

# Charles County Public Schools National Board Certification

INFORMATION SESSION



Charles County  
Public Schools

*Working together to achieve excellence for every student.*

# National Board Certification is. . .

- a voluntary, advanced teaching credential that recognizes accomplished teachers who have met high and rigorous standards set by the National Board for Professional Teaching Standards (NBPTS)
- designed to recognize and reward teachers who have demonstrated a deep understanding of their subject area and proven ability to teach effectively.
- the most prestigious and rigorous certifications for teachers in the United States.

**National Board Certification is a separate, additional certification from Maryland Licensure**

# The Core Elements of Certification

- ❖ **The Five Core Propositions** describe what accomplished teachers should know and be able to do. They represent the beliefs and values that guide National Board Certification.
- ❖ **National Board Standards** each certificate area has National Board Standards that describe what accomplished teaching looks like in that field. the standards serve as the blueprint for accomplished teaching.
- ❖ **The Components** – candidates demonstrate their embodiment of the Five Core propositions and National Board Standards through these 4 performance tasks



# The 5 Core Propositions

What  
**Teachers**  
Should Know  
and Be Able to Do

TEACHERS ARE COMMITTED TO STUDENTS AND THEIR LEARNING | TEACHERS KNOW THE SUBJECTS  
THEY TEACH AND HOW TO TEACH THOSE SUBJECTS TO STUDENTS | TEACHERS ARE RESPONSIBLE FOR  
MANAGING AND MONITORING STUDENT LEARNING | TEACHERS THINK SYSTEMATICALLY ABOUT THEIR  
PRACTICE AND LEARN FROM EXPERIENCE | TEACHERS ARE MEMBERS OF LEARNING COMMUNITIES

**NATIONAL BOARD**  
for Professional Teaching Standards

- 1** Teachers are committed to students and their learning.
- 2** Teachers know the subjects they teach and how to teach those subjects to students.
- 3** Teachers are responsible for managing and monitoring student learning.
- 4** Teachers think systematically about their practice and learn from experience.
- 5** Teachers are members of learning communities.

[NBPTS Main Site Five Core Propositions - NBPTS Main Site](#)

# The Certification Process: Certificate Areas

Teachers choose a certificate area based on their discipline and the age-level they teach.

- ❖ 16 different subject areas across four developmental levels = 25 certificate areas to choose from (developmental levels are by age, not grade)
- ❖ Each certificate area has its own set of standards defining what a teacher in that certificate should know and be able to do
- ❖ Component instructions vary for each certificate area, so that they reflect that certificate area's specific standards

# National Board Certification Areas

25 certificate areas spanning 16 disciplines from Pre-K through 12th grade



[NBPTS Main Site Standards](#) - [NBPTS Main Site](#)

## National Board Certificate Areas

Find your discipline	Find your student age range*			
	Age 3-8	Age 7-12	Age 11-15	Age 14-18+
Art	Early & Middle Childhood		Early Adolescence through Young Adulthood	
Career and Technical Education			Early Adolescence through Young Adulthood	
English as a New Language	Early & Middle Childhood		Early Adolescence through Young Adulthood	
English Language Arts			Early Adolescence	Adolescence & Young Adulthood
Exceptional Needs Specialist	Early Childhood through Young Adulthood			
Generalist	Early Childhood	Middle Childhood		
Health Education			Early Adolescence through Young Adulthood	
Library Media	Early Childhood through Young Adulthood			
Literacy: Reading-Language Arts	Early Childhood	Middle Childhood		
Mathematics			Early Adolescence	Adolescence & Young Adulthood
Music	Early & Middle Childhood		Early Adolescence through Young Adulthood	
Physical Education	Early & Middle Childhood		Early Adolescence through Young Adulthood	
School Counseling	Early Childhood through Young Adulthood			
Science			Early Adolescence	Adolescence & Young Adulthood
Social Studies-History			Early Adolescence	Adolescence & Young Adulthood
World Languages			Early Adolescence through Young Adulthood	

\*At least 51% of the featured students must fall within the selected certificate area student age range.

# Universal National Board Standards

These standards are common across all certification areas, but the content is specific to your certification area

- Knowledge of Students
- Content Knowledge
- Instructional Practice
- Learning Environment
- Assessment
- Equity (and Diversity)
- Collaboration
- Leadership
- Advocacy
- Reflection

# COMPONENTS

(components do not need to be completed in numerical order)



Component 1: Content Knowledge



Component 2: Differentiation in Instruction



Component 3: Teaching Practice and Learning Environment



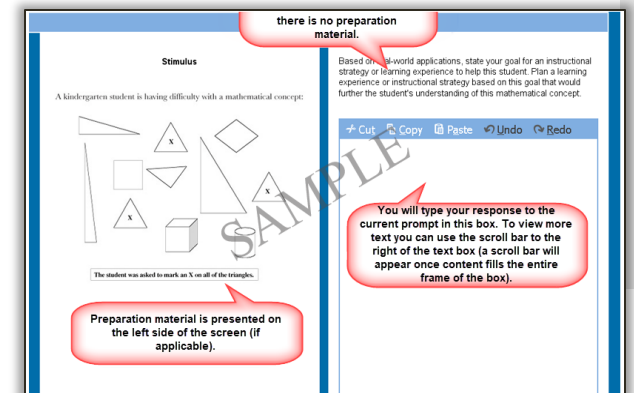
Component 4: Effective and Reflective Practitioner

Measures developmentally appropriate content knowledge and pedagogical practices in the chosen certificate area

# Component 1: Content Knowledge

- 3 constructed response items  
30 minutes to complete each item
- 45 selected response items  
time allotted varies by certification area,  
but will be no fewer than 60 minutes

Your response must provide clear,  
consistent, and convincing  
evidence of...



