



INFORMATION BULLETIN

NATIONAL BOARD CERTIFICATION

The National Board for Professional Teaching Standards (NBPTS) was established in 1987 in response to a central recommendation of the Carnegie Corporation's report, *A Nation Prepared: Teachers for the 21st Century*. The Board was created as an independent, non-governmental body focused on improving student learning by setting clear, high, and rigorous standards for what accomplished teachers should know and be able to do.

National Board Certification (NBC), developed for teachers by teachers, represents professional acknowledgement of "accomplished" teaching practice meeting the highest standards. Teachers actively engaged in the profession and teacher committees develop standards and performance-based assessments for certifying "accomplished practice". A cadre of specially trained teachers rates the performance assessments.

NBPTS requires that candidates be experienced teachers (three years minimum) voluntarily seeking recognition for meeting rigorous standards in one of twenty-five areas defined by subject and students' developmental level (see page 5). A National Board certificate is valid for ten years and is renewable. Additionally, the National Board standards can serve as a solid base for, or a component of, professional development, resulting in improvements in teaching and learning.

NATIONAL BOARD CERTIFICATION IN NEW YORK STATE

In December 2008, NBPTS announced the names of 93 teachers in New York State who achieved National Board Certification. Eight hundred eighty teachers in our state have achieved National Board Certification. The Board also reports that there are nearly 74,000 NBCTS in the United States. NYSUT's Vice President, Maria Neira, and Regent Roger Tilles are both members of the NBPTS.

THE NBPTS ASSESSMENT REQUIREMENTS

A candidate must successfully complete two components of an assessment process designed to examine teaching competencies, skills, and knowledge in relation to NBPTS standards for a particular subject area for students of specified ages.

- **The portfolio** consists of four entries that document teaching practice and student work which demonstrate evidence of the NBPTS standards. Candidates demonstrate their ability to think descriptively, analytically, and reflectively about their practice. Two videotapes are required.
- **The assessment center exercises** take place in a computer-based testing center and require on-demand knowledge of content knowledge, child development and the NBPTS standards. Candidates respond to six 30 minutes exercises.
- **Take One!** is a professional development offering from NBPTS that provides an introduction to the larger Certification process. Teachers prepare and submit one pre-selected video portfolio entry from one of the certificate areas. A teacher can later transfer the score if s/he pursues National Board candidacy within two years. There are no eligibility requirements for *Take One!*

New York State United Teachers
Division of Research and Educational Services
800 Troy-Schenectady Road
Latham, NY 12110-2455

IB No. 200902
Updated July 2009

NBPTS COSTS

- NBPTS fees total \$2,565 including a non-refundable processing charge of \$65 and a non-refundable \$500 initial fee.
- Candidates may opt for component re-testing (“score banking”) if they do not achieve certification on the first attempt. Each retake exercise currently costs \$350. The NBPTS certificate renewal fee is currently \$1,150.

NYS FUNDING SOURCES AND SUPPORTS TO ASSIST CANDIDATES

- With NYSUT’s strong support, the Legislature and Governor passed into law Section 3004-2 of Education Law, establishing the NYS Albert Shanker Grant Program and the NYS Candidate Fee Subsidy Program. This grant provides eligible teachers up to \$2,500 to defray costs associated with an application for National Board Certification. Contingent on the availability of funding through the Federally-funded Candidate Fee Subsidy Program, recipients of the grant may also be eligible to receive up to \$700 for registration fees in support of up to two NBPTS retake entries. (See Appendix A for more details.) The Albert Shanker Grant and the Candidate Fee Subsidy may each be awarded only once to a given candidate.
- In 2008, the New York State budget continued to appropriate funds for the Albert Shanker Grant Program. (See Appendix A)
- NYSUT continues to advocate for state funding to maintain and increase funding for the Albert Shanker Program.
- The National Board Council of New York is an affiliated network of NBPTS. Its mission is to provide awareness and establish support structures for teachers and school districts to pursue the National Board Certification process.
- Teachers believe pursuing the rigorous National Board Certification with supportive colleagues maximizes the experience. NYSUT’s Education and Learning Trust and New York State Teacher Centers have established such groups.

