

California Department of Education

Executive Office

SBE-003 (REV. 11/2017)

imb-eeed-nov21item01

# California State Board of Education November 2021 Agenda Item #07

## Subject

National Board for Professional Teaching Standards Certification Incentive Program

## Type of Action

Action, Information

## Summary of the Issue(s)

Assembly Bill 130 reestablished the National Board for Professional Teaching Standards (NBPTS or Board) Certification Incentive Program to award grants to school districts for the purpose of providing awards to teachers who are assigned to teach in high-priority California public schools, and have attained certification from the NBPTS. Any teacher who has attained certification from the NBPTS is eligible to receive an award of $5,000 each year if the teacher agrees to teach at a high-priority school for at least five years for a total of up to $25,000. In addition, the program will provide a $2,500 subsidy for teachers at high-priority schools who initiate and complete the process of pursuing Board certification to cover the costs of the program. The bill requires the State Board of Education (SBE) to approve the program information, criteria, procedures, and application for the incentive program.

## Recommendation

The California Department of Education (CDE) recommends that the SBE approve the program information, criteria, procedures, and application for the NBPTS Certification Incentive Program.

## Brief History of Key Issues

### Background

The Board was founded in 1987 with the mission to advance the quality of teaching and learning through a voluntary advanced certification. More than a decade of research has shown a positive impact especially for high-need students taught by Board-certified teachers.

The California NBPTS Certification Incentive Program was originally established in July 2000. Under the original program, teachers that attained certification were eligible to receive an award of up to $20,000 if they agreed to teach at a high-priority school for at least four years. In the original program, high-priority schools were defined as schools in the bottom half of all schools based on the Academic Performance Index rankings.

The 2021 Budget Act has reestablished the NBPTS Certification Incentive Program and increased the award amount to a total of $25,000 ($5,000 per year for five years) for teachers that have attained certification and commit to teaching at a high-priority school for five years. A list of high-priority schools will be posted on the CDE National Board Certification Incentive Program web page at <https://www.cde.ca.gov/re/pr/nbip.asp>. The new program also includes a $2,500 subsidy for new candidates teaching in high-priority schools to cover the fees involved in obtaining certification. High-priority schools are now defined as schools with 55 percent or more unduplicated pupils, or students classified as English learners or foster youth, or eligible for free or reduced-price meals. There are currently 4,331 active Board-certified teachers in California.

### Requirements for Board Certification

In order to be eligible for Board certification, teachers must meet the following education, employment and licensure requirements prior to starting the certification process:

* Possess a bachelor’s degree from an accredited institution. (Candidates for the Career and Technical Education Certificate are excluded from this requirement in California).
* Have completed three years of successful teaching in one or more early childhood, elementary, middle, or secondary school.
* Hold a valid state teaching license (or meet the Pupil Personnel Services Credential if applying for the Early Childhood through Young Adulthood School Counseling Certificate) for each of the three years of employment they verify.
* Provide official American Council on the Teaching of Foreign Languages (ACTFL) certified ratings of Advanced Low or higher from ACTFL speaking and writing proficiency assessments if registering as a World Languages candidate.

Throughout the certification process, teachers will be able to apply the Board standards (<https://www.nbpts.org/standards-five-core-propositions/>) to their classroom practice and connect with other teachers pursuing certification. The standards for all Board certification areas are founding on the Five Core Propositions:

* Proposition 1: Teachers are committed to students and their learning.
* Proposition 2: Teachers know the subjects they teach and how to teach those subjects to students.
* Proposition 3: Teachers are responsible for managing and monitoring student learning.
* Proposition 4: Teachers think systematically about their practice and learn from experience.
* Proposition 5: Teachers are members of learning communities.

