



District Support for National Board Certification Candidates 2009-2010

An increasing number of school districts in Washington commit resources to support teachers who undertake the rigorous process of National Board Certification.

ASOTIN-ANATONE: The district contributes \$500 for support during the National Board process.

AUBURN: The Auburn School District allows \$500 tuition reimbursement to be used for fees.

BELLINGHAM: The Bellingham School District offers \$500 for individual staff development that may be used toward National Board candidacy.

BELLEVUE: The Bellevue School District and the Bellevue Schools Foundation partner together to provide full fee support and in-district facilitated support groups for all interested Bellevue teachers. Additionally, copying costs are covered and candidates have access to an in-district videographer.

BLAINE: Three release days for portfolio work. There may be some professional development money available which is at the discretion of the building principal.

BREMERTON: The district offers paid release time upon approval from the principal; use of District video equipment and other supplies.

BRIDGEPORT: Bridgeport School District provides \$500 professional development stipends for certificated staff each semester. The stipend is delivered as a re-imbursement upon verification of enrollment in a course of study. The stipend is awarded with authorization from the Bridgeport Education Association, which approves the stipend prior to reimbursement by the district.

BURLINGTON-EDISON: The district allows use of two professional days, on additional release day, provides videotaping equipment, and \$500 upon certification. Also offer a local in-district support cohort.

CAMAS: The Camas School District provides \$500 to help cover tuition and Board cost for NBPTS candidates once they have completed and mailed their video portfolio.

CAPE FLATTERY: The Cape Flattery School District Offers \$1000.00 towards tuition reimbursement, 3 release days and access to district equipment.

CASCADE: The district offers two release days to work on the portfolio.

CASHMERE: The district offers \$500 in fee support.

CENTRAL KITSAP: The Central Kitsap School District provides an interest-free loan for the application fee, use of building meeting space, video camera, microphone, and copying equipment.

CENTRALIA: The district allows teachers to use two personal leave days and two release days for National Board work.

CHENEY: The Cheney School District will provide the following support to candidates for the National Board for Professional Teaching Standards: Use of video tapes and equipment, use of copy machine and supplies, help with videotaping, two release days during the completion of the certification process, reimburse the employee \$200 annually, up to three years, for the NBPTS fee.

CHEWELAH: Chewelah allows up to \$100 annually for tuition reimbursement and allows two days of release to complete the portfolio. In addition, the district provides access to all district equipment for filming, editing and copying materials.

CLOVER PARK: The Clover Park School District offers \$1000 in initial fee support, free monthly support seminars facilitated by district NBCT's, an on-call, full-time mentor based in the Teaching and

Learning Department, and pays half the fee for WEA-sponsored state-wide events (Jump Start and Home Stretch). In addition to three (3) personal release days for candidacy work, one and a half (1.5) LID days are available to work on portfolios in NBCT-led cohorts. All candidates have access to district copying equipment and meeting space. Our building-based instructional facilitators provide videotaping support (including use of PZ microphones) and portfolio feedback. A pre-candidacy workshop is offered as well as support for advance candidates, including funding for one retake if needed. The district also participates in the THNI grant, which affords teachers the opportunity to participate in the Take One! program for a nominal fee (\$100), and includes on-site monthly NBCT-led seminar support.

COLFAX: The district will provide release time and access to district equipment.

COLLEGE PLACE: College Place School District offers \$500 and supports candidates in the use of flexible release time as allowable in their contract.

COLVILLE: The district allows one release day to complete the assessment center exercises.

DAYTON: The Dayton School District provides a tuition reimbursement pool of \$2500.00 per year as well as offering District release time that can be used toward National Board work.

DEER PARK: The Deer Park School District offers up to five release days for work on the National Board Certification process. Up to two-and-a-half days are provided for retake candidates. In addition, the district provides teachers with \$250 for professional expenses, which can be used toward National Board certification costs.

DIERINGER: The Dieringer School District offers \$1000 to be used for candidate fees, materials or release days. Additionally, NBCTs receive an annual \$1000 bonus in addition to the state bonus.

