

Support for National Board Certification
and National Board Certified Teachers (NBCTs)*

Alabama: 24 NBCTs

Pays 100% of fee for 100 candidates
\$5,000 yearly salary bonus
State license granted NBCTs new to state

Alaska: 7 NBCTs

Arizona: 16 NBCTs

State license granted NBCTs new to state

Arkansas: 1 NBCT

Pays 100% of fee
\$2000 annual salary supplement for 10 years
State license granted NBCTs new to state

California: 129 NBCTs

One-time \$10,000 bonus
State license granted NBCTs new to state

Colorado: 43 NBCTs

State license granted NBCTs new to state

Connecticut: 26 NBCTs

Delaware: 18 NBCTs

Pays fee for 15 candidates
\$1,500 salary supplements for 10 years

District of Columbia: 2 NBCTs

Florida: 22 NBCTs

Pays 90% of fee
10% salary supplement for 10 years
10% bonus for NBCTs who mentor
State license granted NBCTs new to state

Georgia: 29 NBCTs

Full fee reimbursement upon achievement
One-time salary supplement of 5%
State license granted NBCTs new to state

Hawaii

Idaho: 17 NBCTs

\$2,000 annual salary supplement for 5 years

Illinois: 26 NBCTs

Fee assistance available

Indiana: 14 NBCTs

Iowa: 14 NBCTs

50% of fee reimbursed upon application and 50% upon certification
Before May 2000, \$5,000 annual salary supplement for 10 years
After May 2000, \$2,500 annual salary supplement
State license granted NBCTs new to state

Kansas: 12 NBCTs

Fee assistance available
\$1,000 annual salary supplement

Kentucky: 12 NBCTs

\$2,000 salary supplement

Louisiana: 8 NBCTs

Fee assistance available

Maine: 2 NBCTs

Maryland: 13 NBCTs

Fee assistance for 48 candidates

Massachusetts: 21 NBCTs

Pays 75% of fee
\$5,000 annual salary supplement for NBCTs who mentor

Michigan: 70 NBCTs

Pays 50% of fee for 20 candidates
State license granted NBCTs new to state

Minnesota: 90 NBCTs

Pays 50% of fee for 100 candidates
\$1000 grants to NBCTs for educational purposes

Mississippi: 62 NBCTs

Full fee reimbursement upon achievement
\$6,000 annual salary supplement for 10 years

Missouri: 17 NBCTs

Fee assistance available
\$5,000 annual salary supplement for 10 years

Montana: 6 NBCTs

\$30,000 for one-time stipends
State license granted NBCTs new to state

Nebraska: 2 NBCTs

Nevada

Fee assistance available
One-time salary supplement of 5%

New Hampshire: 1 NBCT

New Jersey: 14 NBCTs

New Mexico: 67 NBCTs

State license granted NBCTs new to state

New York: 38 NBCTs

North Carolina: 536 NBCTs

Pays 100% of fee
12% annual salary supplement for 10 years
State license granted NBCTs new to state

North Dakota

Ohio: 337 NBCTs

Pays 100% of fee for 600 candidates
\$2,500 annual salary supplement for 10 years
State license granted NBCTs new to state

Oklahoma: 39 NBCTs

Pays 100% of fee for 200 candidates
\$5,000 annual salary supplement for 10 years
State license granted NBCTs new to state

Oregon

Pennsylvania: 4 NBCTs

Rhode Island: 6 NBCTs

Fee assistance available
State license granted NBCTs new to state

South Carolina: 14 NBCTs

Full fee reimbursement upon achievement
Annual salary increase for NBCTs

South Dakota

Tennessee: 6 NBCTs

Full fee reimbursement for 25 candidates

Texas: 7 NBCTs

Utah: 1 NBCT

Vermont: 1 NBCT

Virginia: 28 NBCTs

\$5,000 annual salary supplement

Washington: 12 NBCTs

15% annual salary supplement

West Virginia: 1 NBCT

50% of fee reimbursed upon application and 50% upon completion
\$1,000 annual salary supplement for 10 years

Wisconsin: 2 NBCTs

Full fee reimbursement upon achievement

Wyoming: 1 NBCT

Full fee reimbursement for 50 candidates upon achievement

* Federal funds are available under the Candidate Subsidy Program

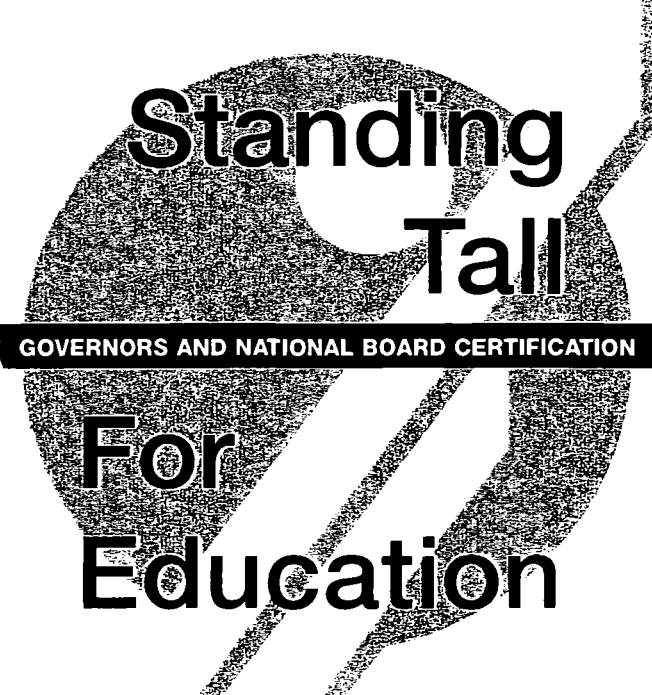


26555 Evergreen Road, Suite 400
Southfield, Michigan 48076

2200 Clarendon Boulevard, Suite 1401
Arlington, Virginia 22201

This project is funded in part with grants from the U.S. Department of Education and the National Science Foundation. Through September 1998, NBPTS has received federal funds of \$53.8 million, representing approximately 48 percent of the National Board Certification project. More than \$57.4 million (52 percent) of the project's cost will be financed by non-governmental sources.

in all states except Florida



A Prospectus for the
National Governors' Association
1999 Annual Meeting

Standing Up

As governors, we are passionate about making our states the best they can be. One of the best ways to do this is through a strong education system—and the foundation of strong schools is accomplished teachers.

Excellent teaching will make the crucial difference for the future of education and America's children. Governors now have a way to develop and reward accomplished teachers through National Board Certification. These National Board Certified Teachers (NBCTs) will help create competitive, world-class schools in every state.

Teachers need our support, and the teachers you aid in the process of National Board Certification can make a world of difference in education. By standing strong for accomplished teaching, governors' lead the way in improved student learning. Governors of both political parties have been leaders in support of National Board Certification.

There is no finer legacy we can leave than ensuring a first-class education is available for all children, and there is no wiser investment in the future.

So stand up and be counted as one who is making a crucial difference in American education.

—**James B. Hunt, Jr.**
Governor, State of North Carolina
Founding chair, NBPTS

—**Gary Locke**
Governor, State of Washington
Board member, NBPTS

—**Marc Racicot**
Governor, State of Montana
Board member, NBPTS

Standing Strong with Teachers

National Board Certification® concentrates education reform on the heart of the matter—the teacher.

It is shaping reforms that build quality assurance and professional accountability into the teaching profession.

Teachers seeking National Board Certification complete a demanding demonstration of their knowledge and skills. At their schools, they develop a portfolio including student work samples, videotapes of lessons, and reflective commentary about their progress and problems in helping students learn. All of this takes place in the classroom, with the focus on accomplished teaching and student learning. Candidates also take part in lengthy written assessment exercises, again measuring their performance against the established standards.

National Board Certification is endorsed by an impressive coalition of opinion leaders—including Democratic and Republican policymakers, school boards, teacher unions, teacher educators, private foundations and corporations.

Standing Strong for Students

There is a direct connection between what teachers know and what students learn. The high standards of teacher knowledge and skill underlying National Board Certification assures that National Board Certified Teachers® possess deep subject knowledge and the ability to teach that subject in ways that help students learn. Even the process of seeking National Board Certification has a direct impact on teaching and learning—resulting in positive changes in student performance. During the certification process, a teacher's students are actively involved and they work together to analyze student work, classroom lessons, and instructional objectives.

National Board Certified Teachers speak eloquently not only about the profound impact of the certification process on their own practice but also about how that experience produces deeper student learning outcomes in their classroom. Early results from studies conducted by the National Board indicate that students in classrooms with teachers seeking National Board Certification demonstrate a deeper understanding of subject matter. Encouraged by these early results, longitudinal studies are underway to document further impact.

Where Does Your State Stand?

As of the beginning of 1999, 13 states have rewarded NBCTs with salary supplements and recognition, and another 25 states offer monetary support to pay a candidate's application fee. More than 100 local school districts have enacted policies supportive of National Board Certified Teachers.

Where does your state stand in this process? A quick glance at the state-by-state list on the reverse side can tell you. With momentum growing for National Board Certification, you are in a unique position to continue and expand your state's support for the development of excellent teaching.

The mission of the National Board for Professional Teaching Standards (NBPTS) is to establish high and rigorous standards for what teachers should know and be able to do, to develop and operate a national voluntary system to assess and certify teachers who meet these standards, and to advance related education reforms for the purpose of improving student learning in American schools.

1-800-22-TEACH
www.nbpts.org

Please see "Where It's Happening" on the NBPTS website for more state and local detail.

through added financial remuneration. Mississippi has enacted legislation which will make available salary supplements to National Board Certified Teachers. North Carolina offers a four percent salary increase to successful National Board Certification candidates.

Many teachers will seek National Board Certification as a means of achieving public acknowledgment of their documented expertise. "Acknowledgment" comes in many forms. Public accolades are welcome. More significantly, perhaps, acknowledgment of the accomplishment of National Board Certified Teachers might be achieved through added professional authority. Boston and Rochester (New York) for example, as a result of contractual agreements, will view National Board Certification as a special qualification of teachers who seek lead teacher positions. California is considering encouraging local school districts and their teacher unions to designate a certain number of mentor teacher positions for successful NBC candidates.

In addition colleges and universities might be urged to recruit National Board Certified Teachers for appointments as adjunct faculty in teacher preparation programs. State standards boards might consider NBC as one criterion for teacher membership. State departments of education also could seek National Board Certified Teachers as a source of expertise on commissions and task forces addressing educational policy issues.

In sum, National Board Certification creates a wealth of opportunity for policymakers to creatively applaud teachers' demonstrated expertise by acknowledging them as true professionals, ready, indeed eager, to assume a range of professional responsibilities previously delegated to those outside the classroom. As the pool of National Board Certified Teachers expands, state and local policies might broaden so that cumulatively they frame the outline of a new vision of a teaching career, based on the principles and standards of the National Board for Professional Teaching Standards.

N

ational Board Certification, then, offers to state and local policymakers both an opportunity and a challenge. The opportunity resides in new, expanded, and evolving contributions National Board Certified Teachers can make to their students, their colleagues, and their school districts. The challenge is for state and local officials to develop and implement the appropriate mix of incentives, supports, and professional acknowledgments that offer encouragement to teachers seeking National Board Certification and recognize the accomplishment of those who achieve NBC.

State and local policymakers can play a significant role in encouraging teachers to seek National Board Certification and in valuing those who become National Board Certified Teachers. Now is the opportune time to develop "policy bundles," tailored to state and local contexts, which offer to teachers a mix of incentives, supports, and professional acknowledgments. Simply providing a set of incentives or offering a system of supports or authorizing a package of professional acknowledgments will not accomplish the goal. Policymakers need to construct carefully a coherent blend of all three elements as National Board Certification becomes an education reform reality.

Offices

300 River Place
Suite 3600
Detroit, Michigan 48207
313-259-0830
FAX 313-259-0973



1900 M Street, NW
Suite 210
Washington, D.C. 20036
202-463-3980
FAX 202-463-3008

For further information, please refer to the following NBPTS documents:

- *National Board Certification: Five Principles of Successful Implementation*
- *State and Local Action Supporting National Board Certification*

*This publication is supported
in part by a grant from the
DeWitt Wallace-Reader's Digest Fund.*

Incentives, Supports and Professional Acknowledgments for National Board Certification

Some Suggestions to State and Local Policymakers

National Board
FOR PROFESSIONAL
TEACHING STANDARDS

Beginning in fall 1994, the National Board for Professional Teaching Standards will offer teachers across the nation an opportunity to earn a certificate of accomplishment and professional achievement. National Board Certification (NBC) will acknowledge teachers who are judged by their peers to have attained a standard of demonstrated competence and expertise.

In significant ways, NBC marks a watershed for the teaching profession. The certificate awarded to individuals who successfully meet the standards for National Board Certification will provide teachers—and the public—a form of nationally validated recognition of professional achievement previously unavailable. In addition, and as important as certification itself, NBC provides a framework for a wholly new and innovative complement of ongoing and enriching professional development opportunities for teachers which offer a consistent and coherent link with a principal thrust of key federal education statutes, specifically Goals 2000 and the Elementary and Secondary Education Act (ESEA).

National Board Certification is a nationwide undertaking. Creating the climate that will encourage teachers to seek National Board Certification, supporting the conditions that will sustain teachers' work as they prepare for National Board Certification, and forging the milieu that takes successful advantage of those teachers who achieve NBC will require complementary and cooperative efforts on the part of state and local policymakers. This discussion guide is designed for policymakers who can see the inherent value in National Board Certification and are ready to take action.

Teachers will seek National Board Certification—and students will reap the benefits of teachers who prepare for NBC and those who achieve it—if state and local policymakers create an appropriately supportive and encouraging professional climate. Toward that end, states and localities need to position themselves to offer inducements to teachers to pursue NBC, and then to reward and take advantage of the demonstrated expertise of those teachers who achieve NBC.

The goal should be to offer a sufficiently attractive set of incentives and supports to enable all eligible teachers to participate in and complete the NBC process, thereby advancing an expanded core of learning opportunities for those individuals whose professional lives revolve around classroom instruction. Participation is key. Policymakers need to think carefully about the types of encouragements that will swing wide the doors of access to National Board Certification and then support teachers throughout the professionally demanding process of both completing and achieving NBC.

What follows is a series of illustrative examples of inducements and acknowledgements for states and localities to consider as they weave National Board Certification into their existing panoply of education reform strategies.

Incentives and Supports

Incentives and supports consist generally of three types: incentives and supports that relate specifically to teachers' professional development, those that are tied to professional assessment and certification, and incentives and supports that are connected to financial assistance for teachers who are preparing for National Board Certification.

In the area of professional development, the crucial components are time, dollars, and appropriate courses and activities. Time needs to be made available for teachers to engage in the professional preparation necessary for National Board Certification, dollars need to be found to support the requisite professional development, and appropriate and relevant staff development opportunities need to be made available to teachers.

What can state and local policy efforts contribute?

States and districts might structure professional development (non-student) days so as to allow teachers preparing for NBC to work together. More specifically, states might follow the lead of North Carolina and provide release time for NBC candidates to work on portfolios and prepare for assessment center exercises. Detroit Public Schools, like many other districts that participated in the field test, granted professional leave days for teachers to complete NBC portfolio work.

Professional development dollars could be specifically dedicated for the purpose of assisting NBC candidates. Iowa's Department of Education, as a result of state legislation, has authorized that state staff development funds allocated to school districts may be used for teachers preparing for NBC. New Mexico has appropriated dollars targeted to support professional development activities, such as graduate seminars and study groups, for NBC candidates. County school agencies are dedicating staff development resources to organize teacher study groups as a service to those local school districts which are financially supporting teachers during the National Board Certification process. Local school districts, like St. Paul, Minnesota, are allocating some of their professional development funds to cover the costs of NBC fees for teachers.

Specific courses or teacher study groups also can be designed around various components of National Board Certification, such as the standards, the analysis and evaluation of classroom practice, and reflective teaching. Seminars might be offered by districts, institutions of higher education, and teacher organizations. Such courses could come under the umbrella of existing staff development networks, such as the Alabama Professional Development Centers or the California Subject Matter Projects. In addition, colleges and universities might offer courses, as George Washington

University, Eastern Michigan and Wayne State Universities are doing, that are geared specifically to teachers preparing for NBC.

