National Board Certification and Maryland’s Kirwan Commission on Innovation and Excellence in Education

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Established in 1987, the National Board provides the nation’s voluntary advanced certification for teachers.

The National Board is an independent, nonprofit organization that has been established as the profession’s vehicle for defining and recognizing accomplished teaching.

Every student deserves to be taught by an accomplished teacher.
Advance the quality of teaching and learning by:

- Maintaining **high and rigorous standards** for what accomplished teachers should know and be able to do;

- Providing a national voluntary system **certifying teachers who meet these standards**;

- **Advocating related education reforms** to integrate National Board Certification in American education and to capitalize on the expertise of National Board Certified Teachers.
“...within the culture of each profession there is the expectation that all of its practitioners will be accomplished and that they will arrive at that level of skill and knowledge by following essentially the same path that their colleagues followed. In many ways, the path is not a neutral agent of the profession, it is an integral part of the preparation and what it means to be a member of the profession. Such universality is necessary because the authority of any professional comes not from what the individual knows and is able to do but from what the collective knows and is able to do.”

-Ron Thorpe, *Sustaining the Teaching Profession*
81% of Americans believe teachers should achieve Board certification beyond licensure as it is in other professions.

2014 PDK/Gallup Poll
Board Certification: By the Numbers

122,000+ teachers have achieved Board certification

More than 50% of NBCTs teach in high-needs schools

18,000+ teachers are pursuing Board certification now

700+ schools have > 5 teachers pursuing Board certification collaboratively
A Revised Assessment

A more flexible, accessible and affordable process, marked by:

- 4 components that can be taken in any order
  - Component 1: Content Knowledge
  - Component 2: Differentiation in Instruction
  - Component 3: Teaching Practice and Learning Environment
  - Component 4: Effective and Reflective Practitioner
- Up to 3 years to submit all four components and 5 years to complete any retakes
- The cost was reduced from $2500 to $1900
Supports for Candidates

Supports for candidates help teachers access, complete, and achieve Board certification:

- Professional learning facilitators who are NBCTs
- Cohorts to connect with other candidates
- Programming to unpack and apply the certification process to their classroom
- Release time
- Facilities and technology access

91% of teachers who engage in candidate support report improving their instructional practices
States may structure candidate support programs through:

- School districts
- Institutions of higher education
- Teachers’ associations
- Non-profit partners
Board-Certified Teachers Improve Student Learning

NBCTs Advance Student Academic Outcomes

Cowan & Goldhaber (2015); Smith, Baker, Hattie, & Bond (2008)
Board-Certified Teachers Stay in the Profession

Annual Turnover Rates

- **NBCTs:** 2%
- **Non-NBCTs:** 8%

South Carolina Center for Educator Recruitment, Retention, and Advancement (2018)
Leadership Trajectories

NBCTs exert leadership inside and outside of the classroom

- 88% served on school or district leadership teams
- 87% delivered professional development
- 76% became a mentor or coach
- 69% supervised student teachers

- Many NBCTs serve in school, district, and state leadership role
The recommendations will elevate the teaching profession by:

• Structuring the work of teachers as professional work, including additional responsibility, authority, status, and compensation tied to increased expertise, including:
  – More rigorous teacher preparation
  – Higher entry standards
  – Increased diversity
  – A PR campaign for the profession
  – Higher pay
  – A professional career ladder
The National Board stands ready to provide:

- Access to dozens of existing tools and resources
- Thought partnership
- Introductions to a national network of policy leaders, candidate support providers, and other National Board leaders across the nation
- Other supports as needed
Questions?