



SOUTH TEXAS

Independent School District

South Texas Academy of Medical Technology
South Texas Business, Education & Technology Academy
South Texas High School for Health Professions
South Texas Preparatory Academy
The Science Academy of South Texas

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To: Dr. Marla M. Guerra, Superintendent
South Texas ISD Board of Directors

From: Jeff Hembree, Deputy Superintendent

Date: July 20, 2010

RE: Requested changes in the National Board Teacher Certification STISD
Incentive Program

South Texas ISD began an incentive program in 2006 to encourage teachers to obtain their national board teacher certification (NBTC). Attached is the incentive program as approved by the STISD Board of Trustees in May 2006. Since that time, STISD has had three teachers successfully obtain their national board certification and two others are currently waiting upon results. We have learned through the last four years two important facts about the program. First, that it is harder than we anticipated. Second, that it has an even greater positive impact on instruction than we anticipated. The certification process requires a commitment to professionalism, a sincere review of instructional skills, a thoughtful use of data, and a focus on student success for each student. In short, the kind of activities that we want all STISD faculty members committed to and activity engaged in.

The NBTC program is also going to add accomplished educational leaders (campus principal) as one of the areas available for national certification. They are currently working on developing the activities and assessments for campus principals.

I am recommending the following changes to the STISD National Board Teacher Certification Incentive Program with the goal to increase the number of STISD faculty members actively pursuing NBTC.

1. Increase the annual stipend from the current \$3,500 to \$4,500 starting this school year for all NBTC STISD faculty members. (Both current NBTC certified and future successful candidates).
2. Include the campus principal as being eligible for this STISD NBTC incentive program once the national board certification for principals becomes available.

Thank you.

Marla M. Guerra, Ed.D.
Superintendent

Jeff Hembree
Deputy Superintendent

Enrique Moya, Jr.
Assistant Superintendent for Finance

**South Texas ISD
National Board Certified Teacher Incentive Program**

The South Texas Independent School district is initiating an incentive program for obtaining of National Board Certified Teacher starting in the fall of 2006 and a candidacy cohort beginning in the spring of 2007, continuing during the summer and the 2007-2008 school year.

FAQ's About National Board Certification

What is National Board Certification?

National Board Certification is a demonstration of accomplished teaching practice as measured against high and rigorous standards. Offered on a voluntary basis, the advanced system of National Board Certification complements, but does not replace, state licensing. National Board Certification is a means to professional growth and improvement. Candidates describe the process as one of the most meaningful professional development experiences they have ever participated in because it focuses on their teaching with their students.

How do I earn National Board Certification?

The National Board of Professional Teaching Standards (NBPTS) has developed an innovative, two-part assessment process to determine whether a teacher possesses the attributes of accomplished teaching based on the National Board's standards. The first component of the assessment is done at a teacher's school. A teacher shows evidence of exemplary teaching practice by preparing a portfolio. The portfolio contains videotapes of classroom teaching, lesson plans, samples of student work and written commentaries in which teachers reflect on what they are doing and why. The second component is comprised of exercises designed around content learning. Candidates complete six 30-minute assessments during one day at an assessment center.

Where is it happening?

South Texas ISD has no National Board Certified Teachers as of March 2006. The proposal is to begin during the 2006-2007 school year with pre-candidacy and candidacy cohorts. As a member of these cohort groups, candidates have the advantage of coaching and support provided through the cohort process.

Why is STISD considering supporting NBCT?

National Board Certification is a credential attesting that the teacher has been assessed by peers as one who is accomplished, makes sound professional judgments about student learning, and can act effectively on that judgment. It is results-based staff development at its best. Many teachers have reported that meeting the high requirements for Certification has improved their teaching practice. Quite simply, the process makes good teachers even better.

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How much does it cost? How will I be supported?

Currently, the fee for application and evaluation of your portfolio is \$2,565. STISD will pay fees for Cohort candidates, and will also provide support and coaching as you develop your portfolio and prepare for the assessment center.

How much time does certification take?

National Board Certified Teachers, who have successfully completed the process, report spending between 300 to 800 hours on developing their portfolios.

How are assessments scored?

Teachers who are extensively trained in evaluation by the NBPTS score portfolio entries and assessment center exercises. Scoring is based on all of a candidate's responses: videotapes, student work samples, candidate's analysis and written responses to assessment center exercises. Scorers apply clearly expressed criteria and use scoring guides that are supplied to candidates when they begin their portfolios.

What if I do not pass all parts the first time?

Teachers who do not earn the minimum passing score may retake any individual portfolio or assessment center entries that fall below standard. You do not need to repeat successful entries. Candidates have two years in which to redo entries. A fee of \$350 is required for each entry redone. The STISD Cohort will support candidates who resubmit entries by paying for up to two entries per year for teachers who continue to participate in the Cohort group.

How long is a National Board certificate valid?

Certificates are valid for 10 years. There is also a renewal process available for National Board Certified Teachers who are approaching their 9th year as NBCTs.

How does South Texas ISD propose to compensate National Board Certified Teachers?

The proposal is for South Texas ISD to provide an annual \$4,500 stipend to any STISD teacher who submits documentation verifying completion of the requirements for National Board Certification. A National Board Certified Teacher may also earn an additional \$1,500 stipend for documented on-going facilitating/coaching of STISD National Board candidates.

What are the areas of certification available?

Age categories rather than grade levels organize NBPTS certification. The age categories are: Early Childhood (ages 3-8); Middle Childhood (ages 7-12); Early Adolescence (ages 11-15); Adolescence and Young Adulthood (ages 14-18+). You

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must be teaching the age child for the level of certification you are applying for.
The areas of NBPTS Certification are:

Currently Available

Adolescence and Young Adulthood/English Language Arts
Adolescence and Young Adulthood/Mathematics
Adolescence and Young Adulthood/Science
Adolescence and Young Adulthood/Social Studies-History
Early Adolescence/English Language Arts
Early Adolescence/Mathematics
Early Adolescence/Science
Early Adolescence/Social Studies-History
Early Childhood through Middle Childhood/Art
Early Adolescence Through Young Adulthood/Art
Early Childhood/Generalist
Middle Childhood/Generalist
Early and Middle Childhood/Literacy-Reading Language Arts
Early and Middle Childhood/English as a New Language
Early Adolescence through Young Adulthood/English as a New Language
Early Childhood through Young Adulthood/Exceptional Needs Specialist
Early Adolescence through Young Adulthood/Career and Technical Education
Early Adolescence through Young Adulthood/School Counseling
Early Childhood through Middle Childhood / Music Teachers
Early Adolescence through Young Adulthood / Music Teachers
Early and Middle Childhood/Physical Education Teachers
Early Adolescence through Young Adulthood / Physical Education Teachers
Early Adolescence through Young Adulthood / World Languages Teachers
Early Childhood through Young Adulthood / Library Media Teacher

How do I apply for STISD's NBPTS Cohorts?

If this proposal is approved by the STISD Board of Directors, the application process for the pre-candidacy cohort will begin early in the fall of 2006. The candidacy cohort application process will begin early in the spring of 2007. The applications will be available online at the STISD website at the appropriate time. Interested teachers, librarians, and counselors who have five years or more experience are encouraged to consider pursuing this challenging program.

Additional information about National Board Certification is available at nbpts.org. Contact your campus principal or jeff.hembree@stisd.net for more information.

Information used in this document is adapted from National Board Certification and Austin ISD.