New staff development networks and activities might be created as well. States and localities might, for example, pattern some of their activities after the "video clubs" that have been launched in California and New Jersey and are designed to help teachers understand National Board standards, review and critique their own teaching practice, and support their preparation for NBC.

An additional avenue to encourage teachers to strive for National Board Certification could be found in current teacher assessment and credential renewal processes. Completing the National Board Certification process could meet requirements for credential renewal. The Massachusetts and Ohio Departments of Education have included NBC as an option for fulfilling the "continuing education" requirement for teacher recertification. Fairfax County, Virginia, and the District of Columbia are awarding recertification "points" to teachers who participate in the process leading to National Board Certification.

Finally, in terms of incentives and supports, teachers who are preparing for NBC may require financial assistance, both to cover the costs of staff development programs as well as to offset NBC fees. State and local organizations such as teachers' unions, disciplinary associations, and local district governing boards might be encouraged to offer financial assistance to teachers for National Board-related professional development offerings as they become available.

Several states and localities—North Carolina, Boston, and Rochester (New York) among them—have taken action, through state legislation and collective bargaining agreements, to underwrite fees for teachers who successfully achieve National Board Certification. The Vancouver (Washington) School District, which provides \$500 per teacher for professional development activities, will offer an additional \$475 to teachers who elect to use their professional development dollars for NBC, thus providing teachers with the full \$975 NBC fee.

Professional Acknowledgements for National Board Certified Teachers

Teachers who achieve National Board Certification should be recognized for their accomplishment. This acknowledgment can take various forms, all of which can be encouraged by state and local policies.

States might develop policies which grant exemptions to National Board Certified Teachers who accept teaching positions in their states and ordinarily would be required to seek new teaching credentials. States which currently have adopted policies for full or partial credential reciprocity include Iowa, New Mexico, North Carolina and Oklahoma.

An important means by which to acknowledge NBC teachers is

Clinton Presidential Records Digital Records Marker

This is not a presidential record. This is used as an administrative marker by the William J. Clinton Presidential Library Staff.

This marker identifies the place of a publication.

Publications have not been scanned in their entirety for the purpose of digitization. To see the full publication please search online or visit the Clinton Presidential Library's Research Room.

Pamphlet, "Assisting Teachers in the National Board Certification Process," 2 pages

National Alliance of Black School Educators



**Assisting Teachers
in the National
Board Certification
Process**

2816 Georgia Avenue, NW
Washington, DC 20001-3819
(202) 483-1549 • (800) 221-2654
(202) 483-8323 Fax • nabse@nabse.org
www.nabse.org

NATIONAL BOARD FOR PROFESSIONAL TEACHING STANDARDS

Examples of Assessment Center Exercises Requiring Knowledge of Subject Matter

- Attached are examples of prompts used in 1997-98 to assess a candidate's knowledge of subject matter.
- The prompts are drawn from the Adolescence & Young Adulthood (AYA)/Mathematics assessment—i.e., the assessment for high school mathematics teachers.
- The AYA/Mathematics assessment center consists of four exercises of 90 minutes. Each exercise focuses on one of five mathematical domains: algebra and functions, calculus, discrete mathematics, geometry, and statistics and data analysis.
- Each AYA/Mathematics candidate, irrespective of his or her teaching assignment, is required to demonstrate subject matter knowledge across four of the five domains. Thus, each candidate must take one exercise for each of the four domains chosen.
- Each of the four exercises will have three prompts. Thus a candidate is required to respond to a total of twelve prompts across the four exercises. In the attached examples, for purposes of brevity, only one prompt for each of the domains is presented.

8-5-98

Domain: Algebra

Prompt type: Content Knowledge

Prompt: #1—Problem Solving (Inequalities)

- A) A patient in a nursing home is required to receive at least 84 units of drug D1 and at least 120 units of drug D2 each day. (Assume an overdose of D1 and D2 is harmless.) Each gram of preparation P1 contains 10 units of D1 and 8 units of D2, and each gram of preparation P2 contains 2 units of D1 and 4 units of D2. How many grams of P1 and P2 can be mixed to meet the minimum daily drug requirements of this patient?

Summarize the given information in a table and solve the problem. Include a graph in your solution and an explanation of your reasoning.

- B) In addition P1 and P2 both contain drug D3 whose intake by the patient must be kept to a minimum. Each gram of P1 contains 3 units of D3 and each gram of P2 contains 1 unit of D3. How many grams of P1 and P2 should be mixed to meet the minimum daily requirements of the patient and at the same time minimize the intake of D3?

Explain your reasoning in solving the problem.

Domain: Discrete Mathematics

Prompt type: Content Knowledge

Prompt: #2—Counting

Lincoln High School has an intramural tennis tournament for 9th graders, 10th graders, 11th graders, and a doubles tournament for 12th graders.

Grade Level	Number of Participants
9	12
10	14
11	15
12	6 doubles teams

- A) Each of the 9th graders played a match against each of the other 9th graders. How many matches were played? The school does not know how many participants will be in next year's tournament. Show how the organizers can determine the number of matches for n 9th graders playing against each of the other 9th graders.
- B) If the 10th grade competition is a single elimination competition where if a player loses a match the player is out, then how many matches will be played in order to determine a champion? Show how someone could determine the number of matches for t 10th graders.
- C) At the 11th grade level each participant plays matches against 8 of the other participants. Show how to determine how many matches are played.
- D) The four top-ranked players from each of the 9th, 10th, and 11th grades are entered into a special double elimination tournament where a participant is eliminated after losing two matches. How many matches are possible in order for a champion to be named?
- E) At the 12th-grade level each team plays each of the other teams. Before each match the opponents shake hands. Show how someone could determine how many total handshakes will take place with the six teams. Show how to determine the total number of handshakes that would take place with n teams.

Domain: Statistics

Prompt type: Content Knowledge

Prompt: #3—Normal Distribution

- A) Sketch and label a normal curve with mean μ and standard deviation σ . Describe the characteristics of the normal curve.

A group of students collected data on the number of ounces of soda dispensed per purchase by a certain machine in their cafeteria on one particular day. The machine advertised that it dispenses a 12-ounce serving. Their data are listed below:

11.8	11.0	11.5	11.7	11.4	11.8
11.9	12.1	12.2	11.9	11.6	11.5
12.0	12.0	11.9	11.8	11.7	11.8
12.1	11.8	11.7	12.1	12.1	11.9
11.9	11.8	11.9	11.9	12.0	12.0

- B) Plot the data collected by the students and compute the following statistics:
- mean
 - median
 - mode
 - range
 - standard deviation
- C) Interpret the distribution of the students' data with respect to the normal distribution identified in part A.

Domain: Geometry

Prompt type: Pedagogical Content Knowledge

Prompt: #4—Area

1. **Describe in detail what is meant by the concept of area.** Your description should include the fundamental assumptions underlying any area measurement and the ways in which area measurements are secured. It should also include a brief description of how area is measured in at least one important real-life application.
2. **Describe three activities that you would use to help students understand several of the most important concepts associated with area.** Outline the first two activities and describe in detail the culminating activity.

Explain why you would use these activities and what mathematics you would expect the students to learn. The activities you describe should differ from one another, but may be designed to build on one another. One of the activities should be a culminating activity in which the students would demonstrate their understanding of area by integrating several of the concepts associated with area.

For each of the activities, provide details about each of the following:

- any tools the students would be using
- any technology the students would be using
- the mathematical reasoning the students would be employing
- any connections to other important concepts in geometry and/or connections to other domains in mathematics.

Domain: Calculus

Prompt type: Content Knowledge

Prompt: #5—Optimization

Write a solution to the following problem and comment on the concepts and strategies you are using as you solve the problem. Your comments should convey your understanding of the concept of variable, how to model a problem situation algebraically and graphically, as well as how to use calculus techniques to solve an optimization problem.

Find the largest possible area of a rectangle with its lower base on the x -axis and its upper vertices of the side opposite that base on the curve $18 - x^2$.

1999-2000 Candidate Subsidy Program Administrators

Alabama

Dr. Eddie R. Johnson
Assistant State Superintendent of Education
Alabama State Department of Education
Gordon Persons Office Building
50 N Ripley St, P.O. Box 302102
Montgomery, AL 36104
334-242-9960
Fax: 334-353-1773
ejohnson@sdenet.alsdc.edu

Alaska

Judith Entwife
Administrator, Teacher Education &
Certification
Alaska Department of Education
801 W 10th Street
Suite 200
Juneau, AK 99801-1894
907-465-2857
Fax: 907-465-2441
judith_entwife@educ.state.ak.us

Arizona

Dr. Thomas McGowan
Asst. Director for Program Development
Div of Curr & Inst, College of Ed, Arizona
State University
Box 870911
Tempe, AZ 85287
602-965-6052
Fax: 602-727-6558
tmcgowan@asu.edu

Arkansas

Pat Brandt
Supervisor of Professional Licensure
Arkansas Department of Education
Four State Capitol Mall
Room 106B
Little Rock, AR 72201
501-682-4345
Fax: 501-682-4898
pbrandt@arkedu.k12.ar.us

Donna Elliott Zornes
Program Support Manager
Arkansas Department of Education
Four State Capitol Mall
Room 109B
Little Rock, AR 72201
501-682-4311
Fax: 501-682-4898
delliott@arkedu.k12.ar.us

California

Lorna Winter Sheveland
Consultant
California Department of Education
721 Capitol Mall
Sacramento, CA 95814
916-657-2748-Direct/916-657-5463-Main
Fax: 916-657-2665
lshevela@cde.ca.gov

Colorado

Kenneth Wolf
Assistant Professor
University of Colorado at Denver
Campus Box 106
P.O. Box 173364
Denver, CO 80217-3364
303-556-6284
Fax: 303-581-7788
kenneth.wolf@ceo.cudenver.edu

Connecticut

Ruth Wade
Education Consultant
Bureau of Certification & Teacher
Preparation
Connecticut State Department of Education
P.O. Box 2219, Room 249
165 Capitol Avenue
Hartford, CT 06145-2219
860-566-8283
Fax: 860-566-8929
ruth.wade@po.state.ct.us

Delaware

Yvonne B. Harper
Education Asso/Professional Stds &
Certification
Delaware Department of Education
P.O. Box 1402
Dover, DE 19903-1402
302-739-4686
Fax: 302-739-3092
yharper@state.de.us

District of Columbia

Yvonne D. Holt
Director, Teacher Education & Certification
Logan School
215 G Street NE
Washington, DC 20002
202-724-4246
Fax: 202-724-8784
holt_y@mercury.k12.dc.us

Florida

Beverly Gregory
Policy Analyst
Florida Department of Education
325 W Gaines Street
Suite 224D Turlington
Tallahassee, FL 32399-0400
850-922-9740
Fax: 850-488-3352
warrenb@mail.doe.state.fl.us

Georgia

Judith S. Floyd
Teacher Program Specialist
Georgia Department of Education
2054 Twin Towers East
Atlanta, GA 30334
404-657-2949
Fax: 404-651-8737
jfloyd@doe.k12.ga.us

Hawaii

Jane Uyehara
Hawaii Institute for Educational Partnerships
1776 University Avenue
Honolulu, HI 96822
808-956-5078
Fax: 808-956-5665
janeu@hawaii.edu

Idaho

Larry Norton
Office of Teacher Certification
Idaho State Department of Education
650 W State Street
Boise, ID 83720-0027
208-332-6800
Fax: 208-334-2228
lnorton@sde.state.id.us

Illinois

Linda Kopecky
ISBE Field Advisor/Consultant
Illinois State Board of Education
100 N First Street
Springfield, IL 62777-0001
217-782-2805
Fax: 217-524-1289
lkopecky@spr5.isbe.state.il.us

Penny Potter
NBCT/ISBE Field Advisor
Illinois State Board of Education
3217 Plum Grove Drive
Rolling Meadows, IL 60008
847-934-5033
Fax: 847-259-5219
penny618@aol.com

Indiana

Jan Flores
Assistant Executive Director
Northwest Indiana Service Agency
2939 41st Street
Suite 201
Highland, IN 46321
219-922-0900
Fax: 219-922-1246
sherwood@saturn.nwiesc.k12.in.us

Iowa

Dr. Ann Kruse
Executive Director
Board of Educational Examiners
Iowa Department of Education
Grimes State Office Building
Des Moines, IA 50319-0146
515-281-5849
Fax: 515-281-7669
akruse@ed.state.ia.us

Judy Jeffrey
Administrator
Division of Early Childhood, Elem & Sec Ed
Iowa Department of Education
Grimes State Office Building
Des Moines, IA 50319-0146
515-281-3333
Fax: 515-281-7700
jjeffre@ed.state.ia.us

Kansas

Ken Bungert
Team Leader/Director of Certification &
Teacher Education
Kansas State Department of Education
120 SE 10th Avenue
Topeka, KS 66612-1182
785-296-4073
Fax: 785-296-4318
kbungert@ksbe.state.ks.us

Kentucky

Janet Banta
Director, Division of Certification
Kentucky Department of Education
1024 Capitol Center Drive
Frankfort, KY 40601
502-573-4606
Fax: 502-573-1610
jbanta@kde.state.ky.us

Louisiana

Kaye Eichler
Assistant Bureau Director, Certification &
Higher Ed
Louisiana Department of Education
P.O. Box 94064
Baton Rouge, LA 70804-9064
504-342-8649
Fax: 504-342-3499
keichler@mail.state.la.us

Maine

Nelson E. Walls
Executive Director
Maine Leadership Consortium
5766 Shibles Hall
Orono, ME 04469-5766
207-581-2406
Fax: 207-581-2423

Maryland

Dr. Joann H. Ericson
MSDE Liaison to NBPTS
Maryland State Department of Education
200 W Baltimore Street
Baltimore, MD 21201
410-767-0399
Fax: 410-333-8963
jericson@msde.state.md.us

Massachusetts

Carol M. Gilbert
Administrator, Educator Preparation &
Professional Stds
Massachusetts Department of Education
350 Main Street
Malden, MA 02148
781-388-3300 X 204
Fax: 781-388-3392
cgilbert@doe.mass.edu

Mieka Freund
Consultant, Office of the Commissioner
Teacher Quality Enhancement
Massachusetts Department of Education
350 Main Street
Malden, MA 02148
781-388-3300 X 170
Fax: 781-388-3392
mfreund@doe.mass.edu

Michigan

Frank Solosky
Consultant
Office of Professional Preparation Services
Michigan Department of Education
608 W Allegan Street
Lansing, MI 48909
517-373-6791/517-373-6505
Fax: 517-373-0542
soloskyf@state.mi.us

Minnesota

Donald B. Magnuson
Education Specialist
Minnesota Department of Children, Families &
Learning
550 Cedar Street
St. Paul, MN 55101
651-582-8818
Fax: 651-582-8809
don.magnuson@mde@Inet.educ.state.mn.us

Mississippi

Judith M. Beaird
Recruitment Coordinator
Mississippi Teacher Center
Mississippi Department of Education
Central H.S. Bldg., P.O. Box 771
359 N West Street
Jackson, MS 39205-0771
601-359-3631
Fax: 601-359-1728
jbeaird@mdek12.state.ms.us

Peggy Swoger
Director
World Class Teaching Program
Mississippi State University
318 Allen Hall
P.O. Box 5369
Mississippi State, MS 39762
601-325-7070
Fax: 601-325-2011
wctp@ra.msstate.edu

Missouri

Dr. W. Robert Bell
Director, Professional Development
State of Missouri, Dept of Elem & Secondary
Ed
205 Jefferson Street
Jefferson City, MO 65101
573-526-6650
Fax: 573-526-3580
wbell@mail.dese.state.mo.us

Montana

Debbie Hanna
Program Administrator
Montana Professional Teaching Foundation
1232 E Sixth Avenue
Helena, MT 59601
800-398-0826/406-442-4250
Fax: 406-443-5081
dhanna@nea.org

Eric Burke
Education Policy Advisor
Governor's Office
State Capitol
1301 E Sixth Avenue
Helena, MT 59620
406-444-3111
Fax: 406-444-4151
ehanson@mt.gov

