**National Board Assumptions for the Maryland Career Ladder Cost Model**
September 19, 2019

The cost model for Maryland's proposed career ladder makes several assumptions about National Board certification participation and performance. The key assumptions used for our cost estimates are summarized below.

- **Teacher Opt-In.** Teachers will have the option of opting-into the National Board career ladder (with the exception of new teachers, who will be required to enroll in the National Board track after at least five years of implementation and when the state's National Board assessment pass rate equals the national average). We assume this rate will increase over time as more support for earning Board certification becomes available and teachers elect to take advantage of higher pay opportunities. The following table shows the assumed opt-in rates by teacher years of experience, with the expectation that nearly all teachers will be in the National Board process by 2030.

| Current Maryland Opt-In Pct. | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 | 2027 | 2028 | 2029 | 2030 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 1st Year Teachers | 0.0% | 25% | 30% | 40% | 45% | 50% | 100% | 100% | 100% | 100% | 100% |
| 2nd Year Teachers | 0.0% | 25% | 30% | 40% | 45% | 50% | 55% | 100% | 100% | 100% | 100% |
| 3rd Year Teachers | 0.0% | 25% | 30% | 40% | 45% | 50% | 55% | 65% | 100% | 100% | 100% |
| 4th Year Teachers | 8.0% | 25% | 30% | 40% | 45% | 50% | 55% | 65% | 70% | 100% | 100% |
| 5th Year Teachers | 8.0% | 25% | 30% | 40% | 45% | 50% | 55% | 65% | 70% | 75% | 100% |
| 6th Year to Year 30 Teachers | 6.5% | 25% | 30% | 40% | 45% | 50% | 55% | 65% | 70% | 75% | 75% |
| 31 Year Plus Teachers | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 1% |

After providing incentives and supports since 1994, approximately 24% of North Carolina's teachers are Board certified. In Washington State, which has provided significant supports since 2000, 16% of teachers are Board certified.

- **National Board Assessment Pass Rate.** Maryland currently has a National Board pass rate of 50%. Our estimates assume that as many more teachers attempt certification the pass rate will fall, then rise again as more supports are put into place, reaching 75% in 2030.

| NBPTS Passing Rates | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 | 2027 | 2028 | 2029 | 2030 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Maryland (projected) | 45.0% | 40.0% | 45.0% | 50.0% | 55.0% | 60.0% | 65.0% | 69.0% | 73.0% | 75.0% | 75.0% |

North Carolina has a current pass rate of 45%. Washington has a current pass rate of 60% to 63%.

- **Time required to earn National Board Certification.** Another factor influencing cost is how quickly candidates will complete the four program components and earn National Board Certification. Candidates must complete all four components within three years, but have five years to pass the National Board certification assessment. The Board did not have data on when

candidates completed program components, but they could provide sales data on how many components candidates purchased together. The model uses these sales data to estimate how much time candidates in Maryland will take to complete certification. The following shows the assumed number of components attempted in the first year based on these sales data:

- o   27% attempt 1 component;
- o   36% attempt 2 components;
- o   3% attempt 3 components; and
- o   34% attempt all 4 components.