EASTMONT: The Eastmont School District pays accepted National Board Candidates \$1,000 of their available Tuition Reimbursement money to assist with costs associated with this endeavor. They need only submit their documentation of their acceptance to the program; the District then pays \$1,000.

EASTON: Easton School District provides up to \$1,500 and 3 release days for teachers who make the National Board Certification process part of their professional growth plan.

EDMONDS: The district offers in-district candidate support.

ELLENSBURG: The Ellensburg School District offers fee support to candidates.

ENUMCLAW: The Enumclaw School District offers \$500 toward the National Board fee for all candidates and \$250 for all advanced candidates.

ENTIAT: The Entiat School District offers in-district support for National Board candidates.

EVERETT: Everett Public Schools provides \$500 to support certification work during the National Board process. The allocation may be used for release/sub time, extra pay, reimbursement for tuition, materials, etc.

FEDERAL WAY: The district provides scholarships that provide \$350 to join the district cohort, \$500 to NBPTS fees, and 3 days of leave. The scholarships do require an application process. The district is now an approved support provider, so we offer an in-district cohort.

FERNDALE: The Ferndale School District offers two release days to work on the portfolio.

FIFE: The Fife School District and the Fife Education association agree that employees who receive National Board Certification receive a one-time stipend of 10% of their base salary. NBCTs new to the district receive a one-time stipend of 5%.

FRANKLIN PIERCE: Franklin Pierce offers a limited number of scholarships to National Board Candidates. For those accepted to receive the scholarship, the district pays half of the National Board fee and allows two release days for portfolio

work. Candidates are loaned a laptop during candidacy and have access to videotaping equipment.

FREEMAN: The Freeman School District supports National Board candidates with release time and use of district facilities and equipment.

GRAND COULEE DAM: The Grand Coulee Dam School District provides 5 days of professional leave to work on NBC requirements. They also allow the teachers to use technology, video, copiers, etc. Teachers may also leave before the end of their duty day to attend group meetings.

GRANITE FALLS: The Granite Falls School District allows up to four release days for portfolio preparation and use of district equipment and meeting space. Candidates may be reimbursed \$250 per school year using tuition reimbursement to cover costs of National Board Certification.

GRIFFIN: The Griffin School District allows \$900 in tuition reimbursement to be used for National Board fees and offers two release days.

HIGHLINE: Highline School District offers the following support for National Board candidates: For Take One participants: Free district cohort facilitation; plus half the cost of Take One assessment; plus 2 days of release time - also, for most of our district's schools our Take One candidates qualify for the Take One High Needs Initiative. For full NBPTS candidates: Free district cohort facilitation or half the tuition for a university-based cohort; plus up to \$1,000 payment of assessment cost; plus 3 days of release time; plus access to district video equipment For Advanced NBPTS candidates: Free district cohort facilitation; plus up to \$500 toward cost of retake assessment cost; plus 2 days of release time

HOCKINSON: The district pays for two release days to work on the portfolio. After certification, NBCTs are utilized for mentoring and curriculum work.

INCHELIUM: The Inchelium School District supports National Board candidates with release time and use of district facilities and equipment.

ISSAQUAH: The Issaquah School District, in partnership with the Issaquah Schools Foundation, offers grants to interested teachers and provides in-district support to candidates. Candidates may also use up to \$1400 in Professional Growth Incentive Funds for National Board costs.

KENNEWICK: The Kennewick School District offers \$500 for candidate support, allows \$250 in professional development funds to go toward National Board fee, and one release day for assessment center exercises.

KENT: The Kent School District pays for an in-district support group for candidates.

LACROSSE: Teachers working toward national board certification are provided \$1,000 support for tuition, release days for completing the portfolio and additionally district facilities, equipment and supplies to support mentor meetings and the work necessary to successfully complete the program.