## Component 2: Differentiation in Instruction

Highlights your ability to evaluate learning strengths and needs for individual students; plan and implement appropriate instruction; and analyze and modify strategies and materials based on ongoing assessment.

### Classroom-based portfolio entry:

- Samples of student work (video for Music) that demonstrate the students' growth over time
- Accompanying written commentary that analyzes the candidate's instructional choices

Collect evidence from the current school year until mid-May submission

Your response must provide clear, consistent, and convincing evidence of...



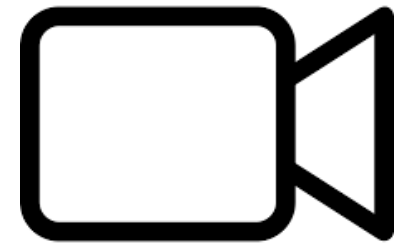
# Component 3: Teaching Practice and Learning Environment

Highlights how candidates engage students and impact their learning.

## Classroom-based portfolio entry:

- Two video recordings of interactions between candidates and their students.
- Two written commentaries (one for each video) in which the candidate describes, analyzes and reflects on their teaching and interactions
- Collect evidence from the current school year until mid-May submission

Your response must provide clear, consistent, and convincing evidence of...



# Component 4: Effective and Reflective Practitioner

Highlights understanding of assessments and assessment practices to plan for/positively impact student learning

## Portfolio entry

- Demonstrating practices with a class of students
- Evidence of collaboration with families, community, and colleagues
- Candidate's contributions to learning communities to advance student growth
- Collect evidence from the current school year until mid-May submission

Your response must provide clear, consistent, and convincing evidence of...



# Scoring

## Assessment Center (40%) and Portfolio (60%)

### Assessment Center (C1) – 40%

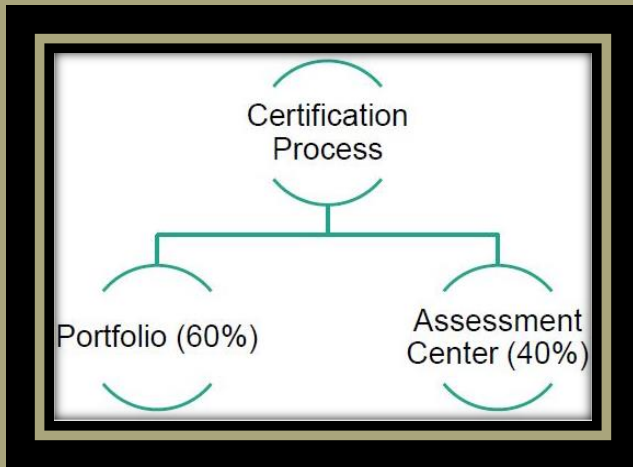
- Split equally between CRI and SRI

### Portfolio (C2, C3 and C4) – 60%

- Differentiation in Instruction (C2) - 15%

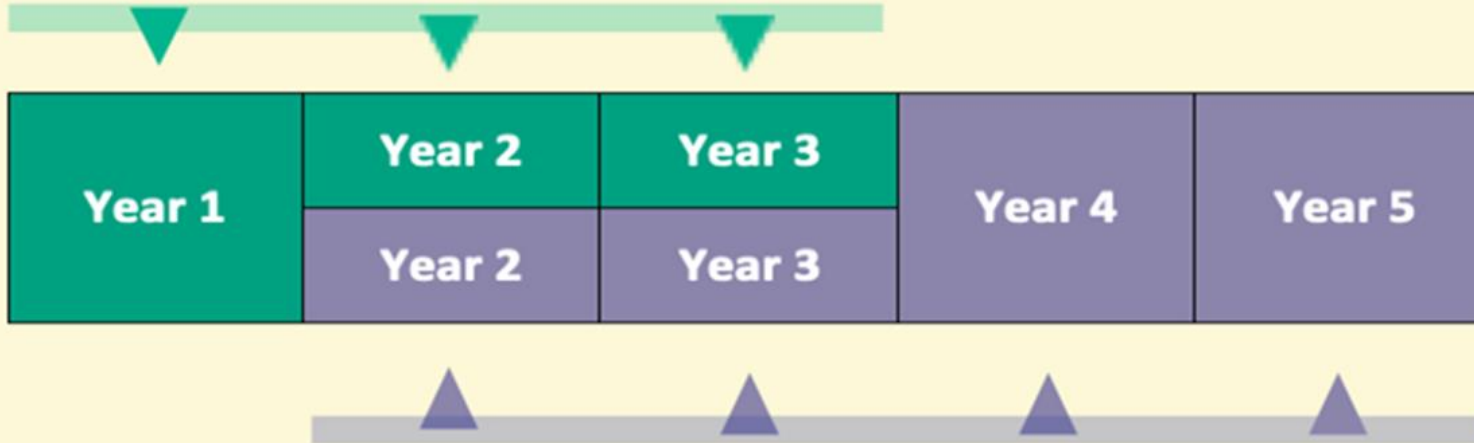
- Teaching Practice and Learning Environment (C3) - 30%

