

## NBPTS Certification The Facts

nb

Grow great schools.™

As America's partner in growing great schools, NBPTS is the source for the highest standards and best practices that lead to improved teaching, leading and learning. By providing rigorous, evidence-based programs, NBPTS is transforming education, school by school. We're setting the standards. We're engaging in the national debate on policies and practices. And we're helping teachers and leaders develop and demonstrate the knowledge and skills to be recognized as the professionals they are.

### Improving Student Achievement and Learning

In a Congressionally mandated report, the National Research Council confirmed that National Board Certification has a positive impact on student achievement, teacher retention and professional development. (National Research Council, 2008)

Students of National Board Certified Teachers (NBCTs) make learning gains equivalent to an extra month in school. (Vandevoort, Beardsley and Berliner, 2004)

Students of NBCTs exhibit stronger writing abilities, comprehension and integration of complex classroom material, understanding of concepts, and abstract thinking than students of non-NBCTs. (Smith, Gordon Colby and Wang, 2005; Bond, Smith, Baker and Hattie, 2000)

### Developing Effective Teachers

National Board Certification is a "transformative experience" for many teachers, and they often apply in the classroom what they learn from the certification process—whether they achieve certification or not. The certification process itself improves teachers' ability to improve student learning. (Sato, Wei and Darling-Hammond, 2008; Lustick and Sykes, 2006; Rotberg, Futrell and Lieberman, 1998)

A survey of NBCT candidates found that 92 percent reported the process made them better teachers, and 89 percent said it equipped them to create stronger curricula and better evaluate student learning. (Yankelovich, 2001)

The National Board Certification process improves teachers' professional development by: (a) enhancing reflection on teaching practice, (b) establishing a professional discourse among teachers, (c) raising the standards for teaching performance, and (d) facilitating collaboration. (Park, Oliver, Johnson, Graham and Oppong, 2007)

NBCTs create more challenging curricula, demonstrate in-depth knowledge of teaching skills and subject matter, provide better feedback to students and routinely seek educational strategies that better meet students' needs. (Ralph, 2003; Bond, Smith, Baker and Hattie, 2000)

Students of NBCTs outperform students of non-NBCTs on achievement tests, and the positive effect is even greater among minority students. (National Research Council, 2008; Clotfelter, Ladd and Vigdor, 2007; Goldhaber and Anthony, 2004; Cavalluzzo, 2004)

Currently 42 percent of NBCTs are teaching in schools eligible for Title I funding. Nearly 46 percent teach in schools where the free-and-reduced-lunch percentage is more than 40 percent. In recent years, one-half of new NBCTs teach in these schools. (NBPTS, 2008)

Teachers in high-need schools report that the National Board's Targeted High Need Initiative and *Take One!* programs improved the quality of their instructional planning and implementation. (Learning Point Associates, 2008)

National Board Certification keeps the most highly accomplished teachers in the classroom. US Secretary of Education Arne Duncan noted that in Chicago, nearly 90 percent of NBCTs remain in teaching. In Ohio, 52 percent of NBCTs surveyed said they plan to stay in teaching as long as they can, compared to 38 percent of non-NBCTs in the state. (Sykes, et al., 2006)

In South Carolina, nearly two-thirds of NBCTs surveyed said their desire to stay in the classroom increased since obtaining National Board Certification, with one-third indicating their desire increased greatly. (Center for Educator Recruitment, Retention, and Advancement, 2010)

Many NBCTs provide mentoring and guidance to the new or struggling teachers who are most likely to leave within the first five years of teaching. (Yankelovich, 2001; Sykes, et al., 2006)

A survey of NBCTs found that 90 percent believed they had a responsibility to be a leader and "give something back" to their schools and the profession. 95 percent reported that they had a responsibility to informally or formally mentor other teachers. (Oklahoma Technical Assistance Center, 2011).

Since achieving National Board Certification, 70 percent of NBCTs surveyed reported that they were more involved in school initiatives including committee work, curriculum development, and school improvement reforms. (Center for Educator Recruitment, Retention, and Advancement, 2010)

NBCTs give input on curricular decisions, organize professional development opportunities, chair departments, engage with the community, reach out to parents and serve as faculty voices to policymakers and other stakeholders. (Sykes, Anagnostopoulos, Cannata, Chard, Frank, McCrory and Wolfe, 2006)