STATE LICENSING/CERTIFICATION AND NATIONAL BOARD CERTIFICATION

National Board Certification represents the achievement of an additional professional voluntary credential. By contrast, state licensure or certification represents the achievement of entry-level standards permitting a teacher to practice. In New York State, Commissioner’s Regulations establish entry level and certificate maintenance requirements for the teaching profession.

REASONS TEACHERS PURSUE NATIONAL BOARD CERTIFICATION

Candidates for National Board Certification often say they were motivated by the challenges presented by the certification process and that they wanted to compare their work to high professional standards developed by their peers across the nation. Attaining National Board Certification requires significant commitments of time and effort, often 200-400 hours outside the classroom, but many teachers say that it was worth the work to achieve the professional and personal rewards. Candidates not attaining certification on the first attempt can “bank” successful component scores and try again as advanced candidates. Nearly all candidates cite the merits of rigorous and reflective professional development focused on their own practice in relation to student work whether they achieve the NBC in year one, year two or year three.

Experienced teachers attaining certification observe that their accomplished practice has been validated and that they are recognized for their achievements in their communities and schools. Teachers also note

changes in their professional lives: greater collaboration with their colleagues, interest and respect shown by parents and the enthusiasm their students demonstrate when they take part in the process.

Less-senior teachers indicate that National Board Certification offers opportunities for them to become recognized as leaders in their profession without leaving the classroom for other jobs in education. Remaining a teacher over the course of a career becomes more attractive as the process renews them.

Additionally, a growing number of states and school districts see National Board activity as a sound educational investment and they offer salary supplements, credits toward license renewal, license reciprocity, and new roles in schools to teachers who have achieved National Board Certification or participated in the process.

CERTIFICATE RENEWAL

National Board Certification is issued for a period of 10 years. A National Board Certified Teacher (NBCT) must complete the National Board Profile of Professional Growth prior to the expiration date of his or her certificate and can only renew certification in the original certificate area. The National Board Certified Teacher may formally begin work on the Profile of Professional Growth as early as year 8 of his or her certification period, pending completion of development and subsequent availability of the Profile of Professional Growth renewal instrument. The fee for the renewal of National Board Certification is currently \$1,150. Included in the renewal fee is a non-refundable application fee of \$300 to be paid at the time of application. Renewal target dates and other information are available at [NBCT Renewal](http://www.nbpts.org/for_nbcts/certification_renewal). http://www.nbpts.org/for_nbcts/certification_renewal. If the NBCT has never received the NYSED Albert Shanker Grant s/he may apply for funding to support the renewal fee

STATE INCENTIVES

- The New York State *Teachers of Tomorrow* legislation includes the NYS Master Teacher Program which provides for a \$10,000 annual state stipend (3 years maximum) over and above the regular salary for a National Board Certified Teacher hired to teach in a high-needs school. Additional information is available from SED at <http://www.highered.nysed.gov/kiap/pdf/tot0809.pdf>.
- The New York State Board of Regents has enacted regulations recognizing National Board Certification.
 1. Except in the areas of Languages Other Than English (LOTE), the sciences, and special education, where they will be required to pass an appropriate CST, a teacher certified in another state and holding National Board Certification is exempt from the New York State Teacher Certification examinations.
 2. A teacher in New York State holding a valid National Board Certification is exempt from the requirement to complete 175 hours of professional development in a five-year period in order to maintain her/his certificate.

LOCAL INCENTIVES

An ever-increasing number of school districts in New York State provide support and other financial incentives to teachers participating in the National Board Certification process and/or achieving the certification. These range from one-time stipends to annual stipends over and above the regular salary for the ten-year life of the certificate. One form of incentive increases an NBCT's salary by one step on the negotiated salary scale. Some provisions require professional services from the NBCT such as coaching or mentoring before the incentive is earned.

NYSUT urges locals to negotiate financial incentives encouraging teachers to apply for and achieve National Board Certification. The following NYSUT locals have reported negotiated incentives for NBPTS candidates and NBCTs.

