



## PERSONNEL OFFICE MEMORANDUM

**To:** All Licensed Personnel  
**From:** Russell L. Holladay, Director of Personnel Services  
**Date:** July 21, 2010  
**Re:** Career Paths to Teaching

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Teachers may add a **career path to teaching** designation on their teaching license. Designations on licenses reflect stages in the professional development of teachers and promote continuing growth and career paths as educators. **Adding a career path designation on a license is voluntary.** Criteria and implementation of procedures are set forth by the Virginia Department of Education as follows:

### **CAREER TEACHER**

- The individual has a renewable teaching license and has reached Continuing Contract Status.

### **MENTOR TEACHER**

- The individual has a renewable teaching license and has reached Continuing Contract Status;
- has served at least three years as a mentor teacher in Virginia
- has documented responsibilities as a mentor; and
- has completed Clinical Faculty training.

### **TEACHER AS A LEADER**

- The individual has a renewable teaching license and has reached Continuing Contract Status;
- has completed at least five years of successful full-time teaching experience in a Virginia public school or accredited nonpublic school;
- and has completed one of the following:
  - ❖ National Board Certification or verified by school division that the individual has the demonstrated skills; OR
  - ❖ has a recommendation by an employing Virginia school division superintendent.

The cost of adding a career path to teaching designation is \$25. Interested individuals may consider requesting a designation when they renew their teaching license (\$25). The total cost to renew a teaching license and to add a Career Path to Teaching designation is \$50.