NBCTs take on leadership roles that include mentoring and coaching others and developing programs aimed at improving student learning. (Freund, Russell and Kavulic, 2005; Yankelovich partners, 2001)

nb

Grow great schools.™

National Board for Professional Teaching Standards  
1525 Wilson Boulevard, Suite 500 · Arlington, VA 22209  
www.growgreatschools.org · 1-888-780-7805



# Oklahoma National Board Certified Teachers



<u>Year</u>	<u>NBCTs</u>		<u>Renewed</u>
1998	38		14
1999	108		51
2000	125		61
2001	122		40
<b>2002</b>	<b>238</b>	can renew	46
<b>2003</b>	<b>229</b>	can renew	
2004	236		
2005	215		
2006	281		
2007	440		
2008	324		
2009	296		
2010	225		
2011	174		
Total		3051	

\*National Board's number 2994

Estimate: 2994 - 10% \* \$5,000 = 13,475,000  
Stipends paid 2012

**Candidates pending certification**  
375

**New Candidates**

2011	11
2012	0

- NBCT Renewal**
- 212 Renewed NBCTs  
Results in October
  - 42% Renewal rate

- Ideas**
- Reduce amount for renewal
  - Show evidence for stipend
  - Designate salary step for NBCTs
  - Tie to TLE

- OCTP's continued support**
- Candidates
  - NBCTs
  - Renewal
  - Take One

**2012-2013 Plan**



## STATE INCENTIVES AND REWARDS SUPPORTING NATIONAL BOARD CERTIFICATION (2011)

The information below reflects the data available to the National Board for Professional Teaching Standards at the time of posting. Incentives listed are offered at the discretion of the individual states and are subject to change. NBPTS is not responsible for the accuracy of the information found herein. Please contact the appropriate state agency directly to ensure that the information listed is current and report updates to [outreach@nbpts.org](mailto:outreach@nbpts.org).

State	Fee Support	Financial Incentives	Release Time	License Portability	License Renewal or CEUs	Total Number of Teachers*	NBCTs Certified in 2009-2010	Total NBCTs	% of NBCTs to Teachers
AK					X	7,927	7	120	1.5%
AL	Full fee pay for candidates who pass the state selection process	\$4,450 annual increase		X	X	47,818	224	2,007	4.2%
AR	\$2,500 for eligible first-time candidates	\$5,000 bonus annually to any NBCT who continues to be employed in accordance with legislative provisions governing bonus eligibility.	3 days	X	X	37,162	290	1,690	4.5%
AZ					X	54,696	88	769	1.4%
CA		Funding is provided for stipends to NBCTs who were approved for an annual \$5,000 (four year maximum) for teaching in a low-performing school prior to April 2009.		X		303,647	342	4,913	1.6%
CO	\$750 for 200 candidates on a first-come, first-served basis	\$1,600 bonus for all NBCTs; an additional \$3,200 for NBCTs in low-performing schools (temporarily suspended due to economic downturn)		X	X	48,692	65	545	1.1%
CT				X	X	48,463	0	136	0.3%
DC				X	X	5,321	3	66	1.2%
DE				X	X	8,322	5	440	5.3%
FL	Some federal money available to teachers in selected high-needs schools to pay half of fee	Annual salary bonus of up to 10% for ten years only still in law; funding has been suspended since 2010		X	X	186,361	273	13,532	7.3%
GA	Some federal money available to teachers in selected high-needs schools to pay half of fee		2 days	X	X	118,839	18	2,604	2.7%
HI	Fee reimbursement of \$1,500 paid upon completion of process; the remainder of the fee is reimbursable upon certification	Annual \$5,000 stipend for life of certificate				11,295	44	284	2.5%
IA		Local incentives provided by a number of local school districts.		X	X	35,961	19	664	1.8%
ID		\$2,000 annual increase for the first 5 years, for NBCTs prior to 2011.		X		15,148	6	368	2.4%
IL				X	X	135,704	771	4,692	3.5%
IN				X	X	62,668	5	149	0.2%
KS	State and federal funds combine to pay up to \$2,000 per candidate as funds are available	By statute districts are responsible for paying \$1,000 to NBCTs for the life of the certificate.		X	X	35,883	20	344	1.0%
KY	75% fee reimbursement upon certification	An annual \$2,000 salary supplement for the life of the certificate; \$400 for candidate preparation	5 days	X	X	43,451	316	2,156	5.0%
LA		Stipends paid by local school districts				49,377	148	1,681	3.4%
MA				X	X	70,398	17	518	0.7%
MD	2/3 of fee for up to 1,000 candidates	State will match up to \$1,000 offered by local school districts and \$2,000 for NBCTs assigned to specific low performing schools			X	58,940	302	1,976	3.4%
ME		No stipend for 2010, fixed funds for 2011-2012.		X	X	15,912	20	201	1.3%
MI	State and federal funds are combined to pay the application fee as funds are provided.			X	X	94,754	29	348	0.4%
MN					X	53,083	14	352	0.7%
MO	State and federal funds are combined to pay the application fee as funds are provided.	School District policy often uses the Career Ladder to award NBCTs up to \$5,000 annually for the life of the certificate.	2 days	X		68,015	73	670	1.0%
MS	Reimbursement of the unsubsidized portion of fee upon completion of the process for public school teachers	\$6,000 annual salary supplement for life of certificate		X	X	33,358	120	3,222	9.7%