Afton	Gilboa	Newark	South Glens Falls
Albany	Glens Falls	Newburgh	South Kortright
Arlington	Goshen	Newcomb	Southern Cayuga
Ballston Spa	Granville	Niagara Falls	Spackenkill
Belfast	Greenburgh 7	Niskayuna	Spencerport
Berne-Knox-Westerlo	Greenwich	North Colonie	Sullivan West
Bethlehem	Guilderland	North Warren	Syosset
Brewster	Haldane	Oceanside	Syracuse
Brighton CSD	Hamburg	Oneida	The Tarrytowns
Brittonkill	Hartford	Ossining	Tonawanda
Broadalbin-Perth	Holland Patent	Owego Apalachin	Tully
Bronxville	Homer	Palmyra Macedon	Uniondale
Burnt Hills-BL	Honeoye Falls-Lima	Pearl River	Union Endicott
Cambridge	Horseheads	Pelham	Valhalla
Canandaigua	Hudson Falls	Penn Yan	Valley Central
Canastota	Indian Lake	Phelps-Clifton Spring	Valley Stream
Canton	Jamesville-Dewitt	Pittsford	Van Hornesville-Owen
Capital Region BOCES	Jordan-Elbridge	Plainedge	D. Young
Charlotte Valley	Kenmore	Poland CSD	Vernon Verona Sherrill
Chittenango	Kingston	Port Byron	Victor
Clifton Fine	Lakeland	Putnam-Northern	Voorheesville
Clinton	Lewiston Porter	Westchester BOCES	Walton
Commack	Liverpool	Putnam Valley	Wappingers Falls
Corinth	Lowville	Queensbury	Warwick Valley
Cornwall	Madison	Randolph	Watkins Glen
Croton Harmon	Mahopac	Ravena Coeymans	West Canada
Dover Plains	Mamaroneck	Selkirk	West Genesee
Deer Park	Marcellus	RCG BOCES	West Irondequoit
East Hampton	Margaretville	Red Hook	West Islip
East Greenbush	Marion	Rhinebeck	Westmoreland
East Irondequoit	Menands	Rochester	West Seneca
East Meadow	Manhasset	Rush-Henrietta	West Valley
East Ramapo	Margaretville	Saratoga Springs	Westchester BOCES
East Syracuse Minoa	Mexico	Scarsdale	Westmoreland
East Williston	Middleburgh	Schalmont	Whitehall
Edmeston	Middletown	Schenectady CSD	White Plains
Elmira	Mohawk	Schodack	Williamson
Elmont Elementary	Mohonasen	Schroon Lake	Williamsville
Fairport	Moravia	Scotia-Glenville	Windham Ashland
Fayetteville-Manlius	Mount Markham	Shenendehowa	Jewett
Fishers Island	Nanuet	Skaneateles	WSWHE BOCES
Fort Ann	New Hartford	Solvay	
Franklin Square	New Paltz	Somers	3/11/09
Germantown	New York City	South Colonie	

TWENTY-FIVE NATIONAL BOARD CERTIFICATION AREAS

Subject Area	Developmental Level
Generalist	Early Childhood
	Middle Childhood
Art	Early and Middle Childhood
	Early Adolescence through Young Adulthood
Career and Technical Education	Early Adolescence through Young Adulthood
English as a New Language	Early and Middle Childhood
	Early Adolescence through Young Adulthood
English Language Arts	Early Adolescence
	Adolescence and Young Adulthood
Exceptional Needs	Early Childhood through Young Adulthood
Health Education	Early Adolescence through Young Adulthood
Library Media	Early Childhood through Young Adulthood
Literacy: Reading-Language Arts	Early and Middle Childhood
Mathematics	Early Adolescence
	Adolescence and Young Adulthood
Music	Early and Middle Childhood
	Early Adolescence through Young Adulthood
Physical Education	Early and Middle Childhood
	Early Adolescence through Young Adulthood
School Counseling	Early Childhood through Young Adulthood
Science	Early Adolescence
	Adolescence and Young Adulthood
Social Studies-History	Early Adolescence
	Adolescence and Young Adulthood
World Languages Other than English	Early Adolescence through Young Adulthood (French and Spanish)
<p>Developmental Age Categories: Early Childhood (Ages 3–8), Early Childhood through Young Adulthood (Ages 3–18+*), Middle Childhood (Ages 7–12), Early & Middle Childhood (Ages 3–12), Early Adolescence (Ages 11–15), Adolescence & Young Adulthood (Ages 14–18+), and Early Adolescence through Young Adulthood (Ages 11–18+). *Exceptional Needs (Ages 0–21+)</p>	

