewed and no changes were made. Alternative certification programs are established in W.Va. State Code.</p>
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		<p>for Accreditation of Teacher Education (NCATE) emphasizes that a structured preparation program is key to developing the skills needed for classroom success, including managing diverse learning styles and adapting to evolving educational standards.</p> <p>To address the challenges facing today’s diverse classrooms, educators must be equipped with the knowledge and strategies to meet students varying needs. Proper teacher education programs prepare educators to implement evidence-based instructional practices and foster inclusive, supportive learning environments. The U.S. Department of Education reports that teachers who complete accredited teacher preparation programs are more likely to have positive classroom management and promote higher student engagement, demonstrating the critical role of comprehensive training in effective teaching.</p>		
§126-136-16. Out-of-State Applicants.				
2024-11-14 15:24:13	Ronald Pauley HR Executive Director Kanawha County Board of Education Charleston WV	16.4.b permanent certification needs clarification 16.4.c provisional administrative certificate needs clarification 16.4.d permanent administrative certificate needs clarification	A/C	Comment was reviewed and language was clarified for administrative certificates and out-of-state candidates.
§126-136-17. Non-United States Citizen.				
§126-136-18. Appropriate Assignments According to Licensure.				
2024-11-14 15:24:13	Ronald Pauley HR Executive Director Kanawha County Board of Education Charleston WV	assignment of special education teacher needs clarified.	A/C	Comment was reviewed and clarification of a Special Education teacher definition was changed.

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§126-136-19. Special Education.				
2024-11-07 21:36:08	Andrea Campbell Director of Teacher Education Concord University Athens WV	Allow individuals who are enrolled in accredited IHE Special Education and who are employed within a special education classroom to use their classroom of employment for all clinical and year long residency placements rather than having to meet the requirement to split among various grade levels.	N	The comment was reviewed and no changes were made. This would require a change in program approval Policy 5100, not the certification Policy 5202.
§126-136-20. Athletic and Limited Sports Trainer.				
§126-136-21. Additional Endorsement(s) for Existing Licensure.				
2024-11-14 15:24:13	Ronald Pauley HR Executive Director Kanawha County Board of Education Charleston WV	21.9 additional endorsement for Superintendent needs clarification	A/C	Comment was reviewed and language was clarified.
§126-136-22. Salary Classifications for Educators.				
2024-11-14 15:24:13	Ronald Pauley HR Executive Director Kanawha County Board of Education Charleston WV	22.2.g effective date of advanced salary needs clarified 22.2.e permanent and salary class needs clarification	A/C	Comment was reviewed and language was clarified.
2024-11-14 20:08:50	Matthew Call Director United Technical Center Clarksburg WV	CTE Permanent Certificate - CTE Certificate used to become permanent at age 60. Please add this back in if it isnt already. I didnt see this in this policy but may have missed it. Thank you.	N	Comment was reviewed and resulted in no changes as the age of 60 to renew a professional CTE certificate is still in policy.
2024-11-14 20:37:23	John Saunders Ona WV	Changes to this section seem to be arbitrary and may hurt teacher salary.	A/C	Comment was reviewed and language was clarified to reflect eligible permits and authorizations of required degree only.
2024-11-14 20:41:21	Steve Simpson TMMWV St. Albans WV	This section is poorly worded. Can someone on a permit get salary class? Some of the section speaks about permits and some certificates. Are they interchangeable?	A/C	Comment was reviewed and language was clarified to reflect eligible permits and authorizations of required degree only.

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§126-136-23. Fee Reimbursements and Salary Supplements.				
2024-11-14 20:37:23	John Saunders Ona WV	23.1.b or completed coursework in a verified shortage area and is the 15 hours completed per year or over time? Many changes in the wording of this section seem to change how reimbursements are done. This section needs review.	A/C	Comment was reviewed and language was clarified that a maximum of 15 hours of coursework total over time is eligible for tuition reimbursement and the eligibility for tuition reimbursements.
§126-136-24. Advanced Credentials.				
2024-11-14 15:24:13	Ronald Pauley HR Executive Director Kanawha County Board of Education Charleston WV	24.4.b.3 renewal of AP Certification needs clarification	A/C	Comment was reviewed and language was clarified.
2024-11-14 20:37:23	John Saunders Ona WV	Was this written by AI? Please look at this section to correct pronouns and direct objects.	N	Comment was reviewed and resulted in no changes to policy as a previous comment was accepted to review typographical and grammatical errors.
§126-136-25. Severability.				
Appendix A: Programmatic Levels and Specializations Recognized on the Professional License Certificate.				
2024-11-07 21:36:08	Andrea Campbell Director of Teacher Education Concord University Athens WV	Consider adding an appendix of all of the various licensure options perhaps a flow chart to help clarify all of the different ways to licensure/s.	N	Comment was reviewed and no changes to policy were made. Information is currently available in policy and materials are presented to stakeholders about the licensure pathways through meetings, conferences, and general requests. This comment is not a policy comment.
2024-11-14 15:13:24	Tiffany Nelson Wheeling WV	I am concerned with the number of qualified Special Education teachers in our state. There seems to be a need for a special education license that would include all categories of disability to better meet the needs of the districts and best serve students with disabilities.	A/C	Comment was reviewed and a universal endorsement for Special Education was added.

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Appendix B: Endorsements Eligible for the Permanent Authorization of Grade Levels				