LAKE WASHINGTON: LWSD candidates seeking National Board Certification are provided free in district support through the cohort support class provided by National Board certified teachers who have completed NB facilitator training. The cohort support class meets monthly on non school days and the LWSD provides 3 release days per year to be guided by the NB facilitators. The candidates receive credit or clock hours by attending the cohort class. The district offers a no-interest loan to help candidates with expenses. The district will pay the \$2,500.00 certification fee up front and not require payment until the teacher receives his/her first \$5,000.00 bonus check from the state. The cost of the fee is simply subtracted from the first bonus check. Teachers who opt to have the district pay must then agree to serve on a support group for new teachers' professional development as part of the state's requirement for continuing certification for new teachers. The district also offers the use of technology support such as video equipment and microphones. LWSD retake candidates receive similar support through the district once they contact their LWSD NB facilitator.

LAKEWOOD: Teachers may use their annual \$450 professional development funds to assist with National Board fees.

LYNDEN: The District provides \$1,150 to each teacher working on the program and will provide three (3) days of release time or the teacher may be reimbursed at the sub rate of pay for up to three (3) days for time spent outside the school day. Upon

attainment of National Board Certification, the teacher will receive an annual stipend of \$1000.

MANSON: Manson School District provides release time for teachers working on their national board certification.

MARYSVILLE: The district provides five release days for National Board work. Marysville also provides National Board candidates access to Tuition Reimbursement funds of \$500 for 0-5 yrs experience and \$200 for over 5 yrs experience. In addition, any unused dollars in the pool can be accessed the following year through a pooling process outlined in the Collective Bargaining Agreement.

MEAD: The district allows teachers to use their \$500 professional fund toward National Board fees.

MERCER ISLAND: The district provides a full time mentor within the district, full \$2500.00 reimbursement of fee cost, 3 substitute days, video camera, microphone, and technical support, and free clock hours for attending cohort meetings.

MONROE: Monroe Public Schools provides each teacher with \$510 for tuition or supplies. Teachers could use these dollars to support their National Board process.

MOSES LAKE: Moses Lake offers a \$500 scholarship, two release days for portfolio and assessment preparation, use of school equipment, local facilitation at a reduced cost, and free clock hours. Teachers may also be eligible for up-to an additional \$1,020 in tuition reimbursement (\$500), professional growth funds (\$320), and professional development funds (\$200).

MOUNT ADAMS: Mount Adams School District allows the use of up to eight teacher directed optional days to work on portfolios.

MOUNT VERNON: As a part of our MVEA CBA, Mount Vernon Schools offers reimbursement up to \$150 to be applied to tuition, workshop fees, travel expenses, accommodations or other expenses incurred during the professional development outside the contract day/year. We also offer compensation at the per diem rate for attending one day of professional development outside the contract day/year at the employee's discretion. Both of these can be used for National Board Certification.

Additionally and outside the contract, we provide up

to two days of substitute time for teachers to work on their portfolios.

NACHES VALLEY: The Naches Valley School District allows up professional day release time for required meetings and classes, personal leave days for portfolio preparation and use of district equipment and meeting space.

NASELE-GRAYS RIVER VALLEY SCHOOL DISTRICT: The district allows \$1000 per teacher to be used for individual staff development funds, along with district and building staff development which are pooled at the end of the year. The district also offers substantial support to staff willing to pursue excellence in their field. Most teachers have all their tuition paid in full.

NINE MILE FALLS: The Nine Mile Falls School District offers three paid release days for portfolio work. Upon certification, NBCTs are reimbursed \$1000 of the National Board fee.

NOOKSACK VALLEY: Offers \$500 in fee support for each teacher pursuing National Board.

NORTHPORT: The Northport School District supports NBC by paying for substitutes, travel, and release time as requested by the teacher. Beginning this year, they also pay the benefits which results from the state stipend.

NORTHSHORE: The Northshore School District offers interest free loans for the National Board fee.

NORTH THURSTON: The district offers a loan for half of the National Board fee to any teachers who do not receive state scholarships. The district also provides two release days, pays for an in-district support group, and allows use of district equipment.

