

National Board Bonus

1. **Purpose/objective:** The purpose/objective of this program is to support the statewide coordination and oversight efforts for the National Board Certification Program. The National Board for Professional Teaching Standards offers an advanced voluntary certification for teachers and counselors in 25 different certification areas. Teachers throughout Washington seek quality professional development through certifying with the highest and most rigorous certification available to the teaching profession. This program is essential to keeping this increasingly sought after advanced certification available to teachers in the state of Washington. In a state and country facing increasingly bad news, this program offers hope that our WA state education system continues to display leadership and vision for all students in our schools, especially in our most challenging schools. As of our last certification day in November 2016, just over 30% of Washington's NBCTs teach in a challenging school.

A 2008 study commissioned by Congress validated the belief in the National Board process and outcomes. The National Research Council published its 2 year study in a report titled *Assessing Accomplished Teaching: Advanced-Level Certification Programs*. Later impact studies demonstrating evidence of effectiveness include Goldhaber and Anthony (2007) and Cantrell, et al (2008).

2. **Number of staff associated with this program/service:**

	<u>Fiscal Year 2017</u>
# of OSPI staff associated with this funding (FTEs):	0
(work is absorbed within OSPI's Agency Admin Proviso)	
# of contractors/other staff associated with this funding:	0
 FY 17 Funding: State Appropriation:	 \$56.9 million

Washington State Conditional Loan Revolving Fund

In FY 2009, the final budget appropriated \$3 million to initiate the National Board Conditional Loan Program. This \$3 million was matched by the National Board for Professional Teaching Standards(NBPTS). \$2.2 million was appropriated and expended in 2009. The remaining \$800,000 was removed from the 2010 legislative budget. As a result we did not receive the remaining \$800,000 matching grant from NBPTS. This appropriation, along with the federal grant from NBPTS, allows OSPI to offer no-interest loans to offset the National Board candidate fee. To date, more than 4,000 teachers have benefited from loans. These loans are being paid back to the state by the teacher upon certification by reducing the amount of their first NBCT bonus. In 2010, this became a self sustaining program.

3. **Are federal or other funds contingent on state funding?** No
4. **Is continued funding needed in the next biennium?** Yes, continued funding is needed in the next biennium to recognize teachers and counselors who earn certification through the National Board and incentivize NBCTs' choice to teach in a challenging school.
5. **What is the current status of this program's implementation?** This state-wide program is in its 18th year of implementation, with significant growth and intentionality centered on our most challenging

schools since 2007. This program, with the support of the Washington Education Association (WEA) and the Center for Strengthening the Teaching Professional (CSTP), has intentionally recruited and supported one of the largest candidate classes in NBPTS history . In 2000 Washington State boasted 71 NBCTs. Currently, we have 8,701 NBCTs state-wide and nearly 4000 candidates somewhere in the certification process. Since the inception of the conditional loan program, OSPI has awarded nearly 4200 conditional loans. Candidates seeking the conditional loan must apply through OSPI and participate in a regional support group led by an OSPI-trained facilitator.

6. **When will the project be completed?** This is an ongoing program. The state is now at a point where we can look back to 2007 and see trends in data. One of the purposes of the initial legislation was to ensure highly accomplished teachers were teaching in our most challenging schools. We are now able to say that one in every four NBCTs is teaching in a legislatively defined “challenging school.” 15% of Washington’s classroom teachers are NBCTs.

7. **First year funded:** 1999 (current legislation in 2007)

8. **State funding since inception:**

Before May of 2007 the bonus was \$3,500 and we had considerably fewer NBCTs in the state. The jump from 2006-07 to 2007-08 is due to the \$5,000 base bonus to each NBCT and the additional \$5,000 to any NBCT teaching in a “challenging school.” A “challenging school” is defined as an elementary school with 70% or greater FRLP, middle school with 60% or greater FRLP and a high school with 50% or greater FRLP.

Fiscal Year	Amount
FY17	\$56.9 million
FY16	\$49.9 million
FY15	\$48.7 million
FY14	\$44.9 million
FY13	\$43.7 million
FY12	\$39.2 million
FY11	\$35.2 million
FY10	\$28.8 million
FY09	\$16.0 million
FY08	\$10.0 million

9. **Programmatic changes since inception (if any):** The beginning of the National Board program in Washington State was grant funded. The three foundations who provided start-up funding made it clear from the beginning that sustainability would be a state responsibility. There is no legislative allocation for programmatic or administrative costs.

