

# Using National Board Certification to Strengthen the Teaching Workforce

A classroom of students sitting at their desks, facing the front of the room. Several students have their hands raised, indicating they are ready to answer a question. The classroom is brightly lit with large windows on the right side.

Sarah Pinsky

Senior Director, Policy

National Board for Professional Teaching Standards

[spinsky@nbpts.org](mailto:spinsky@nbpts.org)

February 2024

A photograph showing a group of diverse individuals, including children and adults, holding hands in a circle. The scene is outdoors, with a wooden structure and greenery in the background. The lighting is natural, and the overall atmosphere is one of community and support. The hands are the central focus, symbolizing the interconnectedness and strength of a group.

01

**What is  
National Board Certification?**

# By Teachers, For Teachers

National Board Certification is a voluntary advanced credential that signifies the teacher is an instructional expert in their grade and subject level.

# Peer-reviewed, Performance-based

This student-centered process requires teachers to demonstrate evidence of the impact they have on student learning through

- samples of student work,
- videos of their teaching, and
- deep reflection and analysis of their practice.

They must also demonstrate their understanding of their grade-appropriate subjects through a content knowledge exam.

# Maintenance of Certification

- Maintenance of Certification (MOC) is the pathway for National Board Certified Teachers (NBCTs) to keep their certification active.
- Successfully meeting MOC requirements will extend an NBCT's certificate **five years**.
- The process is designed to ensure that NBCTs continue to grow professionally while substantially impacting student learning.

A photograph of a classroom scene. A young woman with curly hair, wearing a white button-down shirt and jeans, is leaning over a desk, smiling and interacting with a group of students. The students are focused on their work. The background shows other students and classroom elements like a whiteboard and a window.

02

## The Research

# Impact on Teaching

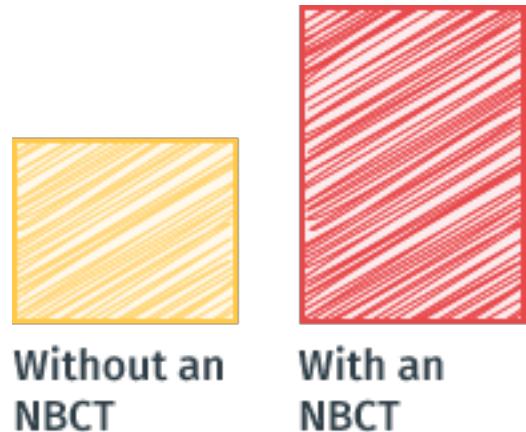
Teachers who engage with the National Board standards report making specific changes to their instructional practice including:

- Adjusting lesson plans to meet the needs of individual students
- Gaining and/or deepening knowledge in content areas
- Using data in new ways to assess student progress

# Impact on Students

More than a decade of research from across the country confirms that students taught by National Board Certified Teachers (NBCTs) learn more than other students.

- Estimates of the increase in learning are on the order of an additional **one to two months** of instruction.
- A 2017 Mississippi study found Kindergarten students taught by an NBCT are 31% more likely to be proficient on the Kindergarten Readiness Assessment (see image).
- Students of NBCTs demonstrate evidence of deeper learning.



# Impact on the Teaching Profession

- National Board Certified Teachers remain in the profession longer than their colleagues.
- National Board Certified Teachers are more likely to host student teachers than other teachers.
- New teachers who are mentored by National Board Certified Teachers exhibit improvement and generate additional student learning.

A photograph showing a group of diverse people of various ages and ethnicities holding hands in a circle. Some are smiling, and the scene is set outdoors with trees in the background. The image is partially visible on the left side of the slide.

# 03

## STATE POLICY APPROACHES

# Leveraging Policy

*Policies create and strengthen the conditions for teachers to pursue and achieve Board certification.*



## Salary Incentives

Drives interest in Board certification

Can also incentivize accomplished teachers to serve in high-needs schools.