Nebraska

Marge Harouff
Administrator, Teacher Education &
Certification
Nebraska Department of Education
301 Centennial Mall South
P.O. Box 94987
Lincoln, NE 68509-4987
402-471-4800
Fax: 402-471-0117
marge_h@nde4.nde.state.ne.us

Jay Sears
Director of Instr. Advocacy
Nebraska State Education Association
605 S 14th
Lincoln, NE 68508
402-475-7611
Fax: 402-475-2630
jsears@nsea.org

Nevada

Keith W. Rheault
Deputy Superintendent
Nevada Department of Education
700 E Fifth Street
Carson City, NV 89701
702-687-9224
Fax: 702-687-9202
krheault@nsn.k12.nv.us

New Hampshire

Judith Fillion
Director, Program Support
New Hampshire Department of Education
101 Pleasant Street
Concord, NH 03301-3860
603-271-3855
Fax: 603-271-1953
jfillion@ed.state.nh.us

New Jersey

Michele Doughty
Education Specialist 2
New Jersey State Department of Education
River View Executive Plaza, Bldg 100
Rt. 29, P.O. Box 500
Trenton, NJ 08625-0500
609-777-4668/Direct; 609-292-4469/General
Fax: 609-292-7276
mdoughty@doe.state.nj.us

New Mexico

Dr. Walter (Jake) James Henderson, III
State Coordinator World Class Teacher Project
New Mexico State Department of Education
300 Don Gaspar
Santa Fe, NM 87501
505-827-6562
Fax: 505-827-6696
sppd@nm-us.campus.mci.net

New York

Sanford Lake
Associate, Office of Teaching
New York State Education Department
5 North Education Building
Albany, NY 12234
518-474-6440
Fax: 518-473-0271
slake@mail.nysed.gov

North Carolina

Gloria Bowman
North Carolina Department of Public Instruction
301 N Wilmington Street
Raleigh, NC 27601
919-715-1146
Fax: 919-715-1153
gbowman@dpi.state.nc.us

North Dakota

Dr. Gary Gronberg
Assistant Superintendent
North Dakota Department of Public Instruction
600 East Blvd Avenue
Bismarck, ND 58505-0440
701-328-1240
Fax: 701-328-4770
ggronber@mail.dpi.state.nd.us

Ohio

Rae Harriott-White
NBPTS Ohio Coordinator, Education Consultant
Ohio Department of Education
65 S Front Street
Room 1009
Columbus, OH 43215-4183
614-466-2407
Fax: 614-728-3058
TC_harriott@ode.ohio.gov

Jeanine Ellis

Consultant
Ohio Department of Education
65 S Front Street
Room 1009
Columbus, OH 43215-4183
614-466-1788
Fax: 614-728-3058
pd_ellis@ode.ohio.gov

Oklahoma

Gayla Hudson
Director of Professional Development
Oklahoma Commission for Teacher
Preparation
3033 N Walnut
Oklahoma City, OK 73105
405-525-2612
Fax: 405-525-0373

Oregon

David Myton
Executive Director, Teacher Stds & Practices
Comm
Oregon Department of Education
255 Capitol Street NE
Suite 105
Salem, OR 97310-0203
503-378-6813
Fax: 503-378-4448
david.myton@state.or.us

Pennsylvania

Dr. William R. Benedetti
Executive Director
Pennsylvania Asso of Colleges & Teacher
Educators (PAC-TE)
1201 Northwestern Drive
Monroeville, PA 15146
412-373-9185
Fax: 412-373-9185
billben+@pitt.edu

Rhode Island

Doris M. Anselmo
Education Specialist
Rhode Island Department of Education
255 Westminster Street
Shepard Building
Providence, RI 02903
401-222-4600 X 2252
Fax: 401-222-2048
rid1503@ride.ri.net

South Carolina

Sandra G. Rowe, Ed.D.
Director
Office of Teacher Education, Certification &
Evaluation
1600 Gervais Street
Columbia, SC 29201
803-734-9929
Fax: 803-734-2873
licensure@sde.state.sc.us

Norma Settlemyre
Research Analyst
South Carolina Center for Teacher
Recruitment
The Ward House
W.U. Station
Rock Hill, SC 29733
800-476-2387
Fax: 803-323-4044
settlemyren@rhtc.net

South Dakota

Roxie Thielen
Office of the Secretary
Department of Education & Cultural Affairs
700 Governors Drive
Pierre, SD 57501-2291
605-773-5669
Fax: 605-773-6139
roxiet@deca.state.sd.us

Tennessee

Mary Jo Howland
Research Associate
Tennessee Department of Education
9th Floor, Andrew Johnson Tower
710 James Robertson Parkway
Nashville, TN 37205
615-532-3530
Fax: 615-741-0371
mhowland@mail.state.tn.us

Texas

Rick Battaille
State Board for Educator Certification
1314 Hines Avenue
San Antonio, TX 78208-1899
512-469-3000 X 3051
Fax: 512-469-3018
rbattail@tmail.tea.state.tx.us

Utah

Dr. Gail Johnson
Education Specialist
Utah State Office of Education
250 East 500 South
Salt Lake City, UT 84111
801-538-7779
Fax: 801-538-7973
gjohnson@usoe.k12.ut.us

Vermont

Maynard F. Baldwin, Jr.
Superintendent
Blue Mountain Union School District
RR 1, Box 50N
Wells River, VT 05081
802-757-2711
Fax: 802-757-3894
chip.baldwin@connriver.net

Virginia

Sandra Aldrich
CSPD Education Specialist
Virginia Department of Education
P.O. Box 2120
Richmond, VA 23216-2120
804-225-2096
Fax: 804-225-2831
saldrich@pen.k12.va.us

Washington

Joanne Sorensen
Professional Education Program Specialist
Office of Professional Education &
Certification
Office of the State Superintendent of Public
Instruction
P.O. Box 47200
Olympia, WA 98504-7200
360-586-2320
Fax: 360-586-4699
sorensen@ospi.wednet.edu

Patty Raichle
Field Representative for Instruction
Washington Education Association
33434 Eighth Avenue S
Federal Way, WA 98003
253-941-6700
Fax: 253-946-4735
praichle@wa.nea.org

West Virginia

No contact at present
For general info contact:
Joyce O'Dell
800-932-2378

Wisconsin

Peter Burke
Director, Teacher Education & Licensing
Wisconsin Department of Public Instruction
P.O. Box 7841
Madison, WI 53707-7841
608-266-0986
Fax: 608-264-9558
burkepj@mail.state.wi.us

Wyoming

Adell VanPatten-Gorny
Program Approval Consultant
Professional Teaching Standards Board
Hathaway Building, 2nd Floor
2300 Capitol Avenue
Cheyenne, WY 82002
307-777-6256
Fax: 307-777-6234
avanpa@missc.state.wy.us



STATE OF NORTH CAROLINA
OFFICE OF THE GOVERNOR
RALEIGH 27603-8001

August 13, 1999

JAMES B. HUNT JR.
GOVERNOR

The President
The White House
Washington, DC 20500

Dear Mr. President:

This October The National Board for Professional Teaching Standards will bring the nation's National Board Certified Teachers together at their annual meeting in Washington, DC. I expect that of the 1,835 Masterteachers, at least 500 will be able to attend, and I hope you will be able to join us.

Plans are now underway for a big event over the course of several days from October 21-24. I invite you to join us during this time and hope very much that a White House event could be planned, preferably on Friday, October 22. We are flexible and would certainly accommodate the best time according to your schedule.

You are such an important part of the success of the National Board for Professional Teaching Standards. Your support as President has helped immensely to further our program and your early support as a Governor was instrumental in legitimizing our potential among those who thought it could never have been done. You have been there for us at every step and we are deeply grateful.

I know that each of our teachers would like to thank you personally for what you have done for this vital program. I hope very much that your schedule will permit you to join us this October.

My warmest personal regards.

Sincerely,

James B. Hunt, Jr.

JBH:AJ

*We want to "thank you", Mr. President.
You've been the greatest "champion" I
could ever hope for, Mr. President. This could
"top it off".*



State & Local Action Supporting National Board Certification

August 1999

TABLE OF CONTENTS

Organizational Support	1
State Action.....	3
Local Action.....	10
Developing Activity/Other Involvement.....	22
Map	28
Incentives/Rewards	29

Additions, changes, modifications are reflected in bold italics.

The effectiveness of National Board Certification rests on the collaborative efforts of the National Board for Professional Teaching Standards (NBPTS) and the nation's states and localities. The actions detailed within this report will help encourage teachers to seek National Board Certification and acknowledge and sustain high quality teaching practice in America's classrooms. As of August 1999, legislative and policy action creating incentives and recognition for National Board Certification has been enacted in **38 states** at the statewide level and in **129 local school districts**, including the District of Columbia.

This project is funded in part with grants from the U.S. Department of Education and the National Science Foundation. Through September 1998, NBPTS has received federal funds of \$53.8 million, representing approximately 48 percent of the National Board Certification project. More than \$57.4 million (52 percent) of the project's cost will be financed by non-governmental sources.

National Organizations Providing Incentives

AMERICAN FEDERATION OF TEACHERS

If you are a member of the American Federation of Teachers, you can fund the assessment fee for your National Board Certification through an AFT loan program (AFT-JOIN). Through an AFT-JOIN loan you can set up affordable payments and take several years to repay your loan. For more information or to request a loan application, call the AFT-JOIN line Monday through Friday toll free 1-888-AFT-JOIN.

NATIONAL EDUCATION ASSOCIATION

NEA Member Benefits is currently pursuing a new loan program for NEA members to use for the National Board Certification fee. The new loan program will be available by the end of August, 1999.

PI LAMBDA THETA

Pi Lambda Theta, international honor society and professional association in education, has recognized certification by the National Board for Professional Teaching Standards as qualification for membership in the association.

State Action Supporting National Board Certification

ALABAMA

Legislation has established that teachers achieving National Board Certification will receive an annual \$5,000 salary increase. In addition, the state will pay the fee for 100 candidates effective July 1, 1998. Alabama shall use certification by the NBPTS as national reciprocity when National Board Certification has been fully implemented.

ARIZONA

Arizona new certification regulations require ongoing professional growth and renewal. An individual with a current or new certificate must participate in 180 hours of professional development activities in order to renew their standard certificates during each valid six year period. National Board Certification is recognized as having met the requirements for a standard certificate in the corresponding educational area in Arizona, and as a means of meeting the professional growth requirement for renewal.

The state of Arizona has signed the NASDTEC Interstate Contract and will award their highest level certificate to any person who has obtained National Board Certification in an area corresponding to that for which certification is sought, provided the applicant also holds a comparable and valid certificate issued by any member state and has complied with any requirements of the receiving state regarding degrees held, citizenship, and moral, ethical, physical, and mental fitness.

ARKANSAS

Legislation has established that appropriation monies will be used by the Department of Education to pay the fee for teachers seeking National Board Certification, allow three release days for those participating in the NBC process and upon certification, provide an annual \$2,000 salary increase for the 10-year life of the certificate (the number of participants will be determined each year by the amount of funding available for the program). A support program will be established by the State Board of Education for teachers participating in the program.

The state of Arkansas has signed the NASDTEC Interstate Contract and will award their highest level certificate to any person who has obtained National Board Certification in an area corresponding to that for which certification is sought, provided the applicant also holds a comparable and valid certificate issued by any member state and has complied with any requirements of the receiving state regarding degrees held, citizenship, and moral, ethical, physical, and mental fitness.

CALIFORNIA

Assembly Bill 858 was signed into law and has established the National Board for Professional Teaching Standards Certification Incentive Program. The bill provides grants to school districts to award \$10,000 (one-time) to public school teachers who have attained National Board Certification and allows licensed teachers in other states and who are certified by the National Board to obtain a California teaching credential without taking the state's teacher preparation program. Five million dollars has been appropriated (1998 budget) for this program.

The Department of Education has formed the California Task Force on National Board Certification that met over an 18-month period to consider the implications of NBC for California's education system. The Task Force report contains an action plan for implementation, and is available from Policy Analysis for California Education (PACE), Graduate School of Education, 3653 Tolman, University of California, Berkeley, California 94720-1670.

COLORADO

The Colorado Department of Education will issue a Professional Teacher License to any applicant who is certified by the National Board for Professional Teaching Standards.

The State Board of Education has determined that professionally licensed teachers who achieve National Board Certification (NBC) are eligible for Colorado "master teacher" certification; professional development activities associated with NBC may be submitted for license renewal.

State Action Supporting National Board Certification

DELAWARE

Legislation has appropriated \$30,000 for 1998-99 for teachers seeking National Board Certification. A certificate obtained by Delaware teachers under the National Board for Professional Teaching Standards will result in an additional \$1,500 in pay for each year such certification is maintained. Along with state funds, Dupont is providing additional financial support for Delaware teachers to pursue National Board Certification.

FLORIDA

Through the Excellent Teaching Program Act, legislation has appropriated \$12 million to pay 90% of the certification fee, provide teachers who achieve National Board Certification with a 10% salary increase for the life of the certificate and an additional 10% bonus to those who mentor newly hired teachers or serve as support mentors for NBC candidates and provide \$150 to candidates to offset expenses. School districts who utilize NBCTs in mentoring activities will receive a bonus equivalent to 50% of the supplemental awards provided to the NBCTs. Florida has also recognized National Board Certification as a means of meeting the requirements for license renewal and will grant a license to National Board Certified Teachers who come from out-of-state.

GEORGIA

An amendment to current legislation has established that National Board Certified Teachers will receive not less than a five percent one-time rate increase in state salary which will be awarded on the commencement of the school year following certification, and provide two days of release time for candidates to work on their portfolios and prepare for the assessment center exercises. The state will reimburse the National Board Certification fee for any Georgia teacher achieving National Board Certification.

The Professional Standards Commission for the State of Georgia has established certification rules that allow "Georgia teachers achieving NBPTS certification during their five-year renewal cycle to renew clear renewable certificate fields for either the next cycle or the subsequent five-year cycle." Teachers entering Georgia will be able to use NBPTS certification to meet Georgia's test, teaching of reading, and recency-of-study/experience requirements; however, special education course work will continue to be required, if not previously met.

The state of Georgia has signed the NASDTEC Interstate Contract and will award their highest level certificate to any person who has obtained National Board Certification in an area corresponding to that for which certification is sought, provided the applicant also holds a comparable and valid certificate issued by any member state and has complied with any requirements of the receiving state regarding degrees held, citizenship, and moral, ethical, physical, and mental fitness.

IDAHO

Legislation has established that if a teacher is certified by the National Board, that teacher will be designated as master teacher and receive \$2,000 per year for five years.

ILLINOIS

The State Board of Education, in a line item budget, has been appropriated \$75,000 to provide fee support for teachers seeking National Board Certification during the 1998-99 school year.

Beginning July 1, 1999, the State Board of Education will issue to teachers who have achieved National Board Certification a Master Certificate valid for 7 years and renewal thereafter every 7 years through compliance with requirements set forth by the State Board of Education.

IOWA

Existing legislation was amended and provides teachers who have received or will receive National Board Certification by May 1, 2000 with an annual \$5,000 for the ten-year life of the certificate. If certification is achieved after that date, teachers will receive an annual \$2,500 for the life of the certificate. National Board Certification candidates are eligible for a reimbursement of \$1,000 for application and an additional \$1,000 upon certification.

State Action Supporting National Board Certification

Previous Legislation has established that an individual who has received National Board Certification will receive an Iowa endorsement on his/her license when the State Board of Examiners determines that National Board standards meet or exceed the Iowa requirements. Department of Education professional development funds allocated to each district may be used for participation in National Board Certification.

INDIANA

The Indiana Professional Standards Board has adopted performance based standards for the preparation and licensure of Indiana teachers based on work done by NCATE, INTASC and NBPTS.

KANSAS

The Kansas legislative appropriation of \$40,000 was increased to \$65,000 to subsidize candidate fees and provide an annual \$1,000 salary increase for teachers certified by the National Board. In addition, Emporia State University/Jones Institute for Educational Excellence will continue to be funded to provide candidate support

KENTUCKY

Legislation has established the creation of a new professional development and advanced certification system. Under this new system, created by the Kentucky Education Professional Standards Board, teachers pursuing the most advanced state certification (which is voluntary) can obtain this certificate automatically by achieving National Board Certification. This certification rank carries with it a salary increase that averages approximately \$2,000.