QUESTIONS AND ANSWERS FOR NYSUT LOCAL LEADERS

Q. Why should locals encourage the participation of members in the National Board Certification (NBC) process?

A. National Board Certification is powerful standards-based, voluntary professional development emphasizing teaching practices involving reflecting, analyzing, and documenting. It recognizes the important relationships between specific teaching practices and student work. NBCTs can play important roles in the continuum of a district's Professional Development Plan as PDP committee members, mentors, coaches, and/or resource persons. NBCTs serve on NYSUT statewide task forces, subject area committees, as instructors for the NYSUT Effective Teaching Program, and on other advisory groups and panels. Several NBCTs are NYSUT local presidents.

Q. Why should teachers who already have NYS certification and advanced degrees be interested in NBC?

A. National Board Certification is an acknowledgement of "accomplished" teaching practice--the gold standard for the teaching profession. It is sought voluntarily, and the extensive documentation required is assessed anonymously according to national standards by specially trained teachers with no knowledge of the candidate and where she/he teaches. NBC is a way of validating strong teaching and raising the level of conversation about teaching practice in schools and districts because it focuses on standards addressing various subjects and content along with the multiple developmental levels of school children. The NB process can be linked to a district's Annual Professional Performance Review through collective bargaining, but it is free of the opinions of school and district administrators.

Q. Isn't the National Board process expensive?

A. NYSUT's advocacy for the NB process has resulted in NYS Education Law 3004-a and Part 86 of the Regulations of the Commissioner of Education creating and implementing the Albert Shanker Grants, a state funded and administered program that provides fee support of \$2,500 per eligible candidacy. The candidate needs only to be eligible and complete the NB process in its entirety for the state to pay NB registration and participation fees in their entirety. See the information at www.highered.nysed.gov/tcert/reteachers/albertshanker.htm In addition, several NYSUT locals have negotiated additional candidate support mechanisms.

Q. Do NBCTs do some things differently, and does that impact student learning?

A. Recent research documents the positive impact of NBCTs on students in a variety of school settings. It seems that analysis and reflection on teaching practice result in changes in instruction that lead to measurable changes in student achievement. For an extensive review of the research about NBCTs and their students, go to <http://www.nbpts.org/resources/research>

Q. Won't it reflect badly on a candidate and a school district if the candidate doesn't achieve NBC?

A. No, it doesn't. Many candidates who did not attain NBC report that the experience was extremely beneficial for them in the day-to-day conduct of their teaching practice. It was meaningful and rewarding professional development. As is the case in certain other professions, the NB process permits the banking of successful scores and component retakes so there are additional opportunities to achieve Certification after the initial effort. A significant number of NBCTs become certified as a result of "advanced candidacy." The candidate's achievement rate increases every year.

Q. What are some ways or resources locals can provide support for National Board candidates?

A. The following is a list of supports, including equipment to assist candidates in obtaining this credential:

- Access to a support group
- PZM microphone
- Laptop computer
- A jump drive (flash drive)
- Camcorder
- High quality VHS tapes
- 3 release days: 1 for support group, 1 for writing retreat, 1 for packing the portfolio or attending the assessment center exercises
- Access to copier
- Inservice credit for hours logged at the support group
- Recognition for sending in the portfolio
- Encouragement to become an advanced candidate
- Recognition for achieving

Q. How can a local negotiate contract provisions recognizing NB candidacy and/or achievement of National Board Certification?

A. Local collective bargaining strategies and tactics must reflect local needs and interests, but it makes sense to create opportunities for members to pursue this meaningful professional development pathway. More than 120 NYSUT locals report successful negotiations for support and/or incentives for participation in and achievement of National Board Certification. While NYSUT continues to aggressively pursue recognition by NYS for the accomplishments of its NBCTs, local bargaining is a way in which newly emerging professional development needs of members can be addressed. For information on bargaining NB provisions, contact your local's NYSUT Labor Relations Specialist at your NYSUT Regional Office or Melanie Pores at NYSUT Research and Educational Services, 800-342-9810, extension 6057, or mpores@nysutmail.org.

