

## National Board Certification (NBC) Overview

**Registration Deadline Extended: Monday, February 29, 2016**

### The Impact of National Board Certification

National Board Certification (NBC) is recognized as the gold standard in teacher certification. The Bureau of Indian Affairs' partnership with the National Board of Professional Teaching Standards (NBPTS) provides professional development, support and mentoring for teachers and counselors who want to pursue NBC. Research shows that NBC educators have a greater impact on student learning and achievement than non-certified teachers, with their students outperforming their peers in other classrooms. Consistently, NBC educators report that the development opportunity enabled them to reflect on best practices, hone their skills, and find immediate application of what they have learned. Typically, too, NBC educators form strong professional communities in their schools, transforming the culture to a collaborative, student-focused learning environment.

### About BIE's NBC's Professional Development Opportunity

BIE will fund the cost of NBC for teachers and counselors (collectively referred herein as, "educators") at both BIE operated schools and Tribally-controlled schools who meet the NBPTS eligibility requirements. There are four Components to achieving NBC. BIE has contracted with NBPTS for Components 1, 2 and 3. Component 4 is in development. The BIE program is contingent upon availability of funding each year. BIE will notify educators annually of the availability of funding to continue the program. It is anticipated that it will take an educator about 3 years to obtain NBC. Choosing to become an NBC Teacher is completely voluntary. Educators have found that NBC has helped them grow in their profession, led to higher student achievement in the classroom, and ultimately contributes to a stronger future for Indian Country.

Please watch the [NBPTS Video: Advancing the Teaching Profession](#), that features NBCTs as they reflect on the importance of National Board Certification.

### The BIE Program Incentives

#### Bonus:

Educators at BIE-operated schools will receive a onetime \$1,000 bonus for successful completion of each of the four Components. BIE will provide tribally-controlled schools funds to pay a \$1,000 bonus to their educators upon successful completion of each of the four Components

#### Salary Increase:

Upon receipt of NBC, educators in BIE-operated schools will receive a \$2,500 annual salary increase for as long as they maintain the National Board Certification. BIE will encourage tribally-controlled schools to pay a \$2,500 salary increase for educators who obtain and maintain NBC. Completion of a component or the National Board certification must be validated by NBPTS, and educators must submit their certificate to their Associate Deputy Director, and forward to BIE headquarters by December 31 every year to be eligible for the bonus or the salary increase.

## Eligibility Requirements for NBC

To be eligible for NBC, you must:

- Be an educator in a BIE-operated school or a Tribally-controlled school
- Hold a Bachelor's degree (Exception: Career and Tech Ed teachers are required to hold a Bachelor's degree only if their state required one for their current license).
- Have completed three full years of teaching or school counseling; and
- Possess a valid state teaching or school counseling license (Exception: If you are teaching where a license is not required, you have taught in schools recognized and approved to operate by the state).
- Counselors must have a valid state certificate as a school counselor to pursue NBC as a counselor.
- A valid state teaching certificate is not necessary to pursue NBC for teachers.
- See [http://boardcertifiedteachers.org/sites/default/files/Guide to NB Certification.pdf](http://boardcertifiedteachers.org/sites/default/files/Guide%20to%20NB%20Certification.pdf) (Page 7) for complete eligibility requirements.

## About Component 1: The Starting Block

Component 1: Content Knowledge Assessment. This is the starting block to becoming certified. Component 1 demonstrates the content knowledge and pedagogy in the core discipline selected by the educator. The list of core disciplines can be found at: <http://boardcertifiedteachers.org/certificate-areas>.

Component 1 will consist of the following learning sessions.

- General Orientation – Learn about NBC and how to select a core discipline-February 2016
- Assessment Review – Prepare and practice for the computer-based assessment-March 2016 through candidate's individual assessment date
- Mentoring Support – Group support and assistance-March 2016
- Assessment Testing Window – A computer-based test which demonstrates an educator's content knowledge in the core discipline selected by the teachers and counselors-March-June 15, 2016
- Results from NBPTS – Results on Component 1 will be available for BIE and educators on or before December 31, 2016.

These learning sessions will occur over several months, beginning in February 2016 through March 2016. The location, dates and times for each session will be announced once the registration period has closed. These sessions will occur outside of the normal duty day, and generally on the weekends to minimize the educational disruption to students and educators. BIE will pay the cost of all Component 1 sessions (for BIE-operated schools and Tribally-controlled schools), as well as any travel, transportation and per diem expenses should it be necessary for educators to travel to a location outside their commuting area for any of the Component 1 sessions. Educators at BIE-operated schools will also receive their daily rate of pay when they attend and complete a session for Component 1. Educators at Tribally-controlled schools will need to check with their tribe or school board to see whether their school will also cover their daily rate of pay.