LOUISIANA

The State Board of Elementary and Secondary Education has allocated a \$300,000 supplement over a 3-year period (1997-00) to provide fee support for National Board Certification.

MARYLAND

Senate Bill 460 was passed creating a three-year "State and Local Aid Pilot Program" (1997-2000). Through this program the state pays 2/3 of the certification fee for up to 48 teachers each year to seek National Board Certification.

The State Department of Education will grant CEU equivalents to teachers who complete the National Board Certification process.

MASSACHUSETTS

Through the 12-62 Plan, legislation has established the Veteran Teacher Bonus Program that awards teachers attaining National Board Certification and who mentor apprentice teachers with \$5,000 per year for the life of the certificate.

The Department of Education will utilize state and federal funds to pay 75% of the certification fee during the 1999-2000 school year. In addition, the Department of Education has recognized National Board Certification as an option for fulfilling the new requirements for teachers to become recertified. Teachers are asked to develop an "Individual Professional Development Plan" describing the activities that they will undertake within a five-year cycle to acquire the minimum of 120 professional development points for licensure renewal.

MICHIGAN

Legislation has established that half of the certification fee will be provided for up to 20 teachers per year beginning in 1997-98.

The Michigan State Board of Education has determined that teachers who enter the National Board Certification process and complete the portfolio component of the assessment will receive one-half of the credits (SB-CEUs) required for renewal of the Professional Education Certificate; National Board Certified Teachers will receive full credits for one renewal of the Professional Certificate; National Board Certified Teachers will receive SB-CEUs for participating in assessor training and for serving as assessors.

State Action Supporting National Board Certification

The state of Michigan has signed the NASDTEC Interstate Contract and will award their highest level certificate to any person who has obtained National Board Certification in an area corresponding to that for which certification is sought, provided the applicant also holds a comparable and valid certificate issued by any member state and has complied with any requirements of the receiving state regarding degrees held, citizenship, and moral, ethical, physical, and mental fitness.

MINNESOTA

The Education Excellence Omnibus Education Act (SF1925), through a \$400,000 two-year appropriation (beginning 1997-98), will award 100 grants to pay half the certification fee for NBC candidates, award \$1,000 grants to all Minnesota NBCTs to be used specifically for educational purposes (e.g., professional development opportunities, purchasing materials, etc.) provide funding for four half-time statewide teacher facilitators to support candidates and give teachers the option to renew a continuing license by completing the National Board Certification process.

MISSISSIPPI

Legislation has established that teachers (including speech therapists, counselors and audiologists) achieving National Board Certification and employed in a local district will receive a salary supplement of \$6,000 every year for the life of the certificate and teachers completing the National Board Certification process and employed in a local district will receive reimbursement of the certification fee. Completion of the National Board Certification process will fulfill the requirements for Mississippi recertification. An additional appropriation was authorized to expand and support the Mississippi World Class Teaching Project.

MISSOURI

The Missouri Department of Education will use professional development funds to support teachers seeking National Board Certification during the 1999-2000 school year. The Missouri State Board of Education will award an annual \$5,000 stipend to teachers certified by the National Board for the 10-year life of the certificate. In addition, National Board Certification activities can be used for career ladder requirements (at district discretion) and for new guidelines for Performance Based Teacher Evaluation.

MONTANA

House Bill 2 authorizes the Superintendent of Public Instruction the use of up to \$30,000 in general fund money for one-time stipends to Montana public school teachers who obtain certification by the National Board.

The Montana Board of Public Education provides teachers who successfully complete the National Board Certification process with 60 renewal units toward recertification. These units can be applied to current and subsequent state certification periods.

The state of Montana has signed the NASDTEC Interstate Contract and will award their highest level certificate to any person who has obtained National Board Certification in an area corresponding to that for which certification is sought, provided the applicant also holds a comparable and valid certificate issued by any member state and has complied with any requirements of the receiving state regarding degrees held, citizenship, and moral, ethical, physical, and mental fitness.

NEVADA

Legislation was approved to provide teachers certified by the National Board with a one-time 5 percent salary increase.

NEW MEXICO

The State Board of Education (SBE) has adopted policy to: grant a New Mexico level 1 teaching license to any person certified by the National Board for Professional Standards (applicants must take the Core Battery of the NTE) and grant a New Mexico level 3A, Instructional Leader, license to any person possessing a master's degree and certified by NBPTS.

State Action Supporting National Board Certification

The State Department of Education and New Mexico institutions of higher education (IHE) have developed the New Mexico World Class Teachers' project in which funds, either state appropriated or provided through grant application, are provided to IHEs to identify and support candidates for National Board Certification. Graduate credit is granted to candidates who complete the National Board Certification process.

NORTH CAROLINA

The budget was signed (June 1999) to continue to pay the fee for up to 1,500 teachers who complete the National Board Certification process and provide up to three days of release time for candidates to work on their portfolios and prepare for the assessment center exercises. The legislation also provides a 12 percent salary increase to teachers' state-paid salary for those who achieve National Board Certification.

The North Carolina State Board of Education has adopted policy recommendations to:

- Adopt the core propositions of NBPTS;
- Grant a North Carolina teaching license to relocating teachers who possess National Board Certification;
- Waive recertification requirements for up to five years following completion of NBPTS portfolio work;
- Create staff development plans that incorporate the work of NBPTS in the training programs, and
- Develop plans to incorporate the National Board's standards into institutions of higher education programs.

OHIO

Legislation was signed and has established that appropriation monies will be used by the Department of Education to continue to pay the fees for 600 candidates from public and chartered non-public schools each year (fiscal years ending June 2000 and June 2001). An additional appropriation of \$300,000 will be used for candidate support programs each year. Individuals achieving National Board Certification will receive an annual award of \$2,500 for the life of the certificate.

The Office of Teacher Education and Certification has determined that any Ohio teacher who completes the NBC process will receive enough equivalent continuing education credits (CEUs) to have his/her license renewed.

OKLAHOMA

Through the Education Leadership Oklahoma Act, the state will pay the certification fee for 200 teachers (98-99), provide \$500 for candidate expenses, and award an annual \$5,000 to National Board Certified Teachers for the life of the certificate.

Previous legislation established that: The Oklahoma Commission for Teacher Preparation address issues associated with NBPTS as well as the design, development and implementation of a competency-based teacher preparation system; out-of-state teachers who have achieved National Board Certification and are relocating to Oklahoma can receive Oklahoma certification without having to fulfill additional requirements normally required for teachers relocating to Oklahoma; the SBE modify teacher licensing categories to be compatible with National Board Certification categories; and, the SBE develop an incentive system to encourage teachers to achieve National Board Certification.

OREGON

The Oregon Teacher Standards and Practices Commission has approved the redesign of their teacher preparation and licensing system. The new design requires a teacher to complete an individualized plan for professional development in order to receive a Continuing License. National Board Certification is encouraged as part of the professional development activities.

RHODE ISLAND

Legislation has appropriated, through the Department of Education, \$45,000 to support National Board Certification in 1999-2000. The Rhode Island Foundation intends to match this legislative support.

The Rhode Island Department of Education and the Rhode Island Foundation have committed \$10,000 for a 1998-99 pilot project that will be used to offset the certification fees for teachers seeking National Board Certification.

State Action Supporting National Board Certification

The state of Rhode Island has signed the NASDTEC Interstate Contract and will award their highest level certificate to any person who has obtained National Board Certification in an area corresponding to that for which certification is sought, provided the applicant also holds a comparable and valid certificate issued by any member state and has complied with any requirements of the receiving state regarding degrees held, citizenship, and moral, ethical, physical, and mental fitness.

SOUTH CAROLINA

Legislation has appropriated \$120,000 to be used to reimburse the certification fee and provide a one-time \$2,000 bonus to those teachers who achieve National Board Certification.

TENNESSEE

The Tennessee General Assembly appropriated \$50,000 to reimburse the certification fee (regardless of outcome) for up to 25 teachers.

The Tennessee State Board of Education adopted a resolution encouraging teachers to seek National Board Certification and has incorporated the NBPTS five core propositions and the INTASC standards into the Tennessee teacher licensure standards and its Framework for Evaluation and Professional Growth. Tennessee will:

- Reimburse the fee for a limited number of candidates through the Volunteer Public Education Trust Fund;
- Recognize participation in National Board Certification as a fulfillment of license renewal requirements; and
- Provide support through a network that includes the State Board of Education, the State Department of Education and the Tennessee Education Association as well as several colleges and universities.

VERMONT

A consortium consisting of the Blue Mountain Union School District, the Caledonia Central Supervisory Union, in cooperation with the Northeast Regional Superintendents Association and the University of Vermont was awarded a \$75,000 Goals 2000 grant to develop awareness in Vermont about the National Board, provide for candidate recruitment and support, to mentor those teachers interested in NBC, and to develop a future system to sustain future candidate recruitment.

VIRGINIA

Legislation has established the National Teacher Certification Incentive Reward Program and Fund. Administered by the Virginia Department of Education, the program will provide incentive grants to public school teachers achieving National Board Certification. In addition, and to the extent that funds are available, an initial award is set at \$5,000 with a subsequent annual award of \$2,500 for the life the certificate.

The State Board of Education has determined that participation in National Board Certification is an option for an "educational project" that will allow teachers to earn 90 professional points of the required 180 for license renewal.

WASHINGTON

The Washington Legislature has passed a 15% salary increase for teachers achieving National Board Certification effective for the next two years. The second year will provide a salary increase for 45 teachers so a competitive process will determine eligibility.

WEST VIRGINIA

Legislation will provide \$1,000 reimbursement for teachers engaged in the National Board Certification (NBC) process, \$1,000 upon completion of the process, and awarded, upon certification, an annual \$1,000 for the life of the certificate. In addition, National Board Certified Teachers will be allowed \$600 for expenses incurred while pursuing National Board Certification.

State Action Supporting National Board Certification

WISCONSIN

Beginning in the 1999-2000 school year, the state will reimburse the \$2,000 fee to any teacher licensed by the state, employed in a public or private school, and certified by the National Board for Professional Teaching Standards. Beginning in the 2000-2001 school year, the state will reimburse the fee and provide an additional \$500 upon certification.

WYOMING

Legislation has established that the certification fee will be reimbursed for up to 50 teachers upon achieving National Board Certification.

Local Action Supporting National Board Certification

ALASKA

ANCHORAGE: The Anchorage School District (NEA affiliate) will provide an annual \$1,000 stipend for any teacher certified by NBPTS.

KLAWOCK: Teachers in the Klawock City School District who complete the National Board Certification process will receive a one-time \$1,500 bonus and, beginning the next school year, will advance two horizontal steps on the salary schedule.

ARIZONA

The Arizona Education Association is offering small scholarships to 1998-99 member NBC candidates.

APACHE JUNCTION: The Apache Junction School District pays \$500 of the certification fee.

CAVE CREEK: The Cave Creek School District pays \$500 of the certification fee and counts NBC candidacy as a career ladder movement.

CHANDLER: : The Chandler School District acknowledges National Board candidacy as a career ladder movement.

KYRENE: The Kyrene School District acknowledges National Board candidacy as a career ladder movement.

MADISON: The Madison School District pays ½ the fee for up to 5 candidates seeking National Board Certification. Upon completion of the NBC process the teacher receives a one-time \$1,100 stipend and, upon certification receives \$1,100 per year for the life of the certificate.

PAGE: Page Unified School District Teachers certified by the National Board for Professional Teaching Standards will receive an increase on the salary schedule equivalent to that of Ph.D.

PARADISE VALLEY: In an agreement between the Paradise Valley Unified School District #69 and the Paradise Valley Education Association, teachers who complete the National Board Certification process will receive a one time non-renewable addendum of 4.5 percent of the base salary and teachers who achieve certification will receive an addendum of 4.5 percent of the base salary for the life of the certificate.

PHOENIX ELEMENTARY: The Phoenix Elementary School District contributes \$6,000 to be used for fee reimbursement (up to \$2,000/candidate) upon National Board Certification.

PHOENIX UNION: The Phoenix Union School District pays ½ the certification fee for teachers seeking National Board Certification.

SCOTTSDALE: The Scottsdale School District provides 3 days of release time for NBC candidates and counts candidacy as a career ladder movement.

TEMPE: Bank of America Foundation has given \$1 million to Arizona State University's College of Education to establish and endow "Bank of America Exemplary Teachers National Board Certification Program." Funding will provide scholarship support for NBC candidates. In addition, ASU's College of Education established a Summer Training Institute to provide support for those pursuing NBC and prepare participants to serve as mentors to the College's interns and student teachers in ASU's teacher preparation programs.

Arizona State University is currently supporting 19 NBC candidates. The candidates will then help to design a summer program for 50 Arizona teachers to prepare for National Board Certification during the 1998-99 school year.

WASHINGTON: The Washington School District pays \$1,500 of the certification fee for NBC candidates.

WILCOX: The Wilcox School District pays \$250 of the certification fee.

ARKANSAS

NETTLETON: Effective with the 1998-99 school year, the Nettleton School Board will provide a \$2,000 salary increase to teachers achieving National Board Certification for the 10-year life of the certificate.

Local Action Supporting National Board Certification

CALIFORNIA

BERKELEY: A contract between the Berkeley Federation of Teachers and the Berkeley Unified School District (1998-01) provides reimbursement of the certification fee for teachers achieving National Board Certification.

GLENDALE: The Glendale Unified School District, in an agreement with the Glendale Teachers Association, now offers a one-time \$7,000 stipend for teachers achieving National Board Certification.

LOS ANGELES: The Los Angeles Unified School District and the United Teachers-Los Angeles agreed to an overall 15% increase in compensation above their base rate for teachers who obtain National Board Certification for the life of the certificate.

NEWPORT-MESA: As part of the long range staff development plan accepted by the board of education, "The District will provide the support required to assist teachers in preparing for and passing the National Board Exams (sic)."

PIEDMONT: The Piedmont Unified School District provides a \$500 annual stipend to National Board Certified Teachers.

POWAY: In an agreement between the Poway Federation of Teachers and the Poway Unified School District, the district will pay an annual \$1,000 (for nine years) to those teachers certified by the National Board. In addition, the Superintendent will pay the full fee for candidates seeking National Board Certification.

SAN DIEGO: The San Diego City Schools will pay half the certification fee and provide one day of release time for each candidate as well as provide videotaping support as needed.

Classroom teachers holding National Board Certification, who apply for a mentor teacher position and who meet the prior provisions, shall automatically be nominated for mentor teacher status and shall not be subject to the ranking process. Mentor teachers will receive a \$4,312 stipend each year of their appointment based on state funding.

SANTA PAULA: In a contract amendment between the Santa Paula Elementary School District and the Santa Paula Federation of Teachers, the district will pay one half of the certification fee to be matched by the teacher. Teachers who achieve National Board Certification will be reimbursed by the district their cost of the fee as well as receive an annual \$2,500 stipend. Teachers are eligible for two certification application fee payments within any five-year period beginning from the date of the first request.

WALNUT: The Walnut Valley Unified School District will reimburse the certification fee upon completion and/or achievement of National Board Certification.

COLORADO

DENVER: A two-year Goals 2000 grant has been awarded to the University of Colorado at Denver that will provide financial and professional support for up to 50 candidates per year from nine participating districts, commencing in 1997-98.

DILLON: In a 3-year agreement between the Summit School District RE-1 and certified staff, teachers achieving National Board Certification will receive a one-time \$5,000 salary increase.

DOUGLAS COUNTY: Through a Goals 2000 grant, the Douglas County School District will support five candidates during the 1998-99 school year. The District will provide a \$1,000 annual bonus for teachers who achieve "outstanding status" designation ("outstanding status" may include achievement of National Board Certification). Teachers who achieve National Board Certification may be eligible for "state master teacher" designation and further monetary compensation. In addition, the Cherokee Trail Elementary PTA in Douglas County has allotted \$1,000 to support one candidate through National Board Certification while the administration of Cherokee Trail Elementary will provide coverage for three release days.

