

# National Board Certification Program Support, AJ

**Agency:** 350 Office of Superintendent of Public Instruction  
**Budget Period:** 2009-11

## **Recommendation Summary Text (Short Description):**

Superintendent Bergeson requests \$263,000 to support the statewide coordination and oversight efforts for the National Board Certification Program. The program is seeing unprecedented growth due to bonuses implemented by the Legislature in recent years. The coordination and support is essential to ensure integrity in the program. Evidence of the positive effects of the current structure is that Washington's first time passage rate far exceeds the national average. Funding will provide staff and facilitation tools so this high rate can be maintained.

## **Fiscal Detail**

<b>Operating Expenditures</b>		<b>FY 2010</b>	<b>FY 2011</b>	<b>Total</b>
National Board Certification Program Support	001-01	\$263,000	\$261,219	\$524,219
<b>Total Cost</b>		<b>\$263,000</b>	<b>\$261,219</b>	<b>\$524,219</b>

<b>Staffing</b>	<b>FY 2010</b>	<b>FY 2011</b>	<b>Annual Avg.</b>
<b>Total FTEs Requested</b>	<b>2</b>	<b>2</b>	<b>2</b>

## **Package Description**

### **Background**

The Washington State National Board Program has produced a large allocation of federal subsidy support since 2000; more than \$2.5 million in federal funds toward National Board Candidates. Every year since 2000, OSPI has received federal funds to support more than 500 state-supported National candidates per year. In 2000, OSPI received grant funding to support a state-level coordinator. This funding ran out in 2003; however, Superintendent Bergeson recognized the advantages of supporting teachers interested in this results-producing program.

### **Current Situation**

As a result of the recent legislation and more visibility of the National Board program, there were 1420 candidates in 2007-08. In 2008-09, OSPI anticipates approximately 2000 candidates. In past years, OSPI has funded \$37,500 toward scholarships as an informal match. OSPI's commitment sets the stage for our state's federal allocation. Because of the work of the state-level coordinator, Washington received more than 13 percent of the \$10 million that is set aside for all 50 states. This proportion is the third highest, behind North Carolina and Florida, two states known for their support of the National Board Certification Program. This past year, OSPI received \$1.3 million dollars in federal funds to support candidates through the process by paying half of the \$2,500 NBPTS certification fee. This federal money goes straight out to candidates and cannot be used to support state, district or building level programs. One specific reason Washington receives such a big share of the NBPTS federal allocation is the collaborative and effective state program led by OSPI.

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Recently passed legislation has raised the amount of the bonus to teachers. As expected, this action has led to a substantial increase in the number of teachers who are interested in completing the program. The process to become certified is rigorous and teachers have a better opportunity for success when there are resources to assist them through the process. The Office of Superintendent of Public Instruction has received no resources from the Legislature to manage this program. For the 2007-09 biennium, \$21.6 million will be appropriated for bonuses to teachers. It is now critical that management and support of this program be funded.

OSPI works in coordination with the Washington Education Association (WEA) and Center for Strengthening the Teaching Profession (CSTP) to support this program that develops teachers and focuses on student achievement.

### **Proposed Solution**

To continue this successful program, Superintendent Bergeson requests funding for two FTEs to manage the program, support NBCT candidates, and provide policymakers with quantitative and qualitative information. This funding will also pay for training, materials and travel for National Board teachers to reach out to the other 96.5 percent of our teaching force and educate them on all aspects of the candidacy and post-candidacy journey.

The training for National Board facilitators is a two-part process. In the past, OSPI has held one Facilitator I training and one Facilitator II training during the year. Because of the significant increase in the number of candidates over the last seven years, it is imperative that facilitators are adequately trained to ensure the quality and integrity of the program. There is an immediate need to expand opportunities for Facilitator Training. This funding will pay for a second Facilitator I training and second Facilitator II Training.

In addition to these two trainings, there is a need to expand the facilitator trainings to include the different subsets of the National Board process. There will be a need for specialized facilitation for retake candidates, Take One! participants and renewal candidates. This facilitation is critical for the future and growth of the program.