- Reflective and Effective Practitioner (C4) - 15%



# National Board Certification Eligibility Window

Candidates must complete **initial attempt** of each component within the first three years.



During Years 2 through 5, candidates have the opportunity to **retake**\* each

\*Once candidate has used all retakes, the eligibility window closes.

Completing National Board Certification may take anywhere from 1 to 5 years.

## Timeline for Completing National Board Certification

If utilizing funding from MSDE and CCPS, all components must be submitted prior to any retakes

# Maryland State Department of Education (MSDE) Incentives for National Board Certified Teachers (NBCTs)



# Maryland Fee Incentive Program



MSDE and CCPS **WILL** provide upfront funding for initial submission of each component ( \$475.00 per component)



MSDE and CCPS **MAY** provide upfront funding for 1 retake for each component if funding is available (\$475.00 per component)



If a candidate does not submit all four components in their initial submission, they will be required to reimburse MSDE for any components that were paid on their behalf.

# Financial Incentives

**National Board Certified Teachers that are classroom teachers (teacher of record 60% of the time) will receive a \$10,000 salary increase.\***

**Non-classroom teachers, counselors, assistant principals, and principals will receive a \$4500 yearly stipend.**

**\*upon certification in December, all achieving candidates receive a prorated amount of the \$4500 stipend. Beginning the following school year, classroom teachers will receive the salary increase.**



# Salary Incentive for Teaching at Low- Performing Schools



Per the Blueprint, "an NBCT teaching at a low-performing school as identified by the county board will receive an additional \$7,000 salary increase"



Identified low-performing schools can change each year.



2026-2027 CCPS  
identified schools:

J.P. Ryon  
Benjamin Stoddert  
Glymont Middle School  
Thomas Stone

# Salary Incentive for Teaching at Low- Performing Schools

- Teachers who achieve National Board Certification in **December at a Focus school** receive the additional \$7,000 salary increase **only if the school remains a Focus school during the following school year (their first full year as an NBCT)**.
- Once you are receiving the **\$7,000 increase**, you **keep it** as long as you stay at that school, even if the school is no longer considered low-performing.

National  
Board  
*Maintenance  
of  
Certification*  
(MOC)  
Overview

## What is MOC?

- Required every **5 years** to maintain NBCT status.
- Focuses on **professional growth** and **impact on student learning**.
- Submission includes **written commentary** and **evidence of impact**.

## Expenses

- **MOC Fee:** \$495
- **Annual National Board Fees:** \$75/year

## CPD Credits

3CPD credits for submitting all 4 initial/1 renewal components

6 CPD credits for achieving/renewing National Board certification



# Are You Eligible?

To be eligible for certification, teachers must meet the following education, employment, and licensure requirements prior to starting the certification process. Candidates will be asked to verify these during registration.

*Candidates must possess*

- ✓ a bachelor's degree
- ✓ a valid state teaching license
- ✓ three years of classroom or school counselor experience on a certificate/license prior to starting NBC process.

*Candidates do NOT need to be in a teaching role to go through the certification process.*

**NOTE:** *Candidates for CTE certificate are required to hold a bachelor's degree only if their state required one for their current license*

Check out my resource page by following this QR code or using this link.

<https://tinyurl.com/nbresources123>

~ Maggie Fitzgerald  
Spanish Teacher  
NBCT



# NEXT STEPS



- ❖ [Create an account](#)
- ❖ If using the MSDE Fee Incentive Program, notify Barbara Simmons by June 12 --  
- **This deadline is firm.**
- ❖ Review and determine certification area
- ❖ Download and read your standards
- ❖ Download and read "What Teacher Should Know and Be Able to Do"

[Create your account](#)



# Locating Standards and Subject Specific Component Directions

- Go to [www.nbpts.org](http://www.nbpts.org)
- Find the "Certification" drop-down at the top right
  - Click on the "Candidate Center" under the certification drop-down menu
    - Scroll down to "First Time and Returning Candidate Resources" and click "Learn more"
    - Scroll down and select the discipline and developmental level that you are getting certified in

If interested  
in pursuing  
National  
Board  
Certification,  
complete this  
form

National Board Certification



[National Board Certification - Candidate Interest Form](#)

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For more information contact  
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[tpeck@ccboe.com](mailto:tpeck@ccboe.com)