### Retake Attempts:

The NBPTS indicates that 40 percent of the first time participants successfully pass Component 1. Educators may take the Component 1 Assessment a total of three times (the original and two retakes). BIE will pay for two attempts (the original and one retake) for BIE-Operated schools and Tribally-controlled schools. . It is not necessary to pass the Component 1 Assessment before moving on to Component 2, however, it is advised that educators work to pass each Component as soon as possible. Educators must pass all four Components before they receive National Board Certification. BIE will transfer funds to both BIE operated and tribally operated upon receipt of appropriate invoices and receipts.

### **About Component 2: Differentiation in Instruction**

This classroom-based portfolio entry is primarily comprised of samples of student work and an accompanying written commentary. Educators will submit selected work samples that demonstrate the students' growth over time and a written commentary that analyzes instructional methodology choices. Educators may submit their classroom-based portfolio and written commentary a total of three times (Original and two re-takes). BIE will pay for two attempts (the original and one retake) for BIE-Operated schools and Tribally-controlled schools.

### **Component 3: Teaching Practice and Learning Environment**

This is a classroom-based portfolio entry that requires video recordings of interactions between educators and their students. A written commentary in which educators describe, analyze and reflect on their teaching and interactions will also be submitted. Both the video and the written commentary should demonstrate how educators engage students and impact their learning. Educators may submit their classroom-based portfolio and written commentary a total of three times (original and two re-takes). BIE will pay for two attempts (the original and one retake) for BIE-Operated schools and Tribally-controlled schools.

### **Component 4: Effective and Reflective Practitioner – In Development (Available in 2016).**

This will be a portfolio entry that requires educators to demonstrate evidence of how educators assess and meet the needs of their students as a group and how educators use their understanding of student needs over time to have a positive impact throughout their learning communities. Additional information will be provided when the program is fully developed.

### **Registration for BIE's NBC Professional Development Opportunity**

Registration for Component 1, 2, 3, and 4 is has been extended to **Monday, February 29, 2016**. Educators can create an account and register online at <https://nbcmsprod.perfrms.com/>. It is important that new candidates register for Component 1 and returning candidates who have already completed Component 1 register for the next component. Educators must register each time they wish to start a new component. BIE will pay the \$475.00 Registration Fee for each Component for both BIE-operated schools and Tribally-controlled schools. BIE has a contract with NB that pays the registration fees.

### **Informational Resources**

- NBC websites: [www.nbpts.org](http://www.nbpts.org) and <http://www.boardcertifiedteachers.org/>
  - Overview of NBC process: <http://www.boardcertifiedteachers.org/first-time-candidates>
  - Link to *Guide to National Board Certification* document: [http://boardcertifiedteachers.org/sites/default/files/Guide to NB Certification.pdf](http://boardcertifiedteachers.org/sites/default/files/Guide%20to%20NB%20Certification.pdf)
- Online Registration: <https://nbcmsprod.perfrms.com/>

- National Board Customer Support services Monday through Friday, from 8:00 a.m. to 6:00 p.m. CDT, at 1-800-22TEACH.
- First-time candidate, email questions to: [NBPTSCandidateSupport@Pearson.com](mailto:NBPTSCandidateSupport@Pearson.com).
- BIE: Faith Begay, [faith.begay@bia.gov](mailto:faith.begay@bia.gov), 202-208-7163

### Frequently Asked Questions:

- 1. Will educators who become National Board Certified be required to sign a period of service agreement?**

Educators in BIE-operated schools, who become Board Certified through the BIE-funded program, will be required to sign a service agreement to remain with BIE for two school years. The service may be served at either a BIE-operated school or a Tribally-controlled school. Tribally-controlled schools may establish their own period of service requirement. Educators in Tribally-controlled schools who become National Board Certified should check with their principal if there is any period of service requirement.
- 2. If an educator completed Component 1 prior to the implementation of BIE's program, can the educator be reimbursed for the cost of the training and test?**

No. The BIE contract, which provides the authority and funding for the professional development, did not become effective until late September 2014. There is no legal authority to retroactively reimburse the educator. However, since BIE awarded a contract for Components 2 and 3, the educator may continue his or her training under the BIE program.
- 3. Is the \$475 registration fee for Components 1, 2 and 3 covered under the BIE contract?**

Yes. The registration fee is included in the program. This applies to both Tribally-controlled schools and BIE-operated schools.
- 4. What happens if an educator is no longer employed with a BIE-operated or Tribally-controlled school, may the educator continue National Board Certification under the BIE contract?**

No. The BIE contract applies only to educators who are employed in BIE-operated or Tribally-controlled schools.
- 5. Will an educator be required to reimburse the BIE for the cost of the training if the educator terminates his or her enrollment in any of the Components?**

The BIE will review the reason(s) for terminating enrollment and make a determination of whether the termination was through no fault of the educator. If the termination was through no fault of the educator, the educator will not be required to reimburse the BIE or Tribally-controlled school for any or all costs of the professional development experience.