GILCREST: The Weld School District RE-1 will provide a \$500 financial bonus for those teachers achieving National Board Certification.

Local Action Supporting National Board Certification

CONNECTICUT

The Connecticut Federation of Teachers will pay half the certification fee for up to five members who choose to seek National Board Certification.

The Connecticut Education Association passed Resolution D-12 promoting National Board Certification and encouraging members to seek this certification.

NEWTOWN: The Newtown Public Schools will pay half the fee for a limited number of teachers seeking National Board Certification during the 1998-99 school year.

TOLLAND: The Tolland Board of Education in an agreement with the Tolland Education Association will reimburse half the certification fee. If the district's agreed upon limit of \$6,000 is not met, then the candidate's full fee will be paid.

WATERFORD: Teachers will be reimbursed the certification fee by the Waterford Public School District upon completion of National Board Certification.

DELAWARE

BRANDYWINE: The Brandywine School District provides an annual \$1,000 salary increase to National Board Certified Teachers and pays expenses to attend the NBCT Annual Conference.

COLONIAL: The Colonial School District awards each National Board Certified Teacher with a \$500 voucher to use for classroom materials.

DISTRICT OF COLUMBIA

District of Columbia Public Schools will award three of the required six in-service/recertification credits to teachers who complete the National Board Certification process.

FLORIDA

BROWARD COUNTY: The Broward County School District has established a support network through the Nova Center that will provide both financial and technical support, for teachers pursuing National Board Certification. Participation in the Candidate Support Network will provide a \$1,000 match toward the certification fee for members of the Broward Teachers Guild and 1999 Teacher of the Year finalists. Candidates who complete the Candidate Support Network may apply for \$800 Teacher Directed Improvement Fund (TDIF) awards for special project category. Broward teachers achieving National Board Certification will receive a supplement of \$2,000 each year for the term of the certificate.

DADE COUNTY: In a contract negotiated between the United Teacher of Dade and the Dade County Public Schools (1997-2000), teachers achieving National Board Certification shall receive a one-time \$5,000 stipend; teachers achieving National Board Certification and new to Dade County Public Schools will be credited with teaching experience equal to one step on the salary schedule for each year of out-of-state salary experience; teachers pursuing NBC will be eligible to receive up to 120 Master Points through the Teacher Education Center. In addition, a joint task force has been established to continue to promote and support National Board Certification.

MIAMI: "Teacher Universe" is an educational initiative created by Nova Southeastern University which offers support for teachers seeking National Board Certification. Support includes scholarship awards, courses designed for teachers involved in the NBC process and a master's degree program.

GEORGIA

The Georgia Association of Educators is financially sponsoring grants to support 18 candidates pursuing National Board Certification during the 1998-99 school year.

The Professional Association of Georgia Educators is financially sponsoring loans and supporting 14 candidates pursuing National Board Certification during the 1998-99 school year. In addition, PAGE is offering assistance to candidates supported by the Candidate Subsidy Program.

Local Action Supporting National Board Certification

CLARKE COUNTY: The Clarke County Board of Education will award to any teacher who is certified by NBPTS and employed by the Clarke County School District a \$2,500 one-time salary increase.

IDAHO

The J.A. and Kathryn Albertson Foundation has awarded a series of grants for the 1998-99 school year titled "National Board for Professional Teaching Standards Certification Initiative" to the University of Idaho, Boise State University, Idaho State University, Northwest Nazarene College, Lewis-Clark State College, Ricks College and the College of Southern Idaho. The grants, totaling \$1.5 million, will be used to develop a comprehensive NBPTS certification program in conjunction with 32 statewide school districts. Support includes fee payment for 140 teachers, leadership team training to build NBPTS capacity in Idaho's school regions, website and electronic forum development, graduate credit development, teacher mentoring, teacher support programs through the year and re-take efforts of teachers involved in the "Idaho Initiative for System Reform" program during 1997-98.

ILLINOIS

ARLINGTON HEIGHTS: The Arlington Heights School District is financially supporting one National Board Certification candidate during the 1998-99 school year.

BLOOMINGTON: In an "Alliance for Professional Development," Illinois State University, the regional education office serving the Bloomington County and the Department of Education (using Candidate Subsidy funds) are supporting the fees for 21 county teachers during 1998-99. A year-long support group has been established at ISU with tuition waived for NBC candidates. Three courses are being offered with the 9 credits to be used toward masters or other exchanges on the local salary schedule. In addition, the dean will pay an additional \$3,000 per year for 10 years to any NBCT that teaches at the ISU Laboratory School.

CHICAGO: The Chicago Teachers Union Quest Center received grants from the John D. and Catherine T. MacArthur Foundation, the Oppenheimer Family Foundation and the McDougall Family Foundation to financially support NBC candidates and provide 15 months of professional development opportunities. Those completing the NBC process will receive 9 hours of lane placement credit.

PALATINE: The Community Consolidated School District #15 is financially supporting a limited number of National Board Certification candidates during the 1998-99 school year.

INDIANA

ANDERSON: In a negotiated contract between the Anderson Federation of Teachers and the Anderson Community Schools, the Federation provides half the certification fee for teachers seeking National Board Certification and the Anderson Community School will reimburse half the fee upon certification. Teachers will also be granted five days release time for portfolio preparation.

HAMMOND: In a contract between the Hammond Teachers Federation and the School City of Hammond teachers obtaining National Board Certification "will be eligible for placement on the doctoral lane of the salary schedule or, in the alternative, for additional compensation in an amount \$2,000 greater than that to which they would be entitled were they not certified." The Hammond Leadership Academy will support candidates by facilitating study groups and providing technical support. The Hammond School City will provide up to five professional leave days and access to supportive materials and equipment.

MARKLE: Region 8 Education Service Agency for Northeast Indiana received a grant (97-98) from Educate Indiana to do a year long pre-candidacy program with 17 teachers selected from the area's public and private schools. The Agency has received an additional grant (98-99) to continue the pre-candidacy program as well as provide support to those teachers who are now candidates. Several local districts have agreed to provide financial incentives for these teachers.

Local Action Supporting National Board Certification

KANSAS

CARBONDALE: The Santa Fe Trail USD 424 will pay the fee for a limited number of teachers in 1998-99 and will provide release time for portfolio completion.

KENTUCKY

LEXINGTON: The Fayette County Education Association (FCEA), in partnership with the Fayette County Public Schools, are working together to pay the fees for four Fayette County teachers seeking NBC. (98-99). The Prichard Committee is financially supporting retake candidates and the University of Kentucky is assistance and support.

LUDLOW: In a business, university, school district joint venture, the Ludlow Board of Education and Huntington Bank will financially support a limited number of candidates with Northern Kentucky University staff coordinating this effort.

OLDHAM COUNTY: An initiative by the Oldham County Board of Education in support of NBC will pay half the certification fee and upon certification provide an annual \$2,500 salary supplement for the life of the certificate. Also, NBCTs that mentor co-hort groups of NBC candidates are eligible to receive \$500 per person in that group (max. of 5 teachers) and an additional \$500 for teach teacher in the co-hort group who achieves certification.

LOUISIANA

CROWLEY: During the 1998-99 school Acadia School Parish will pay the fee for one teacher to seek National Board Certification.

NEW ORLEANS: The New Orleans School Parish and The United Teachers of New Orleans agreed that teachers who hold valid certification from the National Board shall receive in addition to their regular salary an annual 5 percent supplement, provided the teacher is serving in the area for which NBPTS certification has been granted.

MAINE

BANGOR: In an agreement between the Bangor School District and the Bangor Teachers Association, the district will pay the full certification fee for up to three teachers per year, effective in the 1996-97 school year. In addition, each teacher shall be provided a maximum of three days paid leave to prepare his/her portfolio for submission.

MADAWASKA: The Madawaska Education Association and the Madawaska School Board have agreed pay the certification fee for one teacher. Candidates for NBC may take three days of professional leave for portfolio development and advance an additional step on the salary scale once certification is achieved.

Topsham – SAD #75: Teachers can apply for local professional development grants to pay their certification fee and receive an additional step on the salary scale once certification is achieved.

MARYLAND

BOWIE CITY: The City Council of Bowie is providing \$10,000 for teachers of Bowie City students and for teachers who live within the city limits, to help offset the cost of National Board Certification for the 1998-99 school year. These funds will also be used to provide technical support for candidates (videotaping, copying, etc.).

CALVERT COUNTY: The Calvert County Public Schools (CCPS) and the Calvert Education Association (CEA) have reached a two-year agreement that provides a teacher certified by the National Board with a two percent increase in pay (plus increments) next year and a 2.5 percent increase (plus increments) the following year.

MONTGOMERY COUNTY: In an agreement between the Montgomery County Schools and the Montgomery County Education Association, the school district will pay an annual \$2,000 bonus to teachers certified by the National Board.

PRINCE GEORGES COUNTY: In a negotiated contract between the Prince George's County Education Association and the Prince George's Board of Education, the district will provide a one-time \$2,500 increase for teachers certified by the National Board and pay the certification fee for two candidates seeking certification.

Local Action Supporting National Board Certification

ST. MARY'S COUNTY: In an agreement between the Education Association of St. Mary's County and the Board of Education of St. Mary's County, a teacher that achieves National Board Certification will receive \$1,500 per year for the life of the certificate.

MASSACHUSETTS

BOSTON: In a contract negotiated between the Boston Public Schools and the Boston Teachers Union/AFT (1997-2000), the Boston Public Schools will fully reimburse the certification fees for up to 15 teachers for completion of the National Board Certification process whether or not certification is achieved. Although not a requirement, successful completion of National Board Certification may be considered as a special qualification for "lead teacher" status, which may include a 10 percent to 20 percent salary increase. In addition, the Boston Public Schools is offering a candidate support program (workshops, technical assistance, support groups) leading to the award of graduate credit hours.

MICHIGAN

The Michigan Education Association and the Michigan Federation of Teachers will award to their members \$500 grants toward the \$2,000 certification fee.

BLOOMFIELD HILLS: Teachers in the Bloomfield Hills Public Schools who hold current certification from the National Board for Professional Teaching Standards will receive an annual \$1,250.

DEXTER: The Dexter School District provides financial support for teachers seeking National Board Certification.

FARMINGTON: The Farmington Education Association and Farmington School District ratified a three-year contract (95-98) which includes a salary line providing \$1,250 per year to any National Board Certified Teacher. The school district paid one-half of the certification fee for teachers completing National Board Certification in 1996-1997 and will continue support in 1997-98.

ANN ARBOR: The Ann Arbor Education Association and Ann Arbor School District have agreed to a revised teacher evaluation system based on the standards from the NBPTS publication "What Teachers Should Know and Be Able To Do."

WAYNE COUNTY: Wayne County Regional Educational Service Agency (RESA) will provide a \$1,000 scholarship to one teacher in each of the 34 Wayne County School districts for the 1998-99 school year.

YPSILANTI: The School Board will pay the \$2,000 fee (on-half upon application and the remainder upon certification). Once certification is achieved the teacher must agree to teach within the district for two consecutive years.

MINNESOTA

BLOOMINGTON: Bloomington Public Schools will pay the fee for up to 20 teachers in the Bloomington School District.

MINNEAPOLIS: The 1997-99 contract for Minneapolis teachers states that any Minneapolis Public Schools professionally licensed teacher who achieves National Board Certification will qualify for the next lane on the teachers' salary schedule. Those already in Lane X will receive an additional \$1,500 per year once they are certified by the National Board.

The School District has arranged for low interest loans at certain designated financial institutions for teachers who wish to borrow the money for National Board Certification. During the period of time when a teacher is pursuing NBC, this effort serves as the teachers Professional Development Process.

MINNETONKA: The Minnetonka Teachers Association and the Minnetonka School District have agreed to identify and support five candidates for National Board Certification for the 1997-98 school year, and an additional 10 teachers for the 1998-99 school year.

MOUNDSVIEW: The Moundsview School District and the Moundsview Education Association bargained an agreement to set aside approximately \$45,000 to be accessed by those teachers seeking National Board Certification.

Local Action Supporting National Board Certification

NORTH ST. PAUL/MAPLEWOOD/OAKDALE: The North St. Paul, Maplewood and Oakdale School Districts will award a one-time \$500 salary increase for National Board Certified Teachers.

ROBBINSDALE: The Robbinsdale Area Schools and the Robbinsdale Federation of Teachers agreed to a new skill-based compensation system for teachers who begin teaching in the district after July 1, 1998. The new system will allow teachers to earn up to an additional \$15,000 based on a performance portfolio and certain criteria that includes National Board Certification.

Robbinsdale Area Schools will pay the fee for up to 10 teachers and provide computer technology and video equipment to assist with portfolio completion. Recognizing the importance of National Board Certification to the school district, a coordinator position was established to help build support including developing teacher collaboratives, creating conducive learning/training environments and coordinating teacher retreats.

ST. PAUL: The St. Paul School District and the St. Paul Federation of Teachers contract now contains language regarding National Board Certification. The contract states: Effective 1997-98, teachers who are National Board Certified in one or more areas will receive a \$2,000 annual stipend at the end of the school year they remain certified. Teachers who do not initially pass the National Board exam will be reimbursed for retaking one module up to \$275. In addition, the St. Paul School District and the St. Paul Federation will continue their collaborative support of candidates through Project 20/40. The St. Paul School District and the St. Paul Federation will continue their collaborative support of candidates through the 20/40 Project. The St. Paul School District, St. Paul Federation of Teachers and the University of Minnesota provide professional support programs to assist teachers through the NBC process.

The St. Paul School District has created a professional development program based on the National Board standards and assessments. This three-year mentoring program, for all new/probationary teachers, will allow teachers to explore NBPTS five core propositions and standards as well as practice the intellectual tasks of the assessments such as reflective writing and analysis of student work. As a result of this initiative, the St. Paul School District will have a more professional teaching force grounded in NBPTS standards of accomplished teaching and increased student achievement.

MISSISSIPPI

HATTIESBURG: The Hattiesburg Area National Board Mentoring Certification Project received a 1997 Award for Excellence from the Public Education Forum of Mississippi. The National Board Project, administered by the Hattiesburg schools in cooperation with the Hattiesburg Education Foundation and with funds from a Mississippi Power Foundation grant, provides financial and technical assistance for National Board Certification candidates

JACKSON: Jackson Public Schools will support 25 candidates by providing five release days and utilizing current NBCTs as mentors.

MERIDAN: The Meridan Public Schools will pay half the certification fee for 10 teachers, provide five release days and establish a library of NBPTS materials and other information to assist teachers through the process.

RANKIN COUNTY: Rankin County Public Schools will provide five release days for NBC candidates and will utilize current NBCTs as mentors.

MISSOURI

COLUMBIA: National Board Certification has been accepted for Columbia's Career Ladder Program. Teachers achieving NBC would receive a salary increase according to their current teaching level.

MONTANA

The Montana Professional Teaching Foundation has developed National Board Certification Scholarships to encourage Montana teachers to seek advanced certification from NBPTS.

ROUNDUP: In an agreement between the Roundup School Board and the Roundup Education Association, the district will pay ½ the certification fee and reimburse the remainder upon National Board Certification. An additional stipend of \$500 will be awarded for the life of the certificate.

Local Action Supporting National Board Certification

NEBRASKA

LINCOLN: The Lincoln Education Association and Lincoln public schools have agreed to provide \$500 scholarships to candidates selected by the Lincoln Public Schools' selection committee. All NBC candidates who complete the NBC process shall immediately receive a Completion Stipend of \$600; teachers achieving NBC shall immediately receive a \$1,000 Certification Bonus. A subsequent \$600 per semester stipend will be paid as long as they remain teaching in the Lincoln Public Schools. All NBC candidates will receive two professional leave days per semester for portfolio development, will receive support from the videotape production staff and receive access to the internet.

NEW MEXICO

GALLUP: The Gallup-McKinley County School District will pay the certification fee for up to 5 teachers, provide professional leave days as well as technical and collaborative support, and provide a \$1,000 bonus to those candidates achieving National Board Certification.

