

## Natnl Board Cert – Staffing

### 2017–19 Biennium Budget Decision Package

**Agency:** 350 Office of Superintendent of Public Instruction  
**Decision Package Code/Title:** AQ/Natnl. Board Cert – Staffing  
**Budget Period:** 2017–19  
**Budget Level:** PL

**Agency Recommendation Summary Text:**

No state funding is available for staffing support to the National Board program; the program support has been entirely grant-funded. In 2017, the ability to use Department of Education SEED grant funding for the NBC program will end. The Superintendent is requesting \$607,000 for the 2017–19 biennium to continue providing dedicated staffing and resources to grow and support the number of successful candidates, and capture the skills of current NBCTs to provide teacher leadership across the state.

**Fiscal Summary:** Decision package total dollar and FTE cost/savings by year, by fund, for 4 years.

<b>Operating Expenditures</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>
Fund 001–01	\$307,000	\$300,000	\$300,000	\$300,000
<b>Total Cost</b>	<b>307,000</b>	<b>300,000</b>	<b>300,000</b>	<b>300,000</b>
<b>Staffing</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>
FTEs	1.33	1.33	1.33	1.33
<b>Revenue</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>
Fund 001–01	\$0	\$0	\$0	\$0
<b>Object of Expenditure</b>	<b>FY 2018</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>
Obj. A	\$86,549	\$86,549	\$86,549	\$86,549
Obj. B	\$44,983	\$44,683	\$44,683	\$44,683
Obj. C	\$100,000	\$100,000	\$100,000	\$100,000
Obj. E	\$8,884	\$8,884	\$8,884	\$8,884
Obj. G	\$59,884	\$59,884	\$59,884	\$59,884
Obj. J	\$6,700	\$0	\$0	\$0
Obj. N	\$0	\$0	\$0	\$0

### Package Description

**Background:**

National Board Certification (NBC) is an advanced teaching credential. The National Board program has been funded for the past four years through a Department of Education SEED grant. Bonuses provided through the National Board grant program are used to increase student access to accomplished teaching by increasing the number of NBCTs in the state, NBCTs in challenging schools, and NBCTs in teacher leadership positions.

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NBCTs comprise sixteen percent of the teaching population in Washington. Washington has experienced a 26% increase in the number of NBCTs over the past three years. If Washington's rate of increasing the number of NBCTs stays on the current trajectory, 50% of the teaching population will be certified in fewer than 20 years.

This program requires dedicated staffing and resources in order to support the growing number of National Board candidates and prepare current NBCTs to best leverage their skills to provide instructional leadership across the state. Some of the structures put in place include:

- **Candidate Connect events** – These day-long sessions provide National Board candidates with the opportunity to meet with other candidates and facilitators in their certificate (subject) area for direct support
- **Regional Coordinators** – NBCTs on contract in regions around the state serve as liaisons between National Board and candidates going through the certification process, advocate with districts about promoting and supporting National Board Certification, and provide training to NBCTs
- **Leveraging Leadership Convenings** – These events bring together school teams of principals and teacher leaders to learn and reflect on their current knowledge, skills, and dispositions around teacher leadership, and their school's current capacity for growing and supporting teacher leadership. Teams frame and discuss a problem of practice within their school and develop an action plan.
- **NBCT Leadership Conference** – This annual conference provides an opportunity for NBCTs to build their leadership capacity for improving teaching and learning.
- **Challenging School Focus Groups** – NBCTs from challenging schools come together with candidates from these schools to determine how to best meet their needs and to engage the leadership and skill of NBCTs in school improvement efforts.

### **Current Situation:**

Washington has 1000 new candidates each year and will have over 10,000 total NBCTs after the score release in December 2017. OSPI currently has a .4 FTE dedicated to this position paid through grant funds. Grant funds will end at the end of FY 2017.

### **Proposed Solution:**

OSPI is requesting funds to replace the expiring SEED grant in order to continue to provide staffing and support for both candidates and NBCTs. In addition to the .4 FTE that was funded by the grant, OSPI is requesting an additional .93 FTE to meet the demands of the growing program. The FTE assumptions are based on the expected level of growth of candidates and NBCTs over the next biennium. Goods and services are based on current expenses for professional development.

