

National Board for Professional Teaching Standards Data Request for the Kirwan Commission

Below please find data from the National Board for Professional Teaching Standards (National Board) on National Board Certified Teacher (NBCT) data by district, by gender, and by race, as requested by the Kirwan Commission.

The National Board views fairness as an important and fundamental issue that is addressed in all aspects of testing. We follow industry best practices on bias prevention, thereby increasing fairness throughout development, administration, and scoring of our assessment. Our goal is to ensure all candidates have an equally accessible opportunity to demonstrate accomplished teaching. We are purposefully attentive to assessment features that might impede candidates from any race, ethnicity, gender, culture, language, age, from achieving National Board Certification.

The National Board is engaged in a study of achievement rates by candidate characteristics, that includes examining the relationship between various candidate supports and incentives and achieving National Board Certification. Preliminary results show Hispanic candidates report receiving fewer supports while completing the certification process and report they are eligible for fewer incentives upon achieving certification than candidates from any other race. The National Board is actively working to ensure that teachers of color are aware of the opportunity to pursue National Board Certification and have access to equitable supports (and incentives) in doing so. For example, we are proactively encouraging a trend now in-effect in 10 states of providing additional incentives or supports for teachers in high-need schools that are staffed by greater numbers of teachers of color. As is apparent in the Maryland data, this support is beginning to have a significant impact on teachers of color pursuing Board-certification. While 75% of current Maryland NBCTs are white, only 52% of current candidates are, demonstrating movement in the right direction.

In addition, the National Board is committed to strengthening the diversity of the teaching profession as a whole and within the community of Board-certified teachers. The National Board has supported the recent creation of a national network of NBCTs of color, the Network of Accomplished Minority Educators (NAME), held a national convening for teachers of color to launch a dialogue on strengthening the profession through diversity, led four state Networks of NBCTs in efforts to advocate for strengthened teacher diversity, and has built initial partnerships with other organizations in the pre-service, in-service and policy spaces that are leading on this vital topic.

11/15/2019

For Use by the Kirwan Commission Only

NBCTs by Maryland LEA (2018)			
Employer District	Total # NBCTs	New NBCTs (in Nov. 2018)	Current # Candidates Pursuing Board Certification
MONTGOMERY CO PUBLIC SCHOOLS	944	18	139
ANNE ARUNDEL CO SCHOOL DIST	514	27	80
PRINCE GEORGES CO SCHOOL DIST	400	33	316
HOWARD CO PUB SCHOOL DISTRICT	222	22	58
CARROLL CO PUBLIC SCHOOL DIST	168	1	3
BALTIMORE CO PUBLIC SCH DIST	138	5	9
HARFORD CO PUBLIC SCH DIST	125	8	24
FREDERICK CO PUBLIC SCH DIST	90	9	16
BALTIMORE CITY PUBLIC SCH DIST	89	3	5
ST MARY'S CO PUBLIC SCHOOLS	59	4	24
CECIL CO SCHOOL DISTRICT	58	1	7
CHARLES CO PUBLIC SCHOOLS	55	6	13
WASHINGTON CO SCHOOL DISTRICT	43		4
WICOMICO CO SCHOOL DISTRICT	39		1
No SD Provided	34		
ALLEGANY CO PUBLIC SCH DIST	33	1	1
QUEEN ANNES CO PUBLIC SD	32	1	12
OTHER	32		
WORCESTER CO PUBLIC SCH DIST	32		2
CALVERT CO PUBLIC SCH DISTRICT	29		
CAROLINE CO SCHOOL DISTRICT	21		2
GARRETT CO PUBLIC SCHOOLS	12	2	
TALBOT CO SCHOOL DISTRICT	5		
DORCHESTER CO SCHOOL DISTRICT	4		
KENT CO PUBLIC SCHOOLS	4		1
BALTIMORE CITY SD-SEC AREA	2		
BALTIMORE CO SCHOOLS-SW AREA	2		
SOMERSET CO PUBLIC SCHOOL DIST	2		
Anne Arundel CO School Dist	1		
BALTIMORE CITY SD-ELEM AREA	1		
BALTIMORE CO SCHOOLS-CTL AREA	1		
BALTIMORE CO SCHOOLS-NW AREA	1		
BLUE VALLEY UNIF SCH DIST 229	1		
PRINCE GEORGES CO SD-AREA 3	1		
The SEED School of Maryland	1		1

National Board Certified Teachers by Race and Gender

NBCTs in Maryland and Nationally by Race												
Ethnicity Nationally	All U.S. Teachers (2016)		U.S. NBCTs (2018)		Ethnicity in MD		All MD Teachers (2016)		MD NBCTs (2018)		MD NBCT Candidates (2019)	
	N	%	N	%		%	N	%	N	%	N	%
White	3,067,000	80%	99,639	82%	White	74%	44,657	75%	2,405	75%	971	52%
Black or African American	256,000	7%	5,566	5%	Black or African American	18%	10,755	8%	251	8%	511	27%
Latinx	338,000	9%	4,706	4%	Latinx		N/A	2%	54	2%	78	4%
Other*	166,000	4%	12,168	10%	Other	9%	5,328	15%	491	15%	319	17%
Grand Totals	3,827,000	100%	122,079	100%	Grand Totals	100%	60,740	100%	3,201	100%	1,879	100%

*Includes Asian, American Indian, Native Hawaiian, two or more races, or prefer not to answer.

NBCTs in Maryland and Nationally by Gender												
Gender Nationally	All U.S. Teachers (2016)		U.S. NBCTs (2018)		Gender in MD		All MD Teachers (2017)		MD NBCTs (2018)		MD NBCT Candidates (2019)	
	N	%	N	%		%	N	%	N	%	N	%
Female	2,930,000	77%	106,444	87%	Female	78%	62,818	78%	2,751	86%		
Male	897,000	23%	14,950	12%	Male	22%	17,728	22%	419	13%		
N/A			685	1%	N/A				31	1%		
Grand Totals	3,827,000	100%	122,079	100%	Grand Totals	100%	80,546	100%	3,201	100%		