## Fee Support

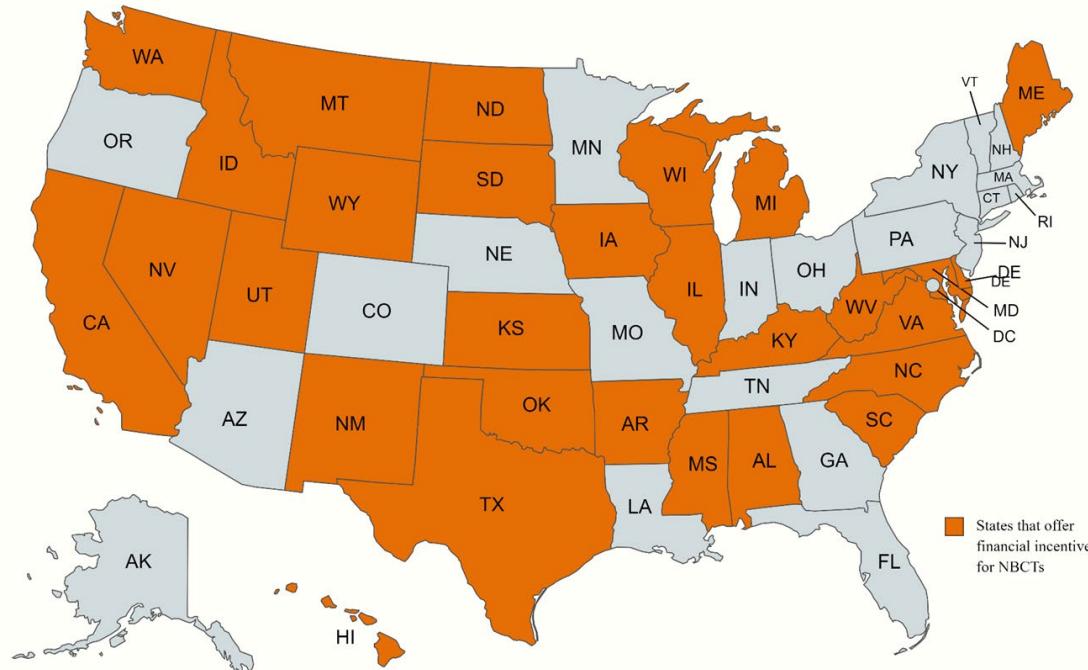
Removes the major barrier to entry for certification.



## Candidate Support Programs

Supports completion and success

# States that Offer Salary Incentives



# Salary Incentive Structures

## Increase for all NBCTs

*Example: North Carolina*

NBCTs placed on salary schedule 12% above base pay.

*Example: Wyoming*

NBCTs earn an annual \$4,000 stipend.

## Increase for NBCTs in high-need schools

*Example: California*

Both — increase for all NBCTs and additional increase for NBCTs in targeted schools

*Example: Utah*

# Delaware

## Program Highlights

---

- NBCTs placed on salary schedule 12% above base pay.

## Promising Results

---

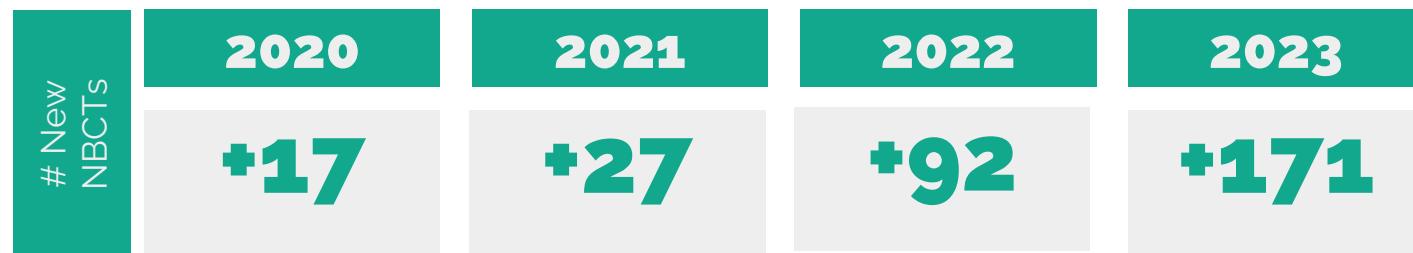


# Texas

## Program Highlights

- National Board Certified Teachers generate a district allotment between \$3,000 and \$9,000.
- The state will reimburse districts for the cost of initial certification

## Promising Results



# QUESTIONS



# THANK YOU

[spinsky@nbpts.org](mailto:spinsky@nbpts.org)

NATIONAL BOARD  
*for Professional Teaching Standards®*