OKANOGAN: The Okanogan School District gives a one-time \$500 stipend for successful completion of the portfolio and assessment center. Candidates can also use three professional days for candidacy work. The district also provides a stipend to a current NBCT to work with prospective candidates.

OLYMPIA: The Olympia School District allows access to video cameras and omni-directional microphones and free copying of videos and portfolio entries.

OMAK: The Omak School District allows use of two personal leave days for National Board work.

OTHELLO: The Othello School District provides the following to those teachers participating in a National Board Program: In-District Facilitator who supervises the program; Release time for Board Examinations; \$500.00 Tuition reimbursement for credits earned; Video Taping Support Services.

PASCO: The Pasco School District offers \$500 in financial assistance, one release day and videotaping assistance.

PENINSULA: The district pays up to two National Board assessment fees for new candidates, pays up to two Re-take National Board assessment fees for re-take candidates, provides access to videotaping equipment and pays up to \$100 toward supplies/copying/shipping expenses for first time candidates. If approved by the district, the first time candidate will receive group support by an in-district team of National Board Certified teachers. If the candidate is a re-take candidate, they will receive group support by an in-district National Certified teacher. Additionally, three release days are available for first time candidates.

POMEROY: Pomeroy School District #110 offers candidates 5 days of substitute time, through Title II funds.

PORT ANGELES: Port Angeles Education Association has bargained release days for the Assessment Center exercises and for portfolio preparation. Staff development funds can be applied to NBPTS.

PORT TOWNSEND: Port Townsend SD provides support for half of the National Board fee to teachers. Teachers are also provided three release days with substitutes in order to complete the required candidacy work. Uses of district resources are available for staff to use as they complete requirements of the portfolio. Tuition for one cohort class is also paid by the district in part of the teacher's plan of professional development. Each teacher may also use their own Professional Growth funds toward National Board costs.

PULLMAN: The Pullman School District provides substitutes teachers for candidates to be released for box packing.

PUYALLUP: The Puyallup School District provides \$765 towards certification fees, two release days for

the candidate and 1 release day for a critical friend. In-district cohort facilitation is provided at no cost to the candidate. Cohorts meet once a month and 5 'Super Saturday Events' provide additional support for our candidates. Candidates have access to district copiers and videotaping equipment is provided for each candidate's use. Instructional coaches are available to assist in the videotaping process. The cost of a Pre-Candidacy course is covered for all interested candidates.

QUINCY: Quincy School District gives NBCT candidates three release days; two for portfolio work and one for the assessment. Additionally, the district pays the \$500.00 facilitation fee for the 1st 10 candidates and offers free clock hours for attendance at in-district facilitation cohort meetings. The district pays an in-district facilitator the \$500.00 per candidate facilitation fee for up to 10 candidates currently, through a letter of understanding in our contract.

RENTON: The district provides a district facilitator, \$500, a sub day, and assistance with videotaping.

REPUBLIC: Provides a onetime reimbursement to candidates up to \$600 towards signing up for the National Board program.

RICHLAND: The Richland School District offers one release day, video taping assistance, and use of district equipment. Candidates also receive \$500 to use for a support program.

RIDGEFIELD: The Ridgefield School District offers \$750 in fee support to candidates.

RIVERVIEW: The Riverview School District #407 in Carnation/Duvall and surrounding areas provides \$500 for each candidate toward tuition, release time, materials, or other needs specific to National Board Teacher Certification. Additional money is provided from the building or district level depending on need and funding availability.

SEATTLE: The district funds one National Board facilitator and stipends for five NBCT mentors. The district also provides use of meeting space and access to video equipment.

SELAH: The Selah School District offers three days of releases time and access to district technology.

SEDRO-WOOLLEY: The Sedro-Woolley School District offers \$2000 for National Board candidates

(\$1000 a year for two years). It can be used for release time, fees, materials, etc...

SEQUIM: 2 days release time to be used at candidates discretion, may be coupled with 2 additional days if candidate chooses to pursue the district Professional Growth Plan option. Access to district video equipment and copiers. Assistance with videotaping. Coordinate with local Professional Education Sorority (Beta Nu Chapter) for readers of portfolio entries. District facilitation group.