NEW YORK

The New York State United Teachers (NYSUT) is offering to its 140 Effective Teaching Program instructors \$1,500 to be awarded in three steps for participation in National Board Certification: \$500 upon completion of the assessment process; \$500 upon achievement of National Board Certification and \$500 to remain in the Effective Teaching Program for one year following certification.

ALLEGANY COUNTY: An agreement between Belfast Central School and the Belfast Teachers Association provides an annual salary increment of \$500 for certification by the National Board for Professional Teaching Standards.

JERICHO: The Jericho School District will reimburse the certification fee for all teachers completing the National Board Certification process; pay a \$2,000 stipend to teachers who complete but do not achieve National Board Certification; and give National Board Certified Teachers a \$4,000 stipend.

NEW PALTZ: In an agreement between New Paltz Central School District and the New Paltz United Teachers and effective 7/97-6/00, any member who achieves National Board Certification will receive an additional \$5,000 per year for the life of the certificate.

NEW YORK CITY

The New York City United Federation of Teachers' contract states that in lieu of thirty semester hours of approved credits in college or university study, National Board Certified Teachers will qualify for a salary differential of approximately \$3,700.

ROCHESTER: The Rochester Teachers Association (NYSUT/AFT) and the Rochester City School District ratified a four-year contract in December 1997, that includes the following provisions: "Teachers who complete the certification process of the National Board for Professional Teaching Standards (NBPTS) shall be reimbursed by the District for the costs of certification application fees. Successful completion of NBPTS certification requirements shall be considered as a special qualification for Lead Teacher eligibility."

NORTH CAROLINA

CHARLOTTE: The Charlotte Collaborative, a partnership between the Charlotte-Mecklenburg School District, the University of North Carolina-Charlotte and Johnson C. Smith University received a \$990,000 grant from the John S. and James L. Knight Foundation for a three-year project to provide local NBPTS standards based professional development opportunities for teachers and recruit NBC candidates.

CHEROKEE COUNTY: In support of teachers seeking National Board Certification, lap top computers are purchased for candidate's use. Once certification is achieved the candidate may keep the lap top as long as they remain an employee of the Cherokee County Public Schools.

Local Action Supporting National Board Certification

DUPLIN COUNTY: Duplin County Schools received the North Carolina School Improvement Grant to be used to support a cohort of NBC candidates during 1997-98 and prepare a larger number for candidacy in 1998-99.

LINCOLN COUNTY: The Lincoln County Board of Education is providing \$500 to teachers who complete the NBC process and an annual increase of \$500 for those who achieve National Board Certification.

KINGS MOUNTAIN: Kings Mountain District School Board will reward a \$500 stipend to all teachers who achieve National Board Certification.

MOORE COUNTY: The Moore County Board of Education approved a one-time 1 percent salary bonus for any Moore County Schools teacher achieving National Board Certification.

NASH COUNTY: The Nash County Board of Education will award a \$200 bonus to teachers who receive National Board Certification.

ORANGE COUNTY: Beginning with the 1998-99 school year, the Board of Education approved the National Board Certification Incentive Plan that provides 1-2 days release time for teacher preparation, a \$500 one-time bonus for teachers achieving National Board Certification, an additional \$100 per month to NBCTs that mentor new candidates (not to exceed \$1,000), and a one-time bonus of \$250 to teacher assistants and/or other school employee who provides assistance to the teacher.

POLK COUNTY: The Polk County School District provides National Board Certified Teachers a one-time \$500 pay supplement in addition to what the state offers.

OHIO

CINCINNATI: The Cincinnati Federation of Teachers provides an annual base salary supplement of \$1,000 to any teacher achieving National Board Certification for the life of the certificate, in addition to any supplement provided by the state. In addition, National Board Certification is also an opportunity to obtain lead teacher status which, under the district's negotiated Career in Teaching Program, carries an additional \$4,500-\$5,500 salary increase.

PENNSYLVANIA

PITTSBURGH: In a contract agreement between the Pittsburgh Federation of Teachers and the Pittsburgh Board of Education, teachers achieving National Board Certification will receive an annual \$2,000.

RHODE ISLAND

COVENTRY: Coventry Public Schools (CPS) and Coventry Teachers Alliance (CTA) have a contractual agreement where:

- The district will pay the certification fee for up to seven teachers;
- The district will assist and support the efforts of National Board Certification candidates using restricted professional development sources by providing up to five professional development days, and supportive, loaned materials and equipment such as video cameras, editing equipment and computers, that the district owns;
- Completing the National Board Certification assessment process, but not acquiring certification, qualifies a teacher to receive six district-approved credits toward the advanced increment schedule;
- Acquiring National Board Certification qualifies a teacher for a \$5,000 annual stipend for the life of the certificate;
- The District and the Alliance will explore other possible roles that National Board Certified Teachers may play in the improvement of education provided for Coventry's students. Such other roles and activities may include, but not be limited to, mentoring, planning and delivering professional development, facilitating school change, and/or developing curriculum.

EXETER-WEST GREENWICH: In an agreement between the school district and the union, the district will pay the fee for up to 3 teachers in any year but no more than 5 in any two years. Teachers achieving National Board Certification will receive an additional \$5,000 salary increment for 10-year life of the certificate. The district will also provide support by allowing up to five professional development days and providing the use of video and video-editing equipment.

Local Action Supporting National Board Certification

NEWPORT: The Newport School Committee will pay ½ the certification fee for up to 5 teachers per year.

WEST WARWICK: The West Warwick School Committee and the West Warwick Teachers' Alliance have agreed to pay the certification fee for up to seven teachers and provide 5 professional development release-time days for portfolio preparation. Teachers completing the NBC process will receive six district-approved credits toward the advanced increment schedule and teachers achieving NBC will receive an annual salary increase for the life of the certificate.

SOUTH CAROLINA

BEAUFORT COUNTY: The Beaufort County School District will provide to NBCTs a \$2,000 annual salary increase for the ten-year life of the certificate. The district will advance \$1,000 of the fee which will be taken from the first bonus.

BERKELEY COUNTY: Berkeley County School District paid half the certification fee for two teachers during the 1997-98 school year. A foundation is being created by the local Berkeley County Teacher Forum to support at least two NBC candidates for 1998-99.

DARLINGTON COUNTY: In order to encourage Darlington County teachers to seek National Board Certification, the School District will award \$1,000 stipends to help offset the fee.

FLORENCE: Francis Marion University has secured a revolving \$30,000 grant in conjunction with Pee Dee Electric to financially support National Board Certification candidates.

GREENWOOD COUNTY: The Education Enrichment Foundation of Greenwood County will award two \$2,000 scholarships for public school teachers in Greenwood County who wish to seek National Board Certification.

GREENVILLE COUNTY: The School District of Greenville County has allocated \$20,000 to fund the cost of National Board Certification for ten district teachers.

HAMPTON: The Hampton School District reimburses half the cost of the certification fee and provides a \$500 salary increase for those teachers achieving National Board Certification.

LANCASTER COUNTY: The Lancaster County School Board and the Lancaster County School District have approved (1998) awarding up to five \$2,000 scholarships per year for those who wish to seek National Board Certification. Teachers who achieve certification, regardless of receiving a scholarship, will be rewarded with the \$2,000 reimbursement from the state, \$2,000 reimbursement from the district and an additional \$1,000 in travel expenses for professional development.

ROCK HILL: The Rock Hill Board of Education will reimburse the certification fee if a teacher's NBPTS portfolio passes a peer review regardless of certification and allow release time for those seeking NBC. Upon certification, teachers will receive a one-time \$3,000 salary supplement as long as the teacher remains employed in the Rock Hill School District 3

SPARTANBURG: Spartanburg School District #7 provides a one-time bonus of \$2,000 for teachers achieving National Board Certification.

SOUTH DAKOTA

MILBANK: The Milbank School District pays the full fee and upon certification provides an annual \$2,500 salary increase for the life of the certificate.

TENNESSEE

JOHNSON CITY: The Johnson City Schools pays the certification fee and provides up to five days of release time for portfolio preparation. In addition, the district provides videotaping assistance and well as the video cassettes, and offers group support for teachers seeking National Board Certification.

KNOXVILLE: The University of Tennessee College of Education will award a financial scholarship to an alumni to seek National Board Certification.

Local Action Supporting National Board Certification

MEMPHIS Memphis City Schools offers support for teachers interested in seeking National Board Certification through a structured program of assistance through professional development activities. Program participants will attend a Precandidacy Study Group (30 hrs) during 1998-99 to familiarize themselves with the portfolio experiences they will encounter during the candidacy year.

TEXAS

CORPUS CHRISTI: The Corpus Christi Independent School District will pay a \$1,500 salary increase to National Board Certified Teachers each year for the term of the certificate.

SAN ANTONIO: The San Antonio Independent School District's Teachers and Teaching Initiative will support candidates for National Board Certification beginning in 1997-98. The NBC process will take a candidate a minimum of two years to complete. In the first year, the district will sponsor pre-candidacy in-service training in preparation for the certification process. The district will then pay the \$2,000 certification fee for any candidate for NBC. During the second year, the district will also provide a professional support network for all candidates. The district will pay an annual salary supplement of \$1,000 for four years or \$500 for ten years (teacher's choice) for those teachers who achieve certification.

VERMONT

DANVILLE: In an agreement between the Danville Teachers Association and the Danville Board of School Directors, the district will provide an annual \$1,000 increase to teachers certified by the National Board.

WELLS RIVER: The Blue Mountain Union School Board, in a contract agreement with the Blue Mountain Education Association will pay a \$1,000/year salary supplement to National Board Certified Teachers for the 10-year life of the certificate.

WINOOSKI: In an agreement between the Winooski Education Association and the School District (1999-2002), teachers achieving National Board Certification will be reimbursed up to half the certification fee and receive an annual \$1,000 stipend.

VIRGINIA

CHESAPEAKE: The Chesapeake School Board approved payment of a one-time \$1,000 supplement for teachers acquiring National Board Certification.

FAIRFAX COUNTY: The Fairfax County Public Schools provides two substitute leave days for teachers seeking National Board Certification. A teacher support network has been created and is held in collaboration with The George Washington University on a regular basis.

Fairfax County Public Schools will award all of the required recertification points for teachers achieving National Board Certification and half of the required recertification points to teachers who complete the process of National Board Certification. Recertification is required of all Virginia teachers every five years.

MANASSAS: The Manassas Board of Education approved a \$2,000 salary increase upon NBC and an additional \$2,000 every third year for the life of the certificate.

VIRGINIA BEACH: The Virginia Beach school system will provide to any teacher who achieves National Board Certification a supplement of \$850 annually for the life of the certificate.

WASHINGTON

VANCOUVER: The Vancouver School District will provide \$1,500 support for payment of the certification fee for a limit of ten teachers per year. The district will also provide three days substitute release time for NBC candidates to assist with portfolio preparation and will offer the use of materials owned by the district such as computers, video cameras and editing equipment.

WEST VIRGINIA

WOOD COUNTY: The Wood County Board of Education will pay the certification fee for teachers wishing to seek National Board Certification and provide an annual salary increase of \$3,500 to those earning National Board Certification.

WYOMING

LARAMIE COUNTY: The Laramie County School District will award a \$2,000 salary supplement to teachers certified by the National Board for Professional Teaching Standards.

POWELL: The Park County School District #1 will give an annual \$3,000 honorarium to those achieving National Board Certification for the life of the certificate.

SWEETWATER COUNTY: Sweetwater County School District #2 will reimburse the \$2,000 fee. Teachers earning National Board Certification will advance one step on the salary scale.

Developing Action/Other Involvement Supporting National Board Certification

THE FOLLOWING ITEMS DESCRIBE ACTIVITY OCCURRING IN STATES CONTRIBUTING TO BUILDING AWARENESS AND SUPPORT FOR NATIONAL BOARD CERTIFICATION.

ALABAMA

- Alabama is home to 24 National Board Certified Teachers.

ALASKA

- The Alaska Association of School Administrators (AASA) and the Association of Alaska School Boards (AASB) have unanimously recommended to the Alaska State Board of Education that NBPTS standards be adopted as Alaska's state standards.
- Alaska is home to seven National Board Certified Teachers.

ARIZONA

- Arizona is home to 16 National Board Certified Teachers.

ARKANSAS

- Arkansas is home to one National Board Certified Teacher.

CALIFORNIA

- The Professional Development Center: Southern Consortium, a regional professional development center, coordinates county-wide NBCT Collaboratives in cooperation with the Orange County Dept. of Education and the San Diego County Office of Education. Membership in the Collaborative includes NBC candidates and NBCTs. In addition to creating and facilitating a support network for candidates, NBCTs receive a stipend for their services. School District and United Teachers Los Angeles designed to support teachers seeking National Board Certification. Seminars are offered based on the portfolio entries and the Assessment Center exercises. For information, please contact Diana Cotter, Coordinator, 213-637-5157.
- Center X, located at UCLA is offering study groups for National Board Certification Candidates beginning in June 1998. For information, please contact RaeJeane Williams at UCLA, 310-825-5715 or send e-mail at rjwilliams@gse.ucla.edu or you may contact Adrienne Mack at amack@ica.com.
- The Southern California National Board Task Force, a network of National Board Certified Teachers, is meeting regularly to build awareness and support for candidates.
- California is home to 129 National Board Certified Teachers.

COLORADO

- The Colorado Network for National Board Certification, a network composed of National Board Certified Teachers, was organized in December of 1995. Regular meetings are being held.
- Colorado is home to 43 National Board Certified Teachers.

CONNECTICUT

- Connecticut is home to 26 National Board Certified Teachers.

DELAWARE

- The Delaware Professional Standards Council is recommending to the State Board of Education that National Board Certification be included as one of the activities that will qualify for relicensure of teachers.
- Delaware is home to 18 National Board Certified Teachers.

DISTRICT OF COLUMBIA

- The District of Columbia is home to two National Board Certified Teachers.

FLORIDA

- Barry University (Miami Shores, FL) will offer a course during the fall of 1999 focusing on NBPTS titled "Becoming an Accomplished Teacher." For information contact or Catheryn Weitman, Ph.D at 305-899-4026 or at cweitman@mail.barry.edu.

Developing Action/Other Involvement Supporting National Board Certification

- Florida International University will offer 2 graduate courses (6 credits) for NBC candidates in the south Florida area. The program will build a community among candidates, deepen the knowledge of the NBC process and provide support through one-on-one networking and technological connections.
- The School Board of Miami-Dade County Public Schools approved a program designed to promote certification of teachers by NBPTS. The program is a cooperative effort involving the University of Miami School of Education, the Miami-Dade County Public Schools and the United Teachers of Dade. The program will provide an opportunity for a minimum of 20 and a maximum of 30 teachers to obtain a Master of Science or a Specialist in Education degree in Advanced Professional Studies in Teaching and Learning. For further information, contact Dr. Liz Rothlein, Associate Dean, University of Miami, School of Education - lrothlein@umiami.ir.miami.edu
- Florida is home to 22 National Board Certified Teachers.

GEORGIA

- Georgia is home to 29 National Board Certified Teachers.

IDAHO

- The Idaho Education Association adopted a resolution which supports "voluntary professional certification."
- Idaho is home to 17 National Board Certified Teachers.

ILLINOIS

- The "Illinois Teaching Excellence Program," which would provide funds for salary incentives and bonuses, is expected to be signed into law in June 1999.
- The Chicago Quest Center, a part of the American Federation of Teachers, has been granted authority by the State Board of Education to establish the Jacqueline Vaughn Graduate School for Teachers. The masters of arts degree in "Teacher Leadership" has been developed to respond to the standards that are emerging from the work of the National Board for Professional Teaching Standards".
- Illinois is home to 36 National Board Certified Teachers.

INDIANA

- House Bill 1550 has been introduced to pay the fees for 2,000 candidates per year and provide a financial incentive to school corporations with National Board Certified Teachers.
- Indiana is home to 21 National Board Certified Teachers.

IOWA

- The University of Northern Iowa is developing a Master of Arts in Education degree with a major in Professional Development. The program curriculum is based on the propositions of the NBPTS.
- The State Board of Educational Examiners is continuing to develop a process for appointing professional panels of Iowa educators to recommend to the Board of Educational Examiners whether the standards for National Board Certification meet or exceed the Iowa requirements for an endorsement on an Iowa license.
- Iowa is home to 14 National Board Certified Teachers.

