

# Using National Board Certification to Strengthen the Teaching Workforce

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**NATIONAL BOARD**  
for Professional Teaching Standards®



**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.



02

## The Research

# Impact on Teaching

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

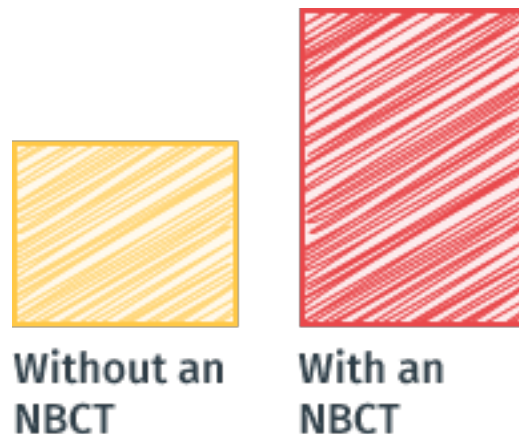
- Adjusting lesson plans to meet the needs of individual students
- Gaining and/or deepening knowledge in content areas
- Using data in new ways to assess student progress



# 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.



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

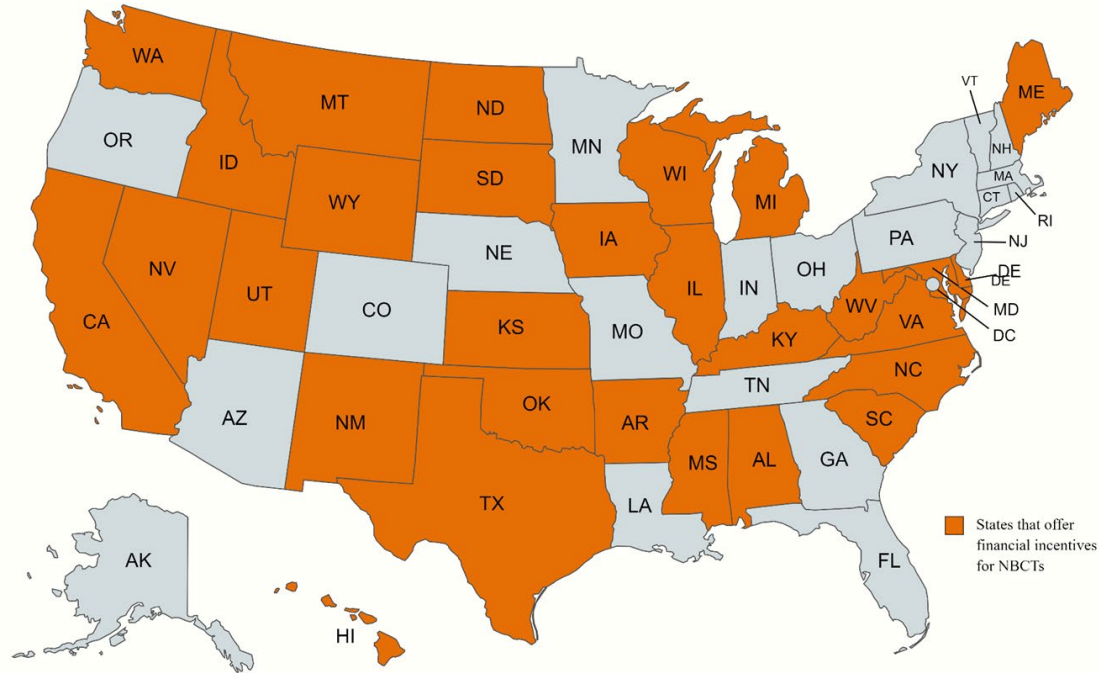
Removes the major barrier to entry for certification.



## 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

# New NBCTs	2020	2021	2022	2023
	+1	+4	+11	+22

# 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

# New NBCTs	2020	2021	2022	2023
	+17	+27	+92	+171



# QUESTIONS



# THANK YOU

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