State	Fee Support	Financial Incentives	Release Time	License Portability	License Renewal or CEUs	Total Number of Teachers*	NBCTs Certified in 2009-2010	Total NBCTs	% of NBCTs to Teachers
MT		One-time \$3,000 stipends for up to 20 NBCTs as funding is approved each biennium		X	X	10,467	7	92	0.9%
NC	\$2,500 for eligible teachers as funds are available through a loan from the state at 3% interest rate to be repaid over three years, with no payment required in the first 12 months	NBCT placed on salary schedule that is 12% higher than base pay for life of certificate	3 days	X	X	109,634	2,277	17,957	16.4%
ND	50% of fee for up to 17 candidates	Annual \$1,000 bonus for the life of the certificate		X		8,181	1	32	0.4%
NE				X	X	22,057	7	85	0.4%
NH				X		15,661	0	19	0.1%
NJ				X	X	114,713	13	211	0.2%
NM		Annual 1.5 program unit stipend at a variable rate currently estimated at \$5,800 for FY 2010-2011		X	X	22,825	92	578	2.5%
NV	Up to \$1,250 fee reimbursement upon certification	5% annual salary increase for the life of the certificate		X	X	21,993	41	487	2.2%
NY	Up to \$2,500 for eligible public school teachers	If the school district applies and is approved by the state, an annual \$10,000 stipend may be for 3 years to teach in low-performing schools and mentor new teachers		X	X	217,944	131	1,131	0.5%
OH						112,845	81	3,268	2.9%
OK	Fee support suspended for two years because of moratorium on National Board programs	\$5,000 annual stipend for current NBCTs for the life of the certificate		X		46,571	225	2,820	6.1%
OR				X	X	30,152	6	243	0.8%
PA	Up to \$1,250 for approximately 200 candidates			X	X	129,708	124	769	0.6%
RI	\$750 available for approximately 50 candidates			X	X	11,316	33	417	3.7%
SC	\$1,250 in federal funds available to pay half of fee; Friends of South Carolina scholarships also available	\$7,500 annual salary increase for life of certificate for candidates before July 1, 2010. \$5,000 stipend after July 2010, capped at 900 total		X	X	49,941	498	7,784	15.6%
SD				X		9,244	3	74	0.8%
TN		Stipends by school districts only			X	64,926	71	484	0.7%
TX				X	X	327,905	83	627	0.2%
UT				X		23,657	21	204	0.9%
VA	\$1,250 per candidate available to pay half the fee on first-come basis	Initial \$5,000 award with a subsequent annual award of \$2,500 for the life of the certificate contingent upon continued funding		X	X	71,415	184	2,180	3.1%
VT				X	X	8,766	3	124	1.4%
WA	State offers an interest-free conditional loan for \$2,000 of the \$2,500 fee.	\$5,090 annual bonus upon certification; NBCTs in challenging schools, as defined by the state, will receive an additional \$5,000 annual bonus.		X	X	54,428	1,272	5,232	9.6%
WI	Reimbursement of fee-related expenses up to \$2,000 in first year of certification.	\$2,500 annual grant upon application for subsequent 9 years; additional \$2,500 grant for NBCTs in high-need schools (60% free or reduced lunch) as funds are provided. Additional incentives also provided by local school districts.			X	59,401	101	783	1.3%
WV	Reimbursement of 50% upon application and remainder upon certification, for up to 200 candidates; \$600 towards retakes	Reimbursement of \$600 for certification expenses; annual \$3,500 supplement for life of certificate		X		20,209	86	580	2.9%
WY		\$4,000 salary increase for each year as funding is approved each biennium		X	X	7,000	60	314	4.5%

\*SOURCE: Estimated number of teachers for 2008-2009, U.S. Department of Education; National Center for Education Statistics.

Last updated: September 15, 2011