KANSAS

- The Kansas-NEA Board of Directors' position is that the following actions take place to encourage individuals to pursue NBC:
 - STATE LEVEL:** Grant state license renewal for completion of NBC process; grant initial licensure to out-of-state teachers who are certified by NBPTS; and set aside money for payment of fees and support for NBC candidates.
 - LOCAL LEVEL:** Support for NBC candidates including release time, technical support; NBC participation recognized as professional development for salary schedule purposes; and salary enhancements based on holding of NBC.
- The Great Plains Center for National Teacher Certification was established in May 1996 to enhance the work of the National Board.
- Kansas is home to 12 National Board Certified Teachers.

KENTUCKY

- Kentucky is home to 12 National Board Certified Teachers.

Developing Action/Other Involvement Supporting National Board Certification

LOUISIANA

- House Bill 718 was introduced that would provide a teacher certified by the National Board with an annual \$5,000 salary increase for the life of the certificate.
- Louisiana is home to eight National Board Certified Teachers.

MAINE

- Maine is home to two National Board Certified Teachers.

MARYLAND

- Maryland is home to 13 National Board Certified Teachers.

MASSACHUSETTS

- Massachusetts is home to 21 National Board Certified Teachers.

MICHIGAN

- The Michigan Education Association Board of Directors approved a position paper supporting National Board Certification.
- The Michigan Federation of Teachers and School Related Personnel approved a resolution that supports the NBPTS mission and applauds its National Board Certified Teachers.
- Michigan is home to 70 National Board Certified Teachers.

MINNESOTA

- Legislation has been introduced that includes support for National Board Certification.
- The Minnesota High Success Consortium is a non-profit organization representing more than 125 schools and districts which serve more than half the students enrolled in Minnesota's pre-K - 12 public education. The Learning Community Masters system, developed by the consortium in conjunction with Hamline and Winona State Universities, is a graduate program based on the National Board's five core propositions. Participants develop several "widely held expectations" for each proposition and design their own program to demonstrate how they meet each expectation and proposition.
- The Minnesota Education Association Board of Directors passed a motion in support of NBPTS.
- Minnesota is home to 90 National Board Certified Teachers.

MISSISSIPPI

- State monies have been appropriated to expand the Mississippi World Class Project. In addition to Mississippi State University, three additional locations will recruit and support NBC candidates and be facilitated by National Board Certified Teachers.. They are the University of Mississippi, University of Southern Mississippi and University of Southern Mississippi-Gulfpark. An increased budget appropriation will fund a fifth center at Delta State University, to support NBC candidates.
- Mississippi State University is home to the Mississippi World Class Teacher Project. The project recruited and supported over 45 candidates through NBC in 1996-97 and will continue to support candidates in 1998-99.
- Mississippi is home to 62 National Board Certified Teachers.

MISSOURI

- A proposed amendment to Missouri's teacher licensing standards states that candidates for Missouri licensure who have obtained National Board Certification and who hold a comparable and valid certificate issued by a state-approved degree-granting teacher preparation institution, shall be granted a ten year Continuous Professional Certificate (CPC).
- Missouri is home to 17 National Board Certified Teachers.

MONTANA

The Montana Commission on Teaching, a statewide commission of 26 education leaders appointed by the governor, has approved the following recommendations for state action:

Developing Action/Other Involvement Supporting National Board Certification

1. A currently certified Montana teacher who completes the National Board Certification process will receive 60 renewal units to apply to current and/or subsequent requirements for Montana teacher certification renewal. This policy was enacted by the Board of Public Education in May of 1998.
 2. A consortium of educational groups in the state will fund and support pilot groups of teachers to sit for National Board Certification. This recommendation was enacted through the leadership of the Montana Professional Teaching Foundation in October of 1997.
 3. Montana teachers achieving National Board Certification will receive a \$3,000 annual professional stipend for their National Board Certificate. The Montana Legislature has approved a similar policy as reflected above.
 4. Encourage school administrators, school boards, and teacher organizations to recognize National Board Certified Teachers and National Board Certification candidates with advanced salary placement, professional release time, support systems, and technical assistance.
 5. Universities should begin to develop methods by which National Board Certification can be supported and rewarded at the university level.
 6. Native Americans be recruited and encouraged to pursue National Board Certification for teachers through existing and proposed support structures within the Montana Professional Teaching Foundation, the Office of Public Instruction, and the Office of the Governor.
- Montana is home to six National Board Certified Teachers.

NEBRASKA

- Nebraska is home to two National Board Certified Teachers.

NEVADA

- Additional legislation to provide \$20,000 to reimburse National Board Certification costs has been sent to the governor and is expected to be signed.

NEW HAMPSHIRE

- New Hampshire is home to one National Board Certified Teacher.

NEW JERSEY

- New Jersey is home to 14 National Board Certified Teachers.

NEW MEXICO

- Several bills have been introduced supporting National Board Certification including a \$350,000 appropriation to recruit and support New Mexico for National Board Certification, provide a salary increase and amend the Public School Funding Formula to allow NBCTs to generate program units. All bills were vetoed by the Governor.
- New Mexico is home to 67 National Board Certified Teachers.

NEW YORK

- Legislation to provide fee support for NBC candidates was passed but the budget provision was vetoed.
- New York is home to 38 National Board Certified Teachers.

NORTH CAROLINA

- Elizabeth City State University is in the initial phase of designing a master's degree which incorporates the National Board's five core propositions. Inclusion of National Board Certified Teachers in the design is slated to ensure full intent to the spirit of the propositions and to the supports deemed necessary for navigating the process.
- North Carolina is home to 536 National Board Certified Teachers.

NORTH DAKOTA

- Senate Bill 2151, providing a \$5,000 salary increase for NBCTs, died in committee.

OHIO

- Ohio is home to 337 National Board Certified Teachers.

Developing Action/Other Involvement Supporting National Board Certification

OKLAHOMA

- Legislation to provide fee support for 200 candidates and provide a \$5,000 salary increase remains the same as in previous years. When Oklahoma is within 90% of the per pupil expenditure of the five surrounding states, NBCTs will then receive \$7,000. The Governor is expected to sign the legislation.
- Oklahoma is home to 39 National Board Certified Teachers.

OREGON

The Oregon Teacher Standards and Practices Commission has proposed a redesign of teacher preparation and licensure. Included in the proposal is language for National Board Certification. It states: " Certification by the National Board for Professional Teaching Standards will be encouraged. TSPC's proposed licensure system, with its emphasis on self assessment and continuing professional development, should assist teachers to prepare for NBPTS evaluations. Teachers who achieve NBPTS certification will have met the professional development requirements for the next renewal of their Oregon Continuing Licenses."

PENNSYLVANIA

- Pennsylvania has proposed legislation that would allow National Board Certification to meet CEU requirements for relicensure.
- The State Board of Education has proposed granting to candidates certified by the National Board for Professional Teaching Standards the state's highest level teaching certificate applicable.
- Pennsylvania is home to four National Board Certified Teachers.

RHODE ISLAND

- The Rhode Island Foundation sponsored a stakeholders meeting for over 20 state leaders to determine how to bring National Board Certification to Rhode Island Teachers. A plan will be developed over the next few months that will draw upon legislative and foundation financial support.
- Rhode Island is home to six National Board Certified Teachers.

SOUTH CAROLINA

- Legislation is currently pending that would provide an annual salary increase for NBCTs, provide fee reimbursement, professional development points equal to 10 years and license portability.
- South Carolina is home to 14 National Board Certified Teachers.

TENNESSEE

- House Bill 51 and Senate Bills 198 and 74 have been introduced to reimburse the certification fee, provide an annual \$3,000 salary increase and offer incentives for mentor teachers.
- The Tennessee Association of Colleges of Teacher Education adopted a policy to financially support one National Board Certification candidate.
- Tennessee is home to six National Board Certified Teachers.

TEXAS

- Several bills in support of National Board Certification, including one that would provide reimbursement of the certification fee, have been introduced this session.
- The Texas Federation of Teachers passed resolutions which 1) support the work of the NBPTS; 2) support legislation which would provide funding from the State of Texas for teachers seeking NBC; 3) provide funding to assist at least one teacher each year by paying the application fee.
- A report titled "Educator Professional Development: A Key Element in States' Education Reform Efforts" was prepared for the Texas Legislature. The Executive Summary notes that: "As the National Board for Professional Teaching Standards' voluntary advanced certification process develops, Texas should look for ways to recognize and encourage teacher participation in National Board certification."
- Texas is home to seven National Board Certified Teachers.

UTAH

- Utah is home to one National Board Certified Teacher.

Developing Action/Other Involvement Supporting National Board Certification

VERMONT

- In his 1999 State of the State address, Vermont's Governor Howard Dean has asked the legislature to appropriate \$80,000 to pay half the certification fee and to provide an annual \$1,000 for National Board Certified Teachers.
- Vermont is home to one National Board Certified Teacher.

VIRGINIA

- George Washington University and Norfolk State University have developed a project to recruit and support teachers throughout the state seeking National Board Certification.
- Virginia is home to 28 National Board Certified Teachers.

WASHINGTON

- The Washington Education Association approved a resolution that supports the efforts of their members to demonstrate excellence in teaching by obtaining National Board Certification. In addition, the Association believes additional state funding should be built into the state allocation model for teachers achieving National Board Certification.
- The Governor's budget proposal includes a \$3,000 annual bonus for National Board Certified Teachers (including those currently certified).
- Washington is home to 12 National Board Certified Teachers.

WEST VIRGINIA

- West Virginia is home to one National Board Certified Teacher.

WISCONSIN

- Gov. Thompson's 1999-2001 budget proposal will provide \$50,000 in the 1st year and \$112,500 in the second year and make permanent a program that provides grants to teachers certified by the National Board.
- The University of Wisconsin-Green Bay, through its newly established Institute for Learning Partnership, is making the NBPTS five core propositions and standards the foundation of their efforts to reform teacher education from undergraduate to post graduate levels.
- Wisconsin is home to two National Board Certified Teachers.

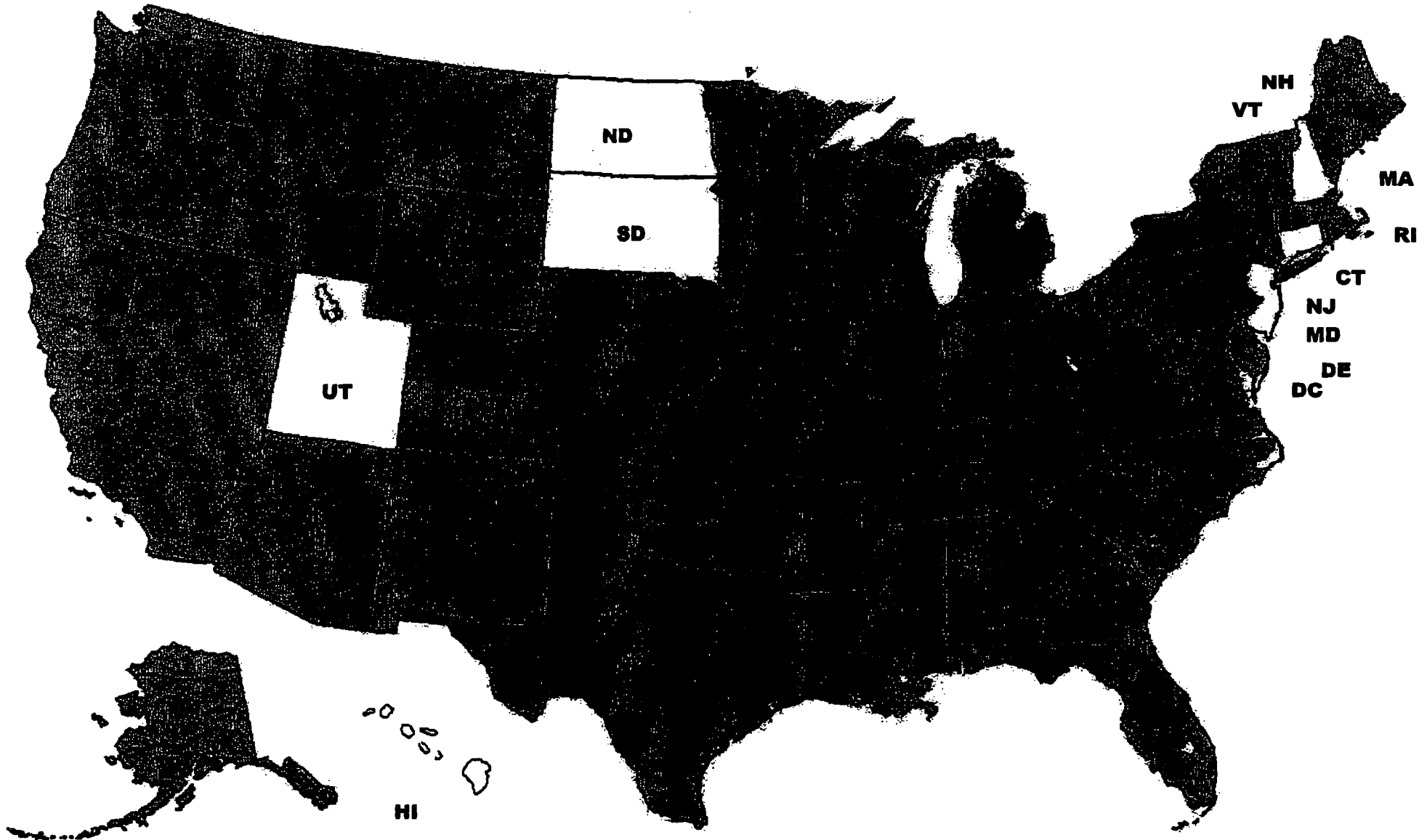
WYOMING

- Wyoming is home to one National Board Certified Teacher.

Developing Action/Other Involvement Supporting National Board Certification

PLEASE NOTE: The total number of National Board Certified Teachers is 1,835 and includes two teachers teaching overseas. The total number of certificates awarded totals 1,837 and includes two teachers who have been twice certified.

Action Supporting National Board Certification



DENOTES EITHER STATE OR LOCAL ACTION

FEE SUPPORT

STATES

- Alabama
- Arkansas
- Delaware
- Florida
- Georgia
- Illinois
- Iowa
- Kansas
- Louisiana
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- North Carolina
- Ohio
- Oklahoma
- Rhode Island
- South Carolina
- Tennessee
- West Virginia
- Wisconsin
- Wyoming

LOCAL DISTRICTS

- Anderson, Ind.
- Apache Junction, Ariz.
- Arlington Hts., Ill.
- Bangor, Maine
- Beaufort County, S.C.
- Berkeley, Calif.
- Berkeley County, S.C.

- Bloomington Co., Ill.
- Bloomington, Minn.
- Boston, Mass.
- Bowie City, Md.
- Broward County, Fla.
- Carbondale, Kan.
- Cave Creek, Ariz.
- Chicago, Ill.
- Corpus Christi, Texas
- Coventry, R.I.
- Crowley, La.
- Denver, Colo.
- Dartington County, S.C.
- Dexter, Mich.
- Douglas Co., Colo.
- Exeter-W. Greenwich, R.I.
- Farmington, Mich.
- Florence, S.C.
- Gallup, N.M.
- Great Falls, Mont.
- Greenville County, S.C.
- Greenwood Co., S.C.
- Hampton, S.C.
- Hattiesburg, Miss.
- Jericho, N.Y.
- Johnson City, Tenn.
- Knoxville, Tenn.
- Lancaster County, S.C.
- Lincoln, Neb.
- Madawaska, Maine
- Madison, Ariz.
- Meridan, Miss.
- Milbank, S.D.
- Markle, Ill.