Sustaining these support structures is critical to supporting accomplished teaching and directly improving academic achievement for all students.

### **Contact:**

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**Base Budget: If the proposal is an expansion or alteration of a current program or service, provide information on the resources now devoted to the program or service.**

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This program is not an expansion or alteration of a current program or service. It replaces a program and set of services that are currently funded by a grant that will no longer be available for this purpose.

### **Decision Package expenditure, FTE and revenue assumptions, calculations and details:**

OSPI currently has a .4 FTE dedicated to this position paid through grant funds. We are requesting an additional .93 FTE to meet the demands of the growing program. The FTE assumptions are based on the expected level of growth of candidates and NBCTs over the next biennium. Goods and services are based on current expenses for professional development.

### **Decision Package Justification and Impacts**

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

Funding staffing and program costs for the National Board program will directly increase the number of NBCTs in the state, which in turn will result in positive impacts in student learning based on additional effectiveness of NBCTs.

#### **Performance Measure detail:**

We are able to track the total number of NBCTs and new NBCTs per year, total number of candidates, and NBCTs serving in teacher leadership capacity and administrative roles. From there we can make assumptions on increased test scores and student growth but are not able to objectively study that relationship without research/study funding. National studies are available and show that the additional effectiveness of NBCTs positively impacts student learning from one week to 1.5 months.

#### **Fully describe and quantify expected impacts on state residents and specific populations served.**

Currently, 34% of NBCTs are serving in challenging schools (based on free and reduced-price lunch counts) and are working with the most underserved student populations in the state. This number has steadily continued to increase and will continue to do so. The goal of the program is to ensure that every student has access to accomplished teachers.

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

These costs are all ongoing staffing salaries and benefits as well as regional contractors and professional development for both candidates and NBCTs.

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

Impact(s) To:		Identify / Explanation
Regional/County impacts?	No	Identify:
Other local gov't impacts?	No	Identify:
Tribal gov't impacts?	No	Identify:
Other state agency impacts?	No	Identify:
Responds to specific task force, report, mandate or exec order?	No	Identify:

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Impact(s) To:		Identify / Explanation
Does request contain a compensation change?	No	Identify:
Does request require a change to a collective bargaining agreement?	No	Identify:
Facility/workplace needs or impacts?	No	Identify:
Capital Budget Impacts?	No	Identify:
Is change required to existing statutes, rules or contracts?	No	Identify:
Is the request related to or a result of litigation?	No	Identify lawsuit (please consult with Attorney General's Office):
Is the request related to Puget Sound recovery?	No	If yes, see budget instructions Section 14.4 for additional instructions
Identify other important connections		

**Please provide a detailed discussion of connections/impacts identified above.**

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

No alternative funding sources are available to support this program. Washington has been the beneficiary of this program, funded by a grant from the National Board, for many years. The program has facilitated the support of candidates for certification and the development of teacher leadership around the state. It is largely because of this program that Washington has the fourth highest number of NBCTs in the nation, and more candidates every year than any other state. In the last round of grant funding, the agency had to advocate diligently to allow grant funds to be used for program support. The funders (National Board) have been clear that this will not be possible after this fiscal year.

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

If staffing is not funded, the loan and bonus programs that are mandated by the state will need to be spread among other staff in the agency. The high recruitment, retention, and certification of candidates in WA state is a direct result of all of the support structures the state has in place. Not funding program expenses will negatively impact the number of candidates pursuing board certification, the number attaining certification, and the ability of the school districts around the state to capitalize on the expertise of NBCTs.

This program works extremely closely with the Washington Education Association (teacher's union) and the Center for Strengthening the Teaching Profession (local education non-profit). If the state no longer supports National Board certification it will negatively impact the relationship the state has with these organizations.