To become a Board-certified teacher, eligible candidates must demonstrate advanced knowledge, skills, and practice in their individual certificate area by completing four components. The first component (Content Knowledge) is a computer-based assessment that asks candidates to demonstrate their understanding of content knowledge and pedagogical practices for teaching their content area. The second component (Differentiation in Instruction) is a portfolio entry that requires candidates to gather and analyze information about individual students’ strengths and needs and use that information to design and implement instruction to advance student learning and achievement. The third component (Teaching Practice and Learning Environment) requires video recordings of interactions between the candidate and their students. Finally, the fourth component (Effective and Reflective Practitioner) requires candidates to demonstrate evidence of their abilities as effective and reflective practitioners in developing and applying knowledge of their students, using assessment to effectively plan to positively impact their students’ learning and collaborating to advance students’ learning and growth.

This is a rigorous and time-consuming process that may take 200 to 400 hours to complete all four components. Candidates can complete components in more than one school year, but they must submit all four components within the first three years of their candidacy. While it is possible to complete the process in as little as one year, there is a five-year window to achieve certification in case candidates need to retake any components.

### Proposed Subsidy Application Process

As mentioned, the reestablished NBPTS Certification Incentive Program provides up to $2,500 for any teacher at a high-priority school that pursues Board certification. The current cost for the initial attempt of each of the four required components is $475. If a candidate passes each component on the first attempt, this would be a total of $1,900. It is common for candidates to require a second attempt at components, therefore the additional $600 will be held in an account with the Board if this occurs. If a candidate exhausts the total $2,500 and has additional components to retake, they will need to pay for them individually. If the candidate completes each component on the first attempt, the Board can maintain the additional fees for future candidates.

In this first year of the program we will be working on a condensed timeline. In the future, we hope to provide additional time for applicants to complete subsidy applications and for CDE staff to review them. CDE staff hopes to post the application in November 2021 after the SBE takes action on this item. New candidates will have until late January to submit their application for the subsidy. Applicants will be notified by mid-February if their subsidy application has been approved. The Board application for admittance into the program is due February 28, 2022.

| **Date** | **Task** |
| --- | --- |
| Mid-November | CDE posts the new candidate subsidy application |
| Late January | CDE closes the new candidate subsidy application |
| Mid-February | CDE notifies applicants if their subsidy application is approved |
| Late February | Board application is due |

### Application Process for Current Certified Teachers

An additional application process will be required for current Board-certified teachers teaching at high-priority schools to request the $5,000 annual award. CDE staff will open this application (see Attachment 2) in January 2022 and it will remain open for six to eight weeks. CDE staff will verify with the Board that these are current certificate holders in March 2022. In May 2022, CDE will verify with high-priority schools that each reported Board-certified teacher completed the school year at a high-priority school. Once verifications are complete, CDE can release the awards to each high-priority school. Again, in this first year of the program we will be working on a condensed timeline. In the future, we hope to provide additional time for high-priority schools to complete the reporting process.

| **Date** | **Task** |
| --- | --- |
| January–February 2022 | CDE opens applications for current Board certificate holders teaching at high-priority schools that are eligible for the annual $5,000 award |
| March 2022 | CDE confirms with the Board to verify certificate holders |
| May 2022 | CDE confirms that all reported certificate holders completed the school year at a high-priority school |
| June 2022 | CDE releases payments to local educational agencies for current certificate holders |

## Summary of Previous State Board of Education Discussion and Action

None

## Fiscal Analysis

The 2021 Budget Act appropriated $250 million for the NBPTS Certification Program to be available for encumbrance until June 30, 2027. The program will award grants of $5,000 per year to teachers who have attained certification from the Board and agree to teach for five years at a high-priority school. In addition, the program will provide a $2,500 subsidy for teachers at high-priority schools who initiate the process of pursuing Board certification to cover the costs of the program.

## Attachment(s)

* Attachment 1: California National Board Certification Candidate Subsidy Program Application (6 pages)
* Attachment 2: California National Board Certification Teacher Incentive Program Application (4 pages)

## Attachment 1: California National Board Certification Candidate Subsidy Program Application

**Educator Excellence and Equity Division**

Under Section 44395 of the California *Education Code*, commencing July 1, 2021, any teacher who initiates the process of pursuing a certification from the National Board for Professional Teaching Standards (NBPTS or Board) when teaching at a high-priority school is eligible to receive an award of $2,500. Awards granted will be disbursed in two parts, 50 percent upon application for the funds, and 50 percent upon completion of a certification from the NBPTS.