RESOURCES FOR TEACHERS AND LOCAL LEADERS

National Board for Professional Teaching Standards
Dr. Mary Lou Armiger
Northeast Regional Outreach Director
1-800-22-TEACH (1-800-228-3224)
<http://www.nbpts.org/>
2009 Guide to National Board Certification

NYS Education Department Office of Teaching
Sanford Lake
518-473-9847
slake@mail.nysed.gov
[NYS Albert Shanker Grant](#)

National Board Council of New York Network
Annette Romano, NBCT
National Board Coordinator
aromano12@nycap.rr.com
[NBCNYS](#)

New York State Teacher Centers Directory
<http://www.nyiteez.org/NYteachercenters/homepage.htm>

New York State United Teachers (NYSUT)
Department of Educational Services
Melanie Pores
1-800-342-9810 ext. 6057
mpores@nysutmail.org
<http://www.nysut.org/>

American Federation of Teachers (AFT)
www.aft.org

National Education Association (NEA)
www.nea.org

AFT/NEA
A Guide to Understanding National Board Certification: 2008 Candidacy Cycle
[NEA/AF http://www.aft.org/topics/teacher-quality/nationalboard.htm](http://www.aft.org/topics/teacher-quality/nationalboard.htm) T Guide

NYSUT's Education and Learning Trust
Susan Lafond, NBCT
(800) 528-6208 ext. 6521
slafond@nysutmail.org
<http://www.nysut.org/elt/>

**NEW YORK STATE EDUCATION DEPARTMENT
2009-2010 Candidate Fee Subsidy Program
2009-2010 Albert Shanker Grant Program
in support of
National Board for Professional Teaching Standards
National Teacher Certification**

Appendix A

The National Board for Professional Teaching Standards (NBPTS) is a nonprofit organization of teachers and other education stakeholders created in 1987 to assist in improving student learning through the establishment of higher, more rigorous standards of knowledge and performance for teachers. By defining and recognizing highly accomplished practice, a certificate awarded by the National Board attests that a teacher has been judged by his or her peers as one who meets meaningfully high and rigorous standards of knowledge and performance. He or she has demonstrated the ability, in a variety of settings, to make sound professional judgements about students' learning needs and to act effectively on those judgments.

In support of these efforts, the New York State Education Department is pleased to announce the continued availability of funds to support qualified New York State teachers seeking National Board certification during the 2009-2010 school year, through both the Albert Shanker Grant and the Candidate Fee Subsidy Program, as follows:

New York State Albert Shanker Grant Program

Contingent on the availability of funding, the New York State Education Department will accept applications and award Albert Shanker Grants to qualified teachers for the 2009-2010 school year. To register as a candidate for national certification, a candidate must download an application form directly from the website of the National Board for Professional Teaching Standards (NBPTS) www.nbpts.org and submit the completed application, as directed, along with a \$500 deposit and the required fee(s.) The following, one-page, application form for the New York State Albert Shanker Grant Program and for the federally-funded Candidate Fee Subsidy Program must be submitted directly to the Office of Teaching Initiatives, New York State Education Department, 89 Washington Ave., Room 5 EB North, Albany, NY 12234, Attn: Albert Shanker Grant. Each qualified teacher who submits an application for the Albert Shanker Grant may be awarded up to \$2,500 (to the extent funding is available, based on the earliest date of submission and verification of eligibility) in support of her/his initial candidacy. All fees and costs beyond the amount of this award are the responsibility of the candidate, and it is understood that the award is contingent on the candidate completing the entirety of the initial candidacy regimen. Following application, and contingent on the availability of funding, the NBPTS accounts of qualified candidates will be credited for the balance of the respective registration fees, up to \$2000. Thereafter, contingent on the availability of funding, on completion of the candidacy effort and verification thereof from NBPTS, candidates will be reimbursed their initial deposit to NBPTS.

Contingent on the availability of funding through the federally-funded Candidate Fee Subsidy Program, recipients of the 2009-2010 Albert Shanker Grant may be eligible to receive up to \$700 for registration fees in support of up to two NBPTS-prescribed retake activities.