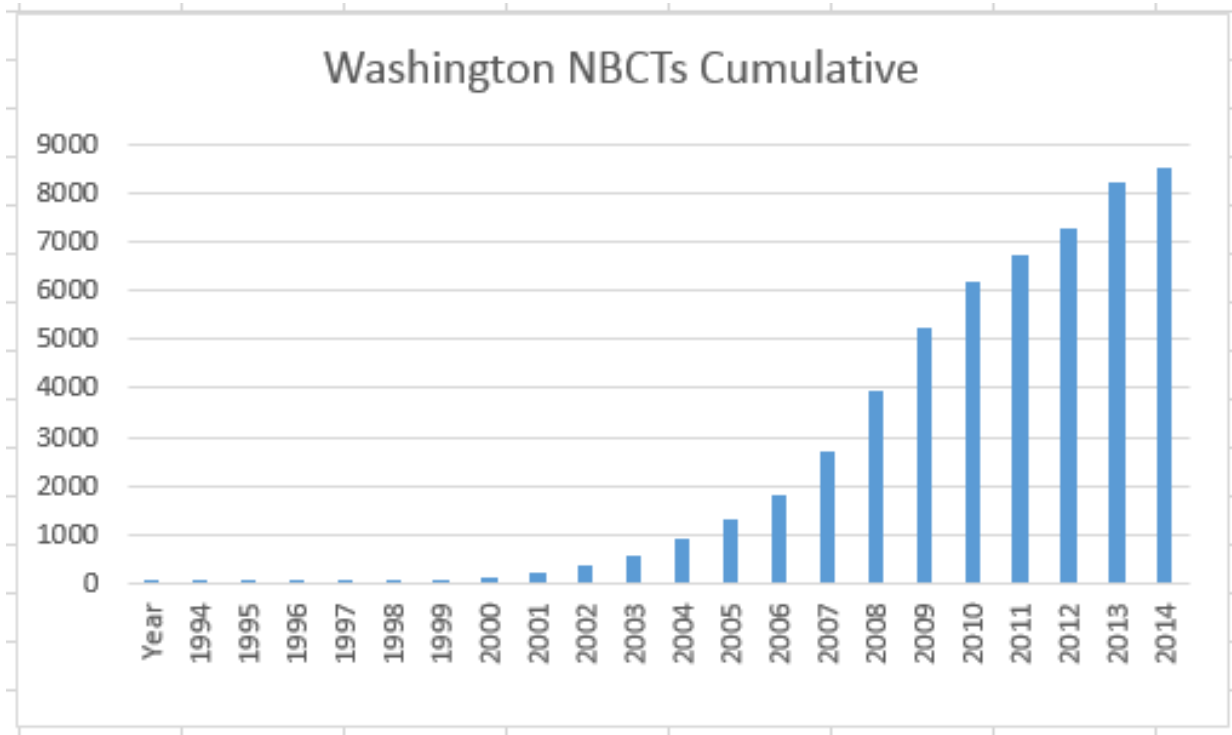
**How has or can the agency address the issue or need in its current appropriation level?**

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There is currently no state appropriation for the support of the National Board program. It is entirely grant-funded.

### Other supporting materials:

This chart shows the cumulative number of NBCTs in Washington by state:




Please see the following attachments that show how Washington’s National Board Certification program compares to other states’ programs:

- [State Rankings by Total NBCTs](#)
- [State Rankings by % of NBCTs](#)
- [State Rankings by Growth over 3 Years](#)

### Activity Inventory:

Activity Inventory Item	Prog	Staffing			Operating Expenditures		
		FY 2018	FY 2019	Avg	FY 2018	FY 2019	Total
A018	055	1.33	1.33	1.33	\$307,000	\$300,000	\$607,000
<b>Total Activities</b>					<b>\$307,000</b>	<b>\$300,000</b>	<b>\$607,000</b>

**Information technology:** Does this Decision Package include funding for any IT-related costs, including hardware, software, services (including cloud-based services), contracts or IT staff?

- No 
- Yes Continue to IT Addendum below and follow the directions on the bottom of the addendum to meet requirements for OCIO review.)