Board certification is the most widely respected professional certification program available in education and provides numerous benefits to teachers, students, and schools. It was designed to develop, retain, and recognize accomplished teachers, as well as generate ongoing improvement in schools nationwide.

Board certification is achieved upon successful completion of a voluntary assessment program designed to recognize effective and accomplished teachers who meet high standards based on what teachers should know and be able to do.

* The certification process takes between one and five years (all components must be submitted within three years; an additional two years is allowed for retakes only).
* Candidates complete four components that are reviewed by trained teachers in their certificate areas.
* The assessments include three portfolio entries that feature teaching practice and three constructed response exercises plus 45 selected response items that assess content knowledge.
* The estimated time commitment is between 200 to 400 hours to complete the certification process.

Of all teachers receiving a certification decision since 2017—the year the Board revised its assessment—70 percent earned the Board-certified teacher designation.

There is a chance that a candidate may go through all five years of candidacy and not certify with the NBPTS. While this is not meant to discourage a teacher or counselor from going through the process, it is important information to have before entering the process.

**Please submit by 4:00 p.m. on January 31, 2021.**

### Personal Information

* First Name:
* Last Name:
* Phone Number:
* Email:
* Grade level drop down options: Pre-K, TK, K, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12

### Qualifications

Click the checkbox in front of each statement to show that you meet each eligibility requirement. For questions about eligibility, contact the NBPTS at 1-800-22-TEACH.

* I have verified that I meet all of the requirements (<https://www.nbpts.org/national-board-certification/get-started/>) set by the NBPTS to begin my candidacy:
  + Possess a bachelor’s degree from an accredited institution.

**NOTE:** Candidates for the Career and Technical Education certificate are not required to hold a bachelor’s degree in California.

* + Have completed three years of successful teaching in one or more early childhood, elementary, middle, or secondary school.
  + Hold a valid state teaching or Pupil Personnel Services license for each of the three years of employment you verify.
  + Provide official American Council on the Teaching of Foreign Languages (ACTFL) certified ratings of Advanced Low or higher from ACTFL speaking and writing proficiency assessments if registering as a World Languages candidate. For more information on this prerequisite for World Languages candidates, refer to the Guide to National Board Certification available on the NBPTS web page at <https://www.nbpts.org/wp-content/uploads/Guide_to_NB_Certification.pdf>.
* I am employed in a kindergarten to grade twelve California public high-priority school [link will be added prior to posting].
* This is my first year of candidacy.

### School District Information

* School District:
* School:
* School is on the high-priority schools list X
* Site Administrator Name:
* Site Administrator Email:

### Applicant Information

* Number of years teaching:
* Type of California State Certificate:

**Drop Down Options Below:**

* Single Subject Teaching Credential
* Multiple Subject Teaching Credential
* Career and Technical Education Credential
* Pupil Personnel Services Credential
* Education Specialist Credential
* Other:

I will be a candidate for the following NBPTS certificate (select one):

**Drop Down Options Below:**

* Art Early and Middle Childhood (ages three though twelve)
* Art Early Adolescence through Young Adulthood (ages eleven through eighteen plus)
* Career and Technical Education Early Adolescence through Young Adulthood (ages eleven through eighteen plus)
* English as a New Language Early and Middle Childhood (ages three through twelve)
* English as a New Language Early Adolescence through Young Adulthood (ages eleven through eighteen plus)
* English Language Arts Early Adolescence (ages eleven through fifteen)
* English Adolescence and Young Adulthood (ages fourteen through eighteen plus)
* Exceptional Needs Specialist Early Childhood through Young Adulthood (ages three through eighteen plus)
* Generalist Early Childhood (ages three through eight)
* Generalist Middle Childhood (ages seven through twelve)
* Health Education Early Adolescence through Young Adulthood (ages eleven through eighteen plus)
* Library Media Early Childhood through Young Adulthood (ages three through eighteen plus)
* Literacy: Reading-Language Arts Early and Middle Childhood (ages three through twelve)
* Mathematics Early Adolescence (ages eleven through fifteen)
* Mathematics Adolescence and Young Adulthood (ages fourteen through eighteen plus)
* Music Early and Middle Childhood (ages three through twelve)
* Music Early Adolescence through Young Adulthood (ages eleven through eighteen plus)
* Physical Education Early and Middle Childhood (ages three through twelve)
* Physical Education Early Adolescence through Young Adulthood (ages eleven through eighteen plus)
* School Counseling Early Childhood through Young Adulthood (ages three through eighteen plus)
* Science Early Adolescence (ages eleven through fifteen)
* Science Adolescence and Young Adulthood (ages fourteen through eighteen plus)
* Social Studies-History Early Adolescence (ages eleven through fifteen)
* Social Studies-History Adolescence and Young Adulthood (ages eleven through eighteen plus)
* World Languages Early Adolescence through Young Adulthood (ages eleven through eighteen plus)