In September of 2013, the US Department of Education announced a grant to support NBPTS in six states, including Washington. This grant will allow OSPI to expand leadership skill development among NBCTs and create more sophisticated recruitment and support for candidates, especially teachers in challenging schools, teachers of color and teachers with STEM expertise. This grant covers a stipend for ten NBCTs who serve as Regional Coordinators and .5 program FTE at OSPI. NBPTS and the six sites received continued funding for this grant, however it no longer covers staff and contract positions.

The National Board for Professional Teaching Standards has completed implementation of major revisions to their assessment process. While standards and rigor of the process are not changing, the

cost to candidates and timeline are changing. WA is redesigning all of the support structures in place to continue to provide effective support to candidates. Candidates are now able to complete the process between 1-3 years with up to an additional 2 years for retakes if necessary.

10. **Major challenges faced by the program:** This is a high-profile program that helps meet OSPI and Governor Inslee's priorities. Support for the NBCT stipends is critical and continues to grow as the number of NBCTs increases.

Since the revised NBPTS process began in 2014-2015 OSPI had to adjust the conditional loan amount to \$1,425 (the cost of three of the four components) from the original \$2,000. Candidates are required to purchase their first of four components out of pocket before the loan payment is made. This ensures candidate buy-in. Because a candidate can complete the four components over the course of three years and they are not required to submit or pay for everything in one year, we are starting to have candidates withdraw from the NBPTS process midway through their candidacy. OSPI currently does not have the capacity or resources to track partial loans as opposed to tracking one lump sum as we previously did.

11. **Future opportunities:** The future holds great promise for the National Board Certification program. States across the country are copying our state-wide program. The state with the most history with National Board Certification (North Carolina) is now copying our state's loan program. OSPI has been asked by the National Board for Professional Teaching Standards to give presentations to other states' candidate subsidy administrators. This past November Washington State was 1st in new NBCTs, behind only North Carolina and we are 4th nationally in overall NBCT numbers .

12. **Statutory and/or Budget language: Budget Proviso 2ESHB 2376 Section 511** \$51,337,000 of the general fund—state appropriation for fiscal year 2016 and ((\$50,334,000)) \$56,939,000 of the general fund—state appropriation for fiscal year 2017 are provided solely for the following bonuses for teachers who hold valid, unexpired certification from the national board for professional teaching standards and who are teaching in a Washington public school, subject to the following conditions and limitations: (a) For national board certified teachers, a bonus of \$5,151 per teacher in the 2015-16 school year and a bonus of ((\$5,239)) \$5,208 per teacher in the 2016-17 school year; 2ESHB 2376.SL (b) An additional \$5,000 annual bonus shall be paid to national board certified teachers who teach in either: (A) High schools where at least 50 percent of student headcount enrollment is eligible for federal free or reduced-price lunch, (B) middle schools where at least 60 percent of student headcount enrollment is eligible for federal free or reduced-price lunch, or (C) elementary schools where at least 70 percent of student headcount enrollment is eligible for federal free or reduced-price lunch; (c) The superintendent of public instruction shall adopt rules to ensure that national board certified teachers meet the qualifications for bonuses under (b) of this subsection for less than one full school year receive bonuses in a prorated manner. All bonuses in this subsection will be paid in July of each school year. Bonuses in this subsection shall be reduced by a factor of 40 percent for first year 1NBPTS certified teachers, to reflect the portion of the instructional school year they are certified; and (d) During the 2015-16 and 2016-17 school years, and within available funds, certificated instructional staff who have met the eligibility requirements and have applied for certification from the national board for professional teaching standards may receive a conditional loan of two thousand dollars or the amount set by the office of the superintendent of public instruction to contribute toward the current assessment fee, not including the initial up-front candidacy payment. The fee shall be an advance on the first annual bonus under RCW 28A.405.415. The conditional loan is provided in addition to compensation received under a district's salary schedule and shall not be included in calculations of a district's average salary and associated salary limitation under RCW 28A.400.200. Recipients who fail to receive certification after three years are

required to repay the conditional loan. The office of the superintendent of public instruction shall adopt rules to define the terms for initial grant of the assessment fee and repayment, including applicable fees. To the extent necessary, the superintendent may use revenues from the repayment of conditional loan scholarships to ensure payment of all national board bonus payments required by this section in each school year.

- 13. Other relevant information:** The program is one that is extremely important to teachers and counselors throughout the state. This advanced voluntary certification is essential to lifting our profession up to the heights of professions such as medicine, law, and architecture. National Board is one of the best ways to retain and reward accomplished teaching. National Board Certified Teachers also contribute significant leadership to schools and districts all across the state. It is unusual to have a program that the Governor, the Washington Education Association, the Office of the Superintendent of Public Instruction, and the Washington State Legislature all agree is a valuable tool for promoting rigorous standards for teachers and counselors.

14. Program Contact Information:

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