

Virginia Board of Education Agenda Item



Agenda Item: G

Date: June 28, 2012

Title	Final Review of Revised <i>Guidelines for Distributing National Board Certification Incentive Awards</i>		
Presenter	Mrs. Patty S. Pitts, Assistant Superintendent for Teacher Education and Licensure		
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Purpose of Presentation:

Action required by state or federal law or regulation.

Previous Review or Action:

Previous review and action. Specify date and action taken below:

Date: October 28, 1999

Action: Approved *Guidelines for Distributing National Board Certification Incentive Awards*

Date: May 24, 2012

Action: Received for First Review Revised *Guidelines for Distributing National Board Certification Incentive Awards*

Action Requested:

Final review: Action requested at this meeting.

Alignment with Board of Education Goals: Please indicate (X) all that apply:

	Goal 1: Expanded Opportunities to Learn
	Goal 2: Accountability of Student Learning
	Goal 3: Nurturing Young Learners
	Goal 4: Strong Literacy and Mathematics Skills
X	Goal 5: Highly Qualified and Effective Teachers and Administrators
	Goal 6: Sound Policies for Student Success
	Goal 7: Safe and Secure Schools
	Other Priority or Initiative. Specify:

Background Information and Statutory Authority:

Goal 5: Teachers who achieve National Board Certification have successfully completed an assessment program designed to recognize effective and accomplished teachers. The National Board Incentive Award is a means to recognize teachers who have achieved National Board Certification and reward this professional accomplishment.

In accordance with the provisions of the *Code of Virginia*, Section 22.1-299.2, the Board of Education is responsible for administering the National Teacher Certification Incentive Reward Program and may issue guidelines governing the Program as it deems necessary and appropriate.

Section 22.1-299.2 of the *Code of Virginia* states, in part, the following:

A. From such funds as may be appropriated for such purpose and from such gifts, donations, grants, bequests, and other funds as may be received on its behalf, there is hereby established the National Teacher Certification Incentive Reward Program (the “Program”), to be administered by the Board of Education....

...B. The Board may issue guidelines governing the Program as it deems necessary and appropriate.

The 2012-2014 Appropriation Act (Chapter 3, 2012 Special Session 1 Acts of Assembly) sets forth the amounts of the initial and continuing bonuses for National Board Certified Teachers who meet the criteria for the incentive awards.

2012-2014 Appropriation Act
Chapter 3, 2012 Special Session 1 Acts of Assembly

...F. It is the intent of the General Assembly that the Department of Education provide bonuses from state funds to classroom teachers in Virginia's public schools who hold certification from the National Board of Professional Teaching Standards. Such bonuses shall be \$5,000 the first year of the certificate and \$2,500 annually thereafter for the life of the certificate. This appropriation includes an amount estimated at \$5,185,000 the first year and \$5,185,000 the second year from the general fund for the purpose of paying these bonuses. By September 30 of each year, school divisions shall notify the Department of Education of the number of classroom teachers under contract for that school year that hold such certification....

National Board Certification, that complements but does not replace a state’s teacher license, is achieved upon successful completion of a voluntary assessment program designed to recognize effective and accomplished teachers who meet high and rigorous standards established by the National Board for Professional Teaching Standards (NBPTS). Founded in 1987, NBPTS is an independent, nonprofit, nonpartisan, and nongovernmental organization governed by a board of directors, with the majority of its members being classroom teachers.

All National Board Certification assessments consist of two major components, the portfolio entries and the assessment center exercises. Teachers submit a portfolio of their teaching practice that consists of four entries showcasing their knowledge of their students, knowledge of the subject matter and pedagogy. In addition, they submit accomplishments that provide clear, consistent, and convincing evidence of how they go above and beyond what is required of all teachers to impact the learning of their students. The assessment center exercises consist of six prompts teachers must answer about their subject matter, their knowledge of students and/or pedagogy.

The National Board for Professional Teaching Standards offers certificates in 25 fields that are applicable to more than 95 percent of the eligible teaching population. There are over 97,000 National Board Certified teachers in all 50 states and the District of Columbia and 2,379 National Board Certified teachers in Virginia.

The assessment fee for initial National Board Certification is \$2,500 (and a \$65 processing fee). A federal subsidy grant, contingent upon available funding, pays \$1,250 of this fee for eligible teachers.

Offered on a voluntary basis, a National Board Certificate is valid for ten years and can be renewed in the eighth or ninth year of the certificate validity period. The renewal fee is \$1,250. At the present time, state or federal funds are not available to subsidize this fee.