### Essay Questions

1. Describe your recent leadership experience (e.g., curriculum development or implementation, professional association, adjunct faculty, study group, lesson study, mentor, professional development provider, faculty team leader, etc.). (250 words maximum)
2. Experience shows that candidates with a good support system are more likely to achieve certification. Do you have one or more learning partners in this endeavor (in your school, district, or circle of friends and family)? Describe how you anticipate your support system will help you achieve certification. (250 words maximum)
3. What is motivating you to seek Board certification? (250 words maximum)

### Commitments

Accomplished teachers pursuing NBPTS certification are committed to their students and their school communities. As a requirement of accepting the California Department of Education (CDE) Candidate Subsidy Program, applicants must agree to the commitments below. Failure to follow the eligibility requirements, commitments, or CDE Candidate Subsidy Program timeline may result in conditional loan revocation.

Click the checkbox in front of each statement to show that you meet each commitment requirement.

* I have watched this information video [link will be added prior to posting].
* I have read the Guide to National Board Certification document (<https://www.nbpts.org/wp-content/uploads/Guide_to_NB_Certification.pdf>).
* I have read a copy of the NBPTS standards (<https://www.nbpts.org/standards-five-core-propositions/>) for this certificate area.
* I am prepared to register with NBPTS and pay the $75 registration fee each year.
* I understand that the NBPTS candidate process is rigorous and time consuming. I will complete the NBPTS portfolio and assessment center activities. If I decide not to continue my candidate status, I will notify the CDE before February 28, 2022, so that this opportunity can be transferred to another candidate.

### Supervisor/Employer Information

Please provide contact information for your direct supervisor/employer.

* First Name:
* Last Name:
* Position Title:
* Phone:
* Email: (generates email message to your employer)

When you submit your application form, a message will be automatically sent to the employer’s email you enter above.

[sent from NBCT@cde.ca.gov]

Dear <First Name> <Last Name>:

This message is being sent to notify you that <First Name> <Last Name> (<email>), a member of your staff, has submitted an application for a subsidy award to participate in the NBPTS certification process. If accepted, the candidate is committing to 200–400 hours of work over the next one to five years to complete the certification process. The California Department of Education will notify the candidate in the next several weeks whether they will be granted the funding to cover the tuition fees associated with the program. The candidate will be responsible for paying a $75 registration fee each year they are in the program. If you have any questions or concerns about this candidate participating in the NBPTS certification process, please contact [NBCT@cde.ca.gov](mailto:NBCT@cde.ca.gov).

## Attachment 2: California National Board Certification Teacher Incentive Program Application

**Educator Excellence and Equity Division**

Under Section 44395.5 of the California *Education Code*, commencing July 1, 2021, the National Board for Professional Teaching Standards (NBPTS or Board) Certification Incentive Program will be established for the purpose of providing awards to teachers who are assigned to teach in high-priority California public or charter schools, and have attained certification from the NBPTS. Any teacher who has attained certification from the NBPTS is eligible to receive an award of $5,000 each year if the teacher agrees to teach at a high-priority school for at least five years, for a total of up to $25,000.