- Minnetonka, Minn.
- Moundsview, Minn.
- Newport, R.I.
- Newtown, Conn.
- Palatine, Ill.
- Phoenix Union, Ariz.
- Phoenix Elem., Ariz.
- Pocatello, Idaho
- Poway, Calif.
- Prince George's County, Md.
- Robbinsdale, Minn.
- Rochester, N.Y.
- Rock Hill, S.C.
- Roundup, Mont.
- San Antonio, Texas
- San Diego, Calif.
- Santa Paula, Calif.
- Sweetwater County, Wyo.
- Tempe, Ariz.
- Tolland, Conn.
- Topsham, Maine
- Vancouver, Wash.
- Ventura, Calif.
- Washington, Ariz.
- Walnut, Calif.
- Waterford, Conn.
- Wayne County, Mich.
- West Warwick, R.I.
- Wilcox, Ariz.
- Wood County, W.V.
- Ypsilanti, Mich.

SALARY SUPPLEMENTS

STATES

- Alabama
- Arkansas
- California
- Delaware
- Florida
- Georgia
- Idaho
- Iowa
- Kansas
- Kentucky
- Massachusetts
- Mississippi
- Missouri
- Montana
- Nevada
- North Carolina
- Ohio
- Oklahoma
- South Carolina
- Virginia
- Washington
- West Virginia
- Wisconsin

LOCAL DISTRICTS

- Allegany County, N.Y.
- Anchorage, Alaska
- Apache Junction, Ariz.
- Beaufort County, S.C.
- Bloomfield Hills, Mich.
- Bloomington, Ill.
- Boston, Mass.
- Brandywine, Delaware

- Broward Co., Fla.
- Calvert County, Md.
- Cave Creek, Ariz.
- Chandler, Ariz.
- Chesapeake, Va.
- Cincinnati, Ohio
- Clarke County, Ga.
- Columbia, Mo.
- Corpus Christi, Texas
- Coventry, R.I.
- Dade County, Fla.
- Danville, Vt.
- Dillon, Colo.
- Douglas County, Colo.
- Exeter/W. Greenwich, R.I.
- Farmington, Mich.
- Gallup, N.M.
- Gilcrest, Colo.
- Glendale, Calif.
- Hammond, Ind.
- Hampton, S.C.
- Jericho, N.Y.
- Kings Mountain, N.C.
- Klawock, Alaska
- Kyrene, Ariz.
- Lancaster County, S.C.
- Laramie County, Wyo.
- Lincoln, Neb.
- Lincoln County, N.C.
- Los Angeles, Calif.
- Madawaska, Maine
- Madison, Ariz.
- Manassas, Va.
- Maplewood/N. St. Paul/Oakdale, Minn.

- Milbank, S.D.
- Minneapolis, Minn.
- Montgomery County, Md.
- Moore County, N.C.
- Nash County, N.C.
- Nettleton, Ark.
- New Orleans, La.
- New Paltz, N.Y.
- New York City, N.Y.
- Orange County, N.C.
- Page, Ariz.
- Paradise Valley, Ariz.
- Piedmont, Calif.
- Pittsburgh, Penn.
- Polk County, N.C.
- Poway, Calif.
- Powell, Wyo.
- Prince George's City, Md.
- Robbinsdale, Minn.
- Rock Hill, S.C.
- Roundup, Mont.
- San Antonio, Texas
- San Diego, Calif.
- Santa Paula, Calif.
- Scottsdale, Ariz.
- South Carolina
- Spartanburg, S.C.
- St. Mary's County, Md.
- St. Paul, Minn.
- Sweetwater County, Wyo.
- Tomsham, Maine
- Ventura, Calif.
- Virginia Beach, Va.
- Wells River, Vt.
- West Warwick, R.I.
- Winooski, Vt.
- Wood County, W.V.

LICENSE PORTABILITY

STATES

- Alabama
- Arizona
- Arkansas
- California
- Colorado

- Florida
- Georgia
- Iowa
- Kentucky
- Michigan

- Montana
- New Mexico
- North Carolina
- Oklahoma
- Rhode Island

STATES

- Arizona
- Colorado
- Florida
- Georgia
- Illinois
- Iowa

- Maryland
- Massachusetts
- Michigan
- Minnesota
- Mississippi
- Missouri
- Montana

- New Mexico
- North Carolina
- Ohio
- Tennessee
- Virginia

LICENSURE RENEWAL AND CONTINUING EDUCATION UNITS

*Incentives vary by state and locality.

Please refer to the latest State & Local Action Report.

"The National Board of Professional Teaching Standards has spent the last decade developing standards of teaching excellence.

"Now, we must encourage teachers and schools to take advantage of the National Board Certification process to improve classroom teaching and teacher evaluations.

"State Farm is proud to join with other major corporations in supporting that work in communities across the country."

**— Ed Rust Jr., Chairman and CEO
State Farm Insurance Companies**



"Finally, after 22 years of active teaching, I felt like my ability to teach was being accurately measured by my peers and the visions of some very fine minds who care enough about the education of America's children to be involved."

**Clarice Moore, NBCT
San Diego, Calif.**

"I believe America's students will benefit from the National Board's peer-developed standards that give teachers a common definition of quality teaching and a blueprint for what they must do to become fully accomplished teachers."

**Lamar Alexander, former
U.S. secretary of education
in the Bush Administration**

*For more information on National Board Certification,
call 1-800-22TEACH, or visit the NBPTS Web site at
www.nbpts.org*

*For more information about Partners in a Learning Community,
visit the State Farm Insurance Companies Web site at
www.statefarm.com*



PARTNERS in a LEARNING COMMUNITY

*A partnership of
State Farm Insurance Companies
and the National Board for
Professional Teaching Standards
to advance accomplished teaching*





A strong educational system is the foundation for a strong community.

For American students, and in turn American businesses to be competitive in the global economy of the future, we must work to improve our educational system now.

State Farm and the National Board for Professional Teaching Standards have formed a five-year partnership to provide teachers across the country with the opportunity to participate in the National Board Certification process.



State Farm is providing \$1 million for the National Board's work and various forms of in-kind support, including the resources and encouragement teachers need to successfully participate in the program.



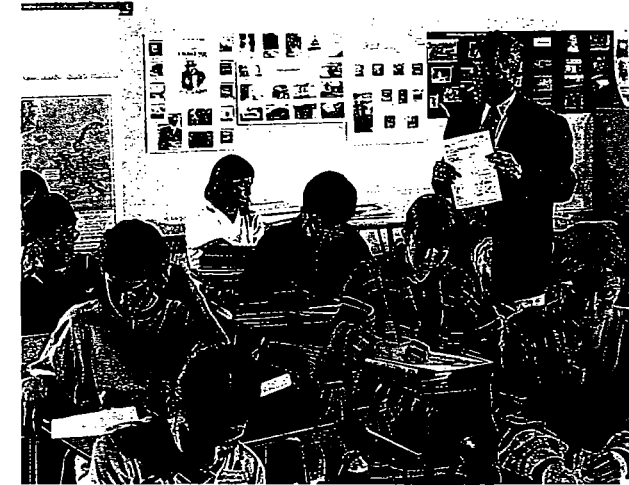
The National Board Certification process gives teachers the chance to evaluate their abilities against the rigorous standards set for their profession, by their profession. This voluntary process requires teachers to analyze and improve their practice by submitting a portfolio of lesson plans, student work, and videotapes of their classroom teaching.



The thousands of teachers who have participated in the National Board Certification process state that it was the most powerful professional development experience of their careers, changing them professionally and personally.



State Farm wants to have a direct, positive influence on America's educational system.



State Farm has long believed that the quality of American education can be enhanced by supporting our teachers. State Farm:

- Distributes thousands of free curriculum kits to schools every year
- Gives the Good Neighbor Award to ten innovative teachers each year
- Provides every employee one paid day off annually to volunteer in schools

Clinton Presidential Records Digital Records Marker

This is not a presidential record. This is used as an administrative marker by the William J. Clinton Presidential Library Staff.

This marker identifies the place of a publication.

Publications have not been scanned in their entirety for the purpose of digitization. To see the full publication please search online or visit the Clinton Presidential Library's Research Room.

Booklet, "What Every Teacher Should Know," 20 pages

National Board

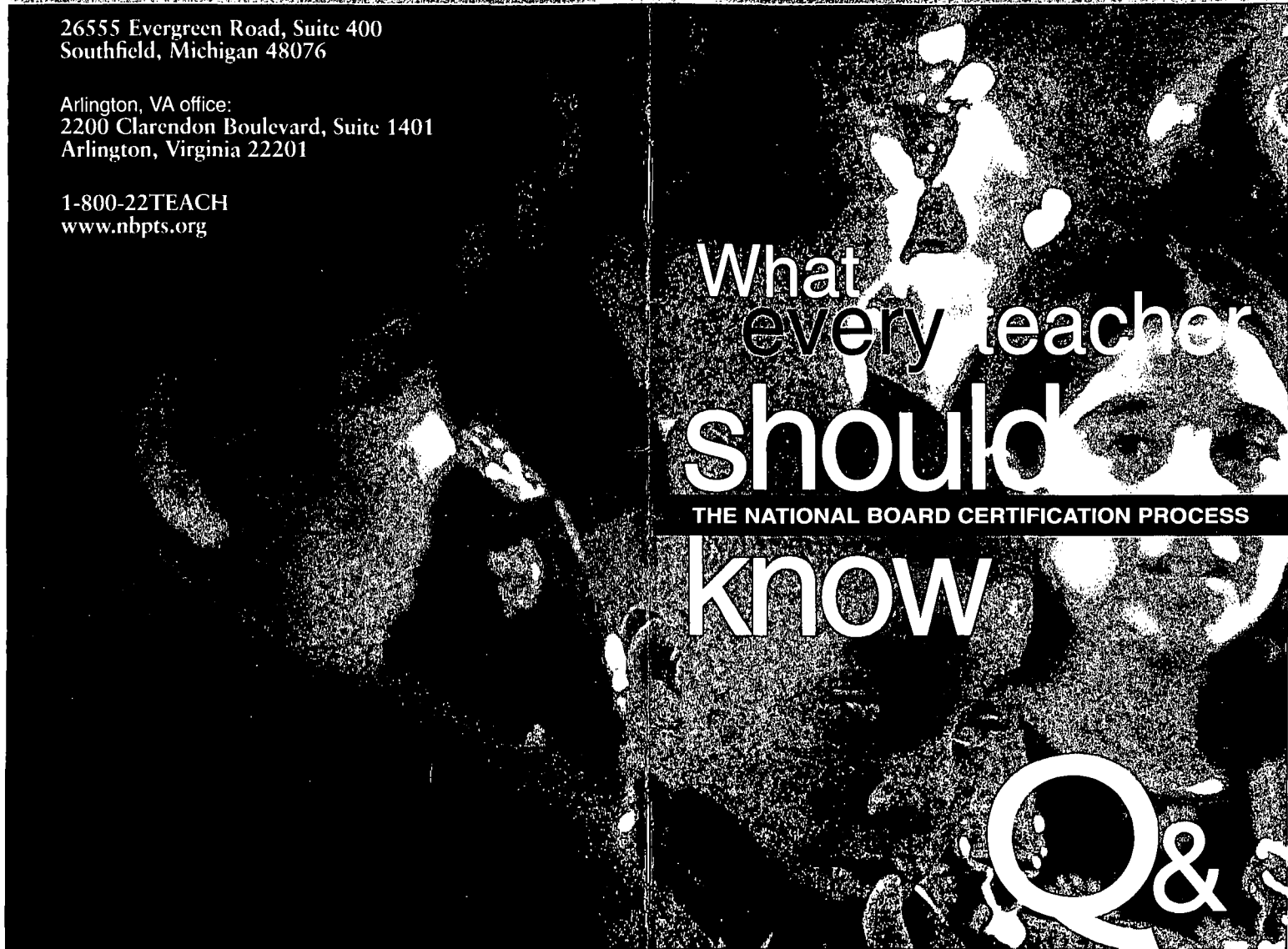


FOR PROFESSIONAL
TEACHING STANDARDS®

26555 Evergreen Road, Suite 400
Southfield, Michigan 48076

Arlington, VA office:
2200 Clarendon Boulevard, Suite 1401
Arlington, Virginia 22201

1-800-22TEACH
www.nbpts.org



What
every teacher
should
know

THE NATIONAL BOARD CERTIFICATION PROCESS

1999-2000

Clinton Presidential Records Digital Records Marker

This is not a presidential record. This is used as an administrative marker by the William J. Clinton Presidential Library Staff.

This marker identifies the place of a publication.

Publications have not been scanned in their entirety for the purpose of digitization. To see the full publication please search online or visit the Clinton Presidential Library's Research Room.

"Why," Booklet, 17 pages



Why

Why America Needs The National Board For Professional Teaching Standards

Clinton Presidential Records Digital Records Marker

This is not a presidential record. This is used as an administrative marker by the William J. Clinton Presidential Library Staff.

This marker identifies the place of a publication.

Publications have not been scanned in their entirety for the purpose of digitization. To see the full publication please search online or visit the Clinton Presidential Library's Research Room.

Booklet, "How," 10 pages

How



How We Plan To Achieve Our Vision

National Board



BOARD OF DIRECTORS

BARBARA B. KELLEY

Chair

ROBERT L. WEHLING

Vice Chair

JAMES A. KELLY

President

JAMES B. HUNT JR.

Founding Chair

ANGELIQUE ACEVEDO-BARRON

ARTIE N. ALMEIDA

JULIE ASHWORTH

MAYNARD F. BALDWIN Jr.

BARBARA POPE BENNETT

CAROLINE M. BITTERWOLF

THOMAS T. BLANFORD

MARTIN GARY BLUMENSTEIN

JUDITH BODENHAUSEN

BARBARA T. BOWMAN

LILLIAN M. BRINKLEY

JOYCE BRISCOE

GAIL F. BURRILL

MARY A. BUSS

BENJAMIN O. CANADA

ROBERT F. CHASE

LYNN CHERKASKY-DAVIS

BEVERLY ANN CHIN

CARLOS R. CISNEROS

PATRICIA COLBERT-CORMIER

JOHN S. COLE

ANTONIA CORTESE

KYLE DAHLEM

EDDIE DAVIS III

THOMAS R. DAVIS Jr.

TIMOTHY C. DEDMAN

ROSALIE A. DIBERT

MARY E. DIEZ

ROBERTA G. DOERING

SHARON M. DRAPER

ROBERT F. EAGAN

JOYCE A. ELLIOTT

SANDRA FELDMAN

GARY R. GALLUZZO

ANTOINE M. GARIBALDI

SANDY L. GARRETT

JOSEPH R. GOTCHY

ARTHUR M. HAMILTON

GAIL HUFFMAN-JOLEY

HARRIET HUNTER-BOYKIN

JULIE A. HUTCHESON

CORA JANE HYDRICK

GARY LOCKE

CONNIE R. MITCHELL

DIANNE L. MONDRY

CYNTHIA MONBERG MORRIS

ARTURO PACHECO

LARRY J. PETERSON

MARC RACICOT

LEO ARMANDO RAMIREZ Sr.

MICHAEL C. RANDALL

JUDITH L. ROHDE

PATRICIA M. RUST

PATRICIA McFARLANE SOTO

WILLIAM M. SOULT

ISABEL J. STUEWE

AARON WALLACE

HAROLD M. WEYMOUTH

BARBARA M. WHEELER

C. ADRIENNE WHITE

ARTHUR E. WISE

OFFICES

SOUTHFIELD, MI

26555 EVERGREEN ROAD

SUITE 400

SOUTHFIELD, MI 48076

248-351-4444

FAX 248-351-4170

ARLINGTON, VA

2200 CLARENDON BOULEVARD

SUITE 1401

ARLINGTON, VA 22201

(703) 465-2700

FAX (703) 465-2715

WEB SITE

<http://www.nbpts.org>



Clinton Presidential Records Digital Records Marker

This is not a presidential record. This is used as an administrative marker by the William J. Clinton Presidential Library Staff.

This marker identifies the place of a publication.

Publications have not been scanned in their entirety for the purpose of digitization. To see the full publication please search online or visit the Clinton Presidential Library's Research Room.



WHAT SCHOOL BOARDS
SHOULD KNOW ABOUT
THE NATIONAL BOARD
FOR PROFESSIONAL
TEACHING STANDARDS.

I believe we have to do all we can

to support our teachers. At the end of the day, we're only as
smart as our schools and as accomplished as our teachers.

Governor James B. Hunt Jr., North Carolina

Chair, National Board for Professional Teaching Standards

NSBA