New York State Candidate Fee Subsidy Program

The New York State Education Department will utilize all available federal NBPTS Candidate Fee Subsidy funding to support New York State teachers not eligible to receive the Albert Shanker Grant though eligible as NBPTS candidates. As stated above, candidates must submit a completed application form directly to the National Board for Professional Teaching Standards (NBPTS) along with a \$500 deposit by accessing NBPTS at www.nbpts.org. Funding up to \$1,250 will be provided to eligible applicants toward their initial candidate registration fees with NBPTS following submission of a completed Candidate Fee Subsidy application to the program administrator in the Office of Teaching Initiatives, New York State Education Department, Albany, NY 12234, as noted above.

Applications for the Albert Shanker Grant and for the Candidate Fee Subsidy Program may be accessed at www.highered.nysed.gov/tcert and must be submitted to the Office of Teaching Initiatives of the New York State Education Department.

Applications for National Teacher Certification candidacy through the National Board for Professional Teaching Standards (NBPTS) may be accessed and submitted electronically at www.nbpts.org

To be eligible:

National Board Certification Candidates MUST:

(a) hold a baccalaureate degree (b) have at least 3 years appropriate teaching experience (c) hold a valid state teaching certificate OR teach in a state approved private school

Albert Shanker Grant Candidates MUST

(a) currently teach in a NYS public school (b) hold a valid New York State teaching certificate (c) hold tenure (d) hold a baccalaureate degree from an accredited college or university

Candidate Fee Subsidy Applicants MUST

(a) currently teach in either a NYS public school or in a NYS-approved private school (b) hold a valid State teaching certificate, if employed in a public school setting

***Same as the requirements for National Board candidacy.**

New York State Education Department Program Administrator:

Sanford Lake
Office of Teaching Initiatives
New York State Education Department
5 North, Education Building
Albany, NY 12234
Phone: 518-473-9847
Fax: 518-473-0271
Email: slake@mail.nysed.gov
Website: www.nysed.gov/tcert/homepage.htm

**National Board for Professional Teaching Standards
New York State Albert Shanker Grant Program
New York State Candidate Fee Subsidy Program**

2009-2010 Application for Albert Shanker Grant & Candidate Fee Subsidy

Instructions:

- Before submitting this application, please read carefully the Guide to National Board Certification
- Complete the 2009-2010 National Board for Professional Teaching Standards (NBPTS) Candidate application online at <http://www.nbpts.org/>.
- Candidates applying for either the Albert Shanker Grant or the Candidate Fee Subsidy, or both, should mail a completed copy of this application to:

The New York State Education Department
Office of Teaching Initiatives - Box NBPTS
89 Washington Ave, 5N EB
Albany, New York 12234

- All registration fees should be paid directly to the National Board for Professional Teaching Standards at:

NBPTS, c/o Bank Of America
P.O. Box 99406, Chicago, IL

Albert Shanker Grant Due Date: Dec. 30, 2009 Candidate Fee Subsidy Program Due Date: Dec. 30, 2009

NAME (as it appears on NBPTS application): _____	
SOCIAL SECURITY NUMBER: _____ - _____ - _____	PERSONAL CANDIDATE IDENTIFICATION NUMBER (as it appears on your NBPTS form): _____
NAME OF SCHOOL DISTRICT, DISTRICT ADDRESS AND TELEPHONE # WHERE EMPLOYED: <input type="checkbox"/> Public <input type="checkbox"/> Private _____	
ADDRESS: _____	
City _____	State _____ Zip _____ Phone _____
NYS TEACHING CREDENTIAL(S) [CERTIFICATE and/or LICENSE TITLE(S)]: (1) _____ (2) _____ (3) _____ (4) please use other side	
<i>I hold TENURE in my current position in a NYS Public School</i> <i>I am Not Tenured</i>	

I attest to the following:

- If I withdraw my National Board application, I agree to notify **BOTH** the National Board and the State Education Department's Office of Teaching in writing, so that any fee subsidy refund may be applied to another candidate.
- I do not have additional third party support applicable toward the NBPTS application fee.**
- Under penalty of perjury, I declare that all statements in this application are true and accurate.

SIGNATURE (Unsigned applications cannot be processed.) _____	
Date _____ / _____ / _____	

Home Address _____	
City _____	State _____ Zip _____
Home Telephone # _____	E-mail Address _____