On-line facilitation would expand options for National Board Candidates to receive the support and feedback in a more flexible context. The funding will cover the cost of setting up the on-line facilitation network and money for the costs associated with facilitators to lead groups of four to six candidates.

### **Contact person**

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## **Narrative Justification and Impact Statement**

### **What specific performance outcomes does the agency expect?**

The agency expects the certification of first time candidates will continue at levels higher than the national average.

### **Performance Measure Detail**

Certification rate of first time candidates will continue at 60 percent.

### **Is this decision package essential to implement a strategy identified in the agency's strategic plan?**

The National Board Certification Program specifically addresses strategic Goal 2: Highly Skilled, Diverse educators, which in turn directly impacts all of the performance measures in Goal 1: High Achievement for All Students.

### **Reason for change:**

The success of the NBPTS Program is due to a partnership between WEA, CSTP and OSPI. Without state funding, the program risks losing its power in producing a high number of NBCTs. The coordination and support is essential to ensure integrity in the program. Washington's first time passage rate far exceeds the national average. Funding this program administratively will give OSPI the resources to continue assisting teachers interested in the NBPTS Program so that we can maintain this rate.

### **Does this decision package provide essential support to one of the Governor's priorities?**

Funding this decision package will increase the number of NBCTs in classrooms which will increase student achievement at elementary, middle and high schools. This package supports the purchase strategy of having innovative teaching and learning strategies and to have "student ready" teachers by having focused and aligned content, curriculum, instruction and assessment. These strategies are at the very heart of National Board Certification. In terms of professional development for teachers there is no better investment to accomplish the governor's goals than the certification process. The governor was extremely supportive the past couple of years of NBPTS and candidates by increasing the initial bonus in 2007 and then helping make it pensionable in 2008.

### **Does this decision package make key contributions to statewide results? Would it rate as a high priority in the Priorities of Government process?**

Investing in our teachers is the single greatest investment we can make for our students. The number one factor in determining student success is the quality of that student's teacher. Since we know that NBCTs impact student learning at a greater rate than those without board certification, the state should be supporting any teacher who wants to pursue this advanced voluntary certification.

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### **What are the other important connections or impacts related to this proposal?**

Stakeholders, especially teachers, would be supportive of this proposal. Organizations such as WEA, universities and districts have shown incredible support of fostering growth in the National Board community. OSPI is an important partner in this state-wide support system. Similar to the legislative funding for the Teacher Assistance Program, there must be funding in order to sustain the growth.

No one organization can take credit for the Washington State National Board Certification program. States try to copy the system in Washington, but it can never be completely replicated because of the partnerships involved. First, the program is supported by the Governor and Legislature in the form of the NBCT bonus and additional “challenging schools” bonus for NBCTs that are teaching in high needs schools. This bonus has created a groundswell effect for the NBPTS program in Washington and has recognized the certification for what it is: a national, voluntary advanced certification that maintains the high and rigorous standards for what accomplished teachers should know and be able to do. Secondly, the WEA has developed a pre-candidacy program called “Jumpstart.” This four-day program helps NBCT candidates prepare for the rigors that lie ahead during the initial candidacy year. This is a program that was created and led by Washington State NBCTs. This year, 1300 2008-09 NBCT candidates attended the program and is now the largest event put on by WEA. The other partner in the overall statewide program is the Center for Strengthening the Teaching Profession (CSTP). This non-profit organization is responsible for carrying out the vision of teachers as leaders after certification. The overall belief that getting your National Board certification is only the start of the National Board process is one that all three organizations hold. CSTP offers leadership opportunities, trainings and other research studies that carry the National Board process on long after the initial year of candidacy. Finally, OSPI has served as a leader in the NBPTS statewide support for over eight years, which gives teachers access to this advanced voluntary certification. Through the work of these three organizations, this program has grown and become an example of quality professional development that can only occur when different organizations come together for one purpose: putting kids first.

