

## NATIONAL BOARD CERTIFICATION

The School District of Jefferson has identified “Student Learning and Achievement” as one of four priorities (issues) in the District’s Strategic Plan.

Research has shown that other than the innate characteristics of the individual student the single most important factor in student learning is the teacher. Therefore, it is of paramount importance that we place a high priority on programs or activities that assist teachers in becoming actively engaged in their own individual continuous quality improvement process. Although teachers engage yearly in staff development activities designed to assist them, other opportunities for individual self improvement are equally important.

One such activity is the National Board Certification process. National Board Certification is a significant step in the career of an experienced teacher. Comparable to established accreditations in other professions, certification is a highly regarded process that acknowledges accomplished teachers as National Board Certified Teachers.

National Board Certification offers a way for teachers to take a new look at their teaching and engage in meaningful professional growth. National Board Certified Teachers (NBCTs) have met rigorous standards developed by experienced teachers and others in the teaching profession. Teachers who complete the National Board Certification process consistently rate it the best professional development experience of their careers.

The benefits of National Board Certification include:

- Improves teacher quality;
- Encourages accomplished teachers to remain in the classroom;
- Provides schools with a fair and rigorous means of identifying, recognizing, and rewarding accomplished teachers; and
- Provides an opportunity for schools to capitalize their investment in professional development.

National Board Certification emphasizes the importance to our nation’s future of identifying and supporting accomplished teachers. Knowledge, hard work, and effort should be recognized, honored, and rewarded. National Board Certification offers that opportunity.

The Jefferson Board of Education endorses National Board Certification and encourages district teachers to participate in the process.

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LEGAL REF.:

CROSS REF.: Employee Handbook  
GCIB-R, Guidelines for Pursuing National Board Certification

# GUIDELINES FOR PURSUING NATIONAL BOARD CERTIFICATION

The process of obtaining National Board Certification consists of an application for acceptance in the program and the submission of applicable fees. Upon acceptance, a rigorous, self-directed and highly specified course of study guided by five core propositions is followed. The length of this process varies greatly by applicant but usually requires from one to three years.

## **Fee Structure**

The fee structure consists of:

- A \$65 non-refundable application processing fee
- A \$500 non-refundable initial application fee
- A \$2,500 program fee (the \$500 initial application fee can be applied toward this amount)

## **Subsidies and Grants**

The Wisconsin Department of Instruction (DPI) offers the following grants, subsidies, and long-term salary supplements:

- Certified teachers may apply for up to \$2,000 for reimbursement of costs related to the program upon completion of the certification process.
- National Board Certified teachers qualify to receive a supplemental \$2,500 or \$5,000 per year salary award for nine years from the State of Wisconsin.

The School District of Jefferson shall pay for all direct National Board Professional Teaching Standards (NBPTS) fees associated with this program. The applicant is expected to apply for all DPI subsidies and/or grants available to teachers for the NBPTS program. The applicant agrees to return to the District 100 percent of the DPI subsidy granted to assist with the program fee. This provision does not apply to any of the nine-year \$2,500 supplemental salary awards given by the State upon receipt of National Board Certification status.

## **Eligibility and Benefits**

Eligibility is limited to teachers that are employed at least half time (.50 FTE) in the district. In order to receive benefits under this plan, staff may apply at any time, but must do so and be approved prior to application to NBPTS. Selection for benefits is not guaranteed, will be evaluated against specific selection criteria, and is subject to Board approval.

Benefit recipients are expected to remain employed by the School District of Jefferson while completing the NBPTS program. Termination of employment prior to completion of the program will require the teacher to refund the District for all NBPTS fees paid on their behalf.

Upon completion of the NBPTS program, the teacher is expected to remain a School District of Jefferson employee for a minimum of five years. Failure to do so will result in a required repayment of all fees paid to NBPTS by the District. This liability will be prorated as follows for employment years not meeting the five-year minimum:

Four years of employment after certification:	<b>20% repayment to the district by employee</b>
Three years of employment after certification:	<b>40% repayment to the district by employee</b>
Two years of employment after certification:	<b>60% repayment to the district by employee</b>
One year of employment after certification:	<b>80% repayment to the district by employee</b>

A teacher must notify the Building Principal and Superintendent, in writing, that s/he is pursuing National Board Certification. The teacher will then be granted up to five (5) days of professional leave to work on certification. These five (5) days can be used over a three-year period and any time prior to submitting their Portfolio or taking the Assessment Center Test, whichever is last. No more than three (3) days may be used in any one school year.

6/23/14