SHORELINE: The Shoreline Education Association has bargained payment of half of the fee for National Board Certification candidates. Shoreline School District also sponsors an in-district support group for its candidates and one day of release time.

SNOQUALMIE VALLEY: The district allows reimburses up to \$1000 for the National Board fee.

SUMNER: The Sumner School District provides \$1,000 for candidates to use for fee support or materials. The district also pays one entry fee for advanced candidates. The district offers in-district facilitation. Our local teachers union funds five candidates to attend WEA's Jump Start orientation program; the district supports any additional candidates beyond those five.

SUNNYSIDE: The Sunnyside School District gives \$750 in tuition reimbursement to be used for National Board fees.

TACOMA: Tacoma Education Association and Tacoma Public Schools worked in partnership to secure private grant funding. Candidates receive up to \$1500 toward candidate fees, two release days, and in-district candidate support.

TAHOMA: The district provides equipment, printing and copying resources for all candidates. Tahoma High School provides facilitation and professional development time for its candidates' work, \$400 for fee support, one entry fee for advanced candidates, and paid NBCTs to review entries.

TENINO: The Tenino School District provides two release days for National Board work.

TONASKET: The Tonasket School District provides \$1,000 in fee support for candidates working on their National Board certification.

TOPPENISH: The Toppenish School District provides \$500 after completion of the portfolio.

TUKWILA: The Tukwila School District pays for in-district facilitation and \$750 towards National Board if a 5th year + teacher applies for a Professional Growth Option. District NBCTs receive \$1000 stipend on top of the state stipend.

TUMWATER: District offers fee reimbursement through the credit reimbursement pool, provides access to district video equipment and copiers, and hosts in-district facilitation meetings.

UNION GAP: The Union Gap School District allows candidates to use scheduled professional development time for National Board work. Candidates can apply for financial assistance through the Union Gap Education Association.

UNIVERSITY PLACE: The district's plan of support includes a \$500 stipend upon submission of portfolio, two release days, a monthly cohort support group led by NBCT certified leaders, coaching assistance, and technology support. They also fund fees and provide substitute coverage for candidates at workshops such as Jump Start, ESD workshops, and courses offered by the Pierce County Staff Development Consortium.

VANCOUVER: The Vancouver School District offers \$875, guaranteed professional development funds per 1.0 FTE for two years Residual funds as available for candidate fee support. They also provide annual use of two personal leave days and videotaping support.

WAITSBURG: The district offers \$500 toward candidate support.

WALLA WALLA: The district offers two release days and \$500 toward a candidate support program.

WARDEN: Warden provides teachers with \$1500 towards their certification costs as well as \$500 for a facilitator to coordinate and support the teachers through the project.

WENATCHEE: Wenatchee School District provides 2 release days for National Board preparation, video equipment, and paid videotaping support, tuition reimbursement \$450 - \$900 per year. An additional 2 days of release provided if classroom lessons need to be transcribed from Spanish to English.

WHITE RIVER: The White River School District provides \$1000 to be used for candidate fees, materials for release days.

WILBUR: The district allows use of \$400 professional funds for fee support, six release days to work on the

portfolio, use of building meeting space and video and copying equipment.

WILLAPA VALLEY: Willapa Valley High School offers \$350 toward support and two professional development days.

WOODLAND: The district offers use of \$300 professional development funds to cover cost of NB application fee and/or cohort. Priority is given to National Board Candidates to tap into an additional \$1000 to cover fees based on the remaining professional development funds at the end of the year.

YAKIMA: The Yakima Education Association bargained an annual \$1000 salary bonus for NBC Ts for the life of the certificate. The district will also pay \$500 for candidate support for up to six candidates.

ZILLAH: Zillah School District offers 3 release days per year, access to a computer, video equipment, copy machines, fax, and phone. Also provide mentoring services from previously NBC teachers in the district and \$350 reimbursement upon certification.

DRAFT