### **Impact on Clients and Services**

Right now there are over 6,000 teachers and counselors in the state that rely on this support system. In addition, OSPI works directly with nine universities as well as the WEA. The current program ultimately impacts the entire education system by working to change the culture of our schools.

### **Impact on Other State Programs**

National Board bonuses cost \$21.6 million for the biennium. Without direction and support from OSPI, the bonus program will not reach its full potential.

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**What alternatives were explored by the agency, and why was this alternative chosen?**

OSPI has dedicated resources to partially administer the program; however, these resources are not available as a long-term solution.

**What are the consequences of not funding this package?**

The state has not dedicated funds to program coordination and without the involvement of OSPI, more pressure would be put on WEA and CSTP to perform these functions.

The National Board Certification Program is seeing unprecedented growth. Our candidate numbers in 2007-08 tripled from the previous year. We anticipate our candidate numbers in 2008-09 will exceed this growth. The coordination and support is essential and necessary to ensure integrity in the program. The national certification rate of first time candidates dipped to only 40 percent last year, while the Washington certification rate climbed to 60 percent. Our intentional and thoughtful program only works with organization. In order to ensure this money is well spent, the coordination and oversight must be funded.

**What is the relationship, if any, to the state’s capital budget?**

None.

**What changes would be required to existing statutes, rules, or contracts, in order to implement the change?**

None.

**Expenditure Calculations and Assumptions:**

	Coordinator	Customer Support
Salary	\$72,000	\$35,000
Benefits	\$20,000	\$11,000
Travel	\$10,000	\$2,500
Goods/Services	\$5,000	\$2,500
<b>TOTAL</b>	<b>\$107,000</b>	<b>\$51,000</b>
<b>Staffing Total</b>	<b>\$158,000</b>	
Facilitation Training and Forum	\$25,000	
Regional Speakers Bureau	\$10,000	
On-Line Facilitation Pilot	\$20,000	
Scholarship	\$50,000	
<b>TOTAL</b>	<b>\$105,000</b>	
<b>TOTAL Program Administration</b>		<b>\$263,000</b>

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### Object Detail

		<b>FY 2010</b>	<b>FY 2011</b>	<b>Total</b>
A	Salary and Wages	\$107,000	\$108,926	\$215,926
B	Employee Benefits	\$31,000	\$32,678	\$63,678
C	Contracts	\$105,000	\$106,890	\$211,890
E	Goods/Services	\$7,500	\$0	\$7,500
G	Travel	\$12,500	\$12,725	\$25,225
J	Equipment	\$0	\$0	\$0
N	Grants	\$0	\$0	\$0
	Interagency Reimbursement	\$0	\$0	\$0
	Other	\$0	\$0	\$0
<b>Total Objects</b>		<b>\$263,000</b>	<b>\$261,219</b>	<b>\$524,219</b>

### Expenditures & FTEs by Program

Activity Inventory Item	Prog	Staffing			Operating Expenditures		
		FY 2010	FY 2011	Avg	FY 2010	FY 2011	Total
A018 NBPTS	055	2	2	2	\$263,000	\$261,219	\$524,219
<b>Total Activities</b>		<b>2</b>	<b>2</b>	<b>2</b>	<b>\$263,000</b>	<b>\$261,219</b>	<b>\$524,219</b>

### Six-Year Expenditure Estimates

Fund	09-11 Total	11-13 Total	13-15 Total
General Fund – State	\$524,219	\$536,629	\$556,121
<b>Expenditure Total</b>	<b>\$524,219</b>	<b>\$536,629</b>	<b>\$556,121</b>
<b>FTEs</b>	<b>2</b>	<b>2</b>	<b>2</b>

#### **Distinction between one-time and ongoing costs:**

Except for \$7,500 one-time equipment costs, all costs are ongoing.

#### **Budget impacts in future biennia:**

The funding for administration of the program would become part of maintenance level activities and expenditure estimates include inflation.