Summary of Important Issues:

In 1999 the Virginia Board of Education approved *Guidelines for Distributing National Board Certification Incentive Awards*. Contingent upon available state funding, National Board Certified Teachers may be eligible for incentive awards. The Board *Guidelines* include eligibility criteria and procedures for distributing incentive awards. Since 1999, the number of National Board Certified Teachers eligible to receive the incentive bonus has increased each year. In 1999, 22 Virginia candidates received initial National Board Incentive Awards. In 2011, 174 teachers received an initial award of \$5,000 and 1,576 teachers were eligible for the continuing award of \$2,500. The attached *Guidelines for Distributing National Board Certification Incentive Awards* were revised to clarify the eligibility criteria and to change the timeline for distributing incentive awards.

Impact on Fiscal and Human Resources:

There is a minimum impact on resources.

Timetable for Further Review/Action:

After final approval, a Superintendent's Memorandum will notify school divisions of the revised *Guidelines for Distributing National Board Certification Incentive Awards*.

Superintendent's Recommendation:

The Superintendent of Public Instruction recommends that the Board of Education approve the *Guidelines for Distributing National Board Certification Incentive Awards*.

PROPOSED REVISIONS TO THE GUIDELINES FOR DISTRIBUTING NATIONAL BOARD CERTIFICATION INCENTIVE AWARDS

Eligibility Criteria for the National Board Certification Incentive Awards

1. An individual seeking a National Board Certification Incentive Award must:
 - ~~1. Individuals shall be employed as a teacher in Virginia;~~
 - ~~a. The definition of a teacher for the purpose of the awards is a person who has received National Board Certification and who is currently and be employed as a teacher in a public school in Virginia (verified on September 30 of the current school year) with at least 50 percent of the regular school day engaged in direct instruction with students; and~~
 - ~~2.b. be a The teacher shall be fully holding an active five-year renewable licensed issued by the in Virginia Board of Education; and~~
2. An individual who holds an active National Board Certificate issued by the National Board for Professional Teaching Standards ~~A person who has received National Board Certification~~ and is assigned as to the role of a building administrator, a supervisor in a central office position, or a teacher person who is teaching less than 50 percent half of the regular school day shall be excluded from the incentive awards.
3. The teacher's employment shall be verified annually by the division superintendent or designee pursuant to the Appropriation Act.

Procedures for Distributing Incentive Awards

1. An initial award not to exceed \$5,000, contingent upon available funding, will be issued awarded to teachers individuals who meet the eligibility criteria definition of a teacher as described above and who achieved were awarded National Board Certification while teaching in a Virginia public school.
2. ~~Continuing~~ awards not to exceed \$2,500, contingent upon available funding, annually for the life of the certificate will be issued awarded to individuals who meet the definition of a teacher as described above annually for the life of the active certificate to teachers who meet the above eligibility criteria each year the award is granted. The individual must meet the definition each year the award is granted. ~~(An individual will not receive an initial award and a continuing award in the same year.)~~

3. ~~The available funds would be disbursed to those who met the definition of a teacher by September 30 of the current school year. (For those individuals who received notification that they achieved National Board Certification while teaching in another state, no initial award would will be granted. These individuals will be eligible for the continuing award, contingent upon available funding, for the life of the active certificate provided that the individual continues to meet the eligibility criteria described above established definition of a teacher.~~
4. ~~Available funds must be released to the school divisions on or before November 30 of the current school year. Contingent upon available funding, Aawards shall be granted to all National Board Certified teachers who meet the eligibility criteria as of September 30 of each school year and whose names are reported to the Virginia Department of Education. Funds will be distributed to employing school divisions on or before December 31 of the same school year for distribution to their eligible teachers. The incentive payment is taxable to the recipient, and the school division assumes responsibility for ensuring all taxes are remitted.~~
5. The procedure for disbursement of funds if the program is not fully funded shall be based on a 2:1 ratio (The initial award would be twice that of the continuing award).
6. The procedure for disbursement of funds following a year when no funds are appropriated or available shall be as follows:
 - a. An individual who meets the criteria for an initial award would be granted such an award once funds are available; and
 - b. An individual who meets the criteria for a continuing award would be granted such an award once funds are available (awards for previous years when funds were not available would not be granted).
7. In school years when funding has been appropriated, school divisions must complete and submit to the Virginia Department of Education a signed National Board Certification Incentive Award verification report. It is the responsibility of each school division to determine the eligibility of each individual who meets the Board of Education eligibility criteria and to submit individuals' names on the National Board Certification Incentive Award verification report and signed affidavit every school year pursuant to the Appropriation Act.