This application is offered to National Board-Certified Teachers (NBCTs) who are assigned to teach in California kindergarten through grade twelve public or charter schools. This is a one-time $25,000 award (paid in $5,000 annual installments and subject to availability in the annual state budget) for NBCTs who teach at least 50 percent of a full-time position in high-priority schools for five consecutive years. High-priority schools are now defined as a school with 55 percent or more of its pupils (unduplicated) classified as an English learner, foster youth, or eligible for free or reduced-price meal. Teaching roles may include a leadership role such as peer coach or other teacher support provider as long as the position does not require an administrative credential. Award payments are based on the work completed while the NBCT is employed at the local educational agency (LEA).

Existing NBCTs may use this application to apply for their first year’s award amount, update information, or apply for reinstatement after an approved leave of absence. If there are no changes, NBCTs who received a $5,000 payment last year do not need to complete this form. NBCT names will automatically be included on the list sent to their district for verification of eligibility.

### 2021–22 Timeline

| **Date** | **Task** |
| --- | --- |
| January–February 2022 | California Department of Education (CDE) opens applications for current Board certificate holders that are eligible for the annual $5,000 award |
| March 2022 | CDE confirms high-priority school reports with the Board to verify certificate holders |
| May 2022 | CDE confirms that all reported certificate holders completed the school year at a high-priority school |
| June 2022 | CDE releases payments to LEAs for current certificate holders |

**Please complete by 4:00 p.m. on February 28, 2022.**

### Candidate Information

* Last Name:
* First Name:
* NBPTS Candidate Identification Number:
* Phone Number:
* Email:
* Grade level drop down selection: Pre-K, TK, K, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12

### School District Information

* School District:
* School:
* School is on the high-priority schools list X

### Applicant Information

* Number of years teaching:
* Type of California State Certificate:

**Drop Down Options Below:**

* Single Subject Teaching Credential
* Multiple Subject Teaching Credential
* Career Technical Education Credential
* Pupil Personnel Services Credential
* Education Specialist Credential
* Other:

Currently valid NBPTS area (select one):

**Drop Down Options Below:**

* Art Early and Middle Childhood (ages three through twelve)
* Art Early Adolescence through Young Adulthood (ages eleven through eighteen plus)
* Career and Technical Education Early Adolescence through Young Adulthood (ages eleven through eighteen plus)
* English as a New Language Early and Middle Childhood (ages three through twelve)
* English as a New Language Early Adolescence through Young Adulthood (ages eleven through eighteen plus)
* English Language Arts Early Adolescence (ages eleven through fifteen)
* English Adolescence and Young Adulthood (ages fourteen through eighteen plus)
* Exceptional Needs Specialist Early Childhood through Young Adulthood (ages three through eighteen plus)
* Generalist Early Childhood (ages three through eight)
* Generalist Middle Childhood (ages seven through twelve)
* Health Education Early Adolescence through Young Adulthood (ages eleven through eighteen plus)
* Library Media Early Childhood through Young Adulthood (ages three through eighteen plus)
* Literacy: Reading-Language Arts Early and Middle Childhood (ages three through twelve)
* Mathematics Early Adolescence (ages eleven through fifteen)
* Mathematics Adolescence and Young Adulthood (ages fourteen through eighteen plus)
* Music Early and Middle Childhood (ages three through twelve)
* Music Early Adolescence through Young Adulthood (ages eleven through eighteen plus)
* Physical Education Early and Middle Childhood (ages three through twelve)
* Physical Education Early Adolescence through Young Adulthood (ages eleven through eighteen plus)
* School Counseling Early Childhood through Young Adulthood (ages three through eighteen plus)
* Science Early Adolescence (ages eleven through fifteen)
* Science Adolescence and Young Adulthood (ages fourteen through eighteen plus)
* Social Studies-History Early Adolescence (ages eleven through fifteen)
* Social Studies-History Adolescence and Young Adulthood (ages eleven through eighteen plus)
* World Languages Early Adolescence through Young Adulthood (ages eleven through eighteen plus)

Expiration Date of Certificate: