

National Board Certification

Longitudinal Analysis

Introduction

The National Board for Professional Teaching Standards' (NBPTS) National Board (NB) certification is a voluntary process that signifies accomplished practice in teaching (NBPTS, 2021b). The first cohort of teachers, supported by Austin Independent School District's (AISD) NB certification program, was certified in 2000. As of the 2020–2021 academic year, 210 AISD staff holds NB certification and are currently employed in AISD. This report provides a summary of 199 AISD NB-certified staff who were certified in the 2004–2005 academic year or later.

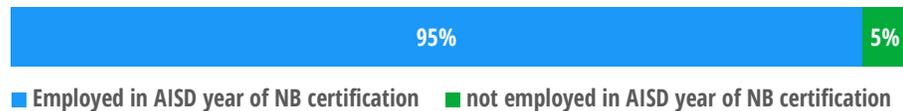
Which staff received NB certification?

Of the 199 AISD NB-certified staff who were certified in the 2004–2005 academic year or later:

- Ninety-five percent ($n = 190$) of NB-certified staff were employed in AISD the year of certification, indicating AISD offered certification support to the majority of NB-certified staff in the district. Seventy-two NB-certified staff opted to recertify and maintain their NB-certified status.

Figure 1

AISD supported 95% of NB-certified staff through the NB certification process.



Source. AISD human resources data

- To ensure equitable access to high-performing teachers for all students, the AISD NB Certification Program selection rubric accounts for teachers who serve campuses that are identified as Title I, have low NB-certified representation, and are in improvement required status. While the majority of candidates selected for the certification process typically are employed on Title I campuses at time of selection, transfers and resignations play a large factor in NB representation in the district. Currently, the majority of NB-certified staff employed in AISD were certified while working on a non-Title I campus (58%, $n = 117$).

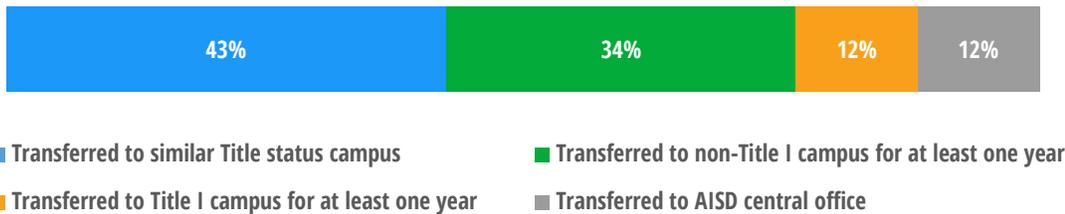
Beginning December in 2020, NB-certified teachers serving in classroom teaching positions will earn a *recognized* designation on their Texas educator certificate. Through the Teacher Allotment Initiative, these recognized NB-certified teachers serving in classroom teaching positions can receive additional funding annually of up to \$9,000,

based on campus socioeconomic status and rural status (NBPTS, 2021a).

- Sixty-five percent ($n = 131$) had remained on the same campus since they were certified. Please note that many staff were certified in 2017 or later. Examining further, 83% of the 161 staff NB certified for 5 years or more remained on the same campus for the first 5 years of their certification.
- Of the 68 staff who had transferred within AISD since certification, the majority transferred to a similar Title I status campus. Forty-three percent transferred to a similar Title status campus, 34% transferred to a non-Title I campus for at least 1 year, 12% transferred to a Title I campus for at least 1 year, and 12% transferred to a central office department.

Figure 2

The majority (70%) of NB-certified staff had remained on a similar Title status campus since certification.



Source. AISD human resources data

- Eighty-three percent ($n = 165$) had remained in a similar role for the duration of their certification status. Twelve percent ($n = 24$) moved into a position with more responsibility, as suggested by their job title. This calculation included counselors and librarians, who may not have much potential for promotion.

Figure 3

The majority (83%) of NB-certified staff had remained in a similar role for the duration of their certification.



Source. AISD human resources data

Where were NB-certified staff in 2020–2021?

Of the 210 NB-certified staff currently employed in AISD, the majority (57%) of NB-certified staff were employed in an elementary campus in the 2020–2021 academic year (Figure 4). Additionally, 72% of NB-certified staff were employed on a non-Title I campus in the

National Board Certification in AISD

The NB certification program in AISD is an active (e.g., participating in meetings, updating the Professional Learning Department on progress) 2-year commitment.

AISD supports current candidates by

- continuously refining the curriculum used to guide monthly meetings intended to build the capacity of criteria scored by the NBPTS,
- providing funds for certification fees,
- providing a network of NB-certified mentors, and
- offering facilitator support to refine submissions required by NBPTS

for candidates over the course of 2 academic years. Similar support is provided to staff who opt to recertify.

Staff who remain in a teaching position receive a \$2,000 annual stipend for the duration of their certification.

2020–2021 academic year (Figure 5).

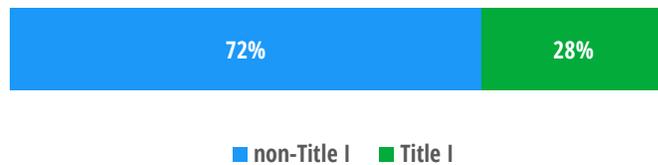
Figure 4

Fifty-seven percent of NB-certified staff were employed on the elementary campus level.



Figure 5

The majority of NB-certified staff (72%) were employed on a non-Title I campus.



Source. AISD human resources data

Of the 210 NB-certified staff currently employed in AISD, the majority of NB certified staff were NB-certified in the early childhood (25%), middle childhood (19%), and adolescence and young adulthood (17%) levels, with 43% certified in the generalist discipline (Table 1; Table 2).

Table 1

Twenty-five percent had a certification at the early childhood level.

Certification level	Percentage	<i>n</i>
Early childhood	25%	52
Middle childhood	19%	39
Adolescence and young adulthood	17%	35
Early adolescence	11%	24
Early adolescence through young adulthood	10%	20
Early childhood through young adulthood	10%	20
Early and middle childhood	9%	18

Table 2

The majority of NB certifications of AISD staff were in the generalist discipline.

Discipline	Percentage	<i>n</i>
Generalist	43%	91
English language arts	17%	36
Math	9%	18
Exceptional needs specialist	8%	17
Social studies/history	4%	9
Art	4%	8
Library media	3%	7
Science	3%	6
Music	2%	5
World language	2%	4
English as a new language	1%	3
Physical education	1%	3
School counseling	1%	2
Career and technical education	0%	1

Source. AISD human resources data

References

National Board for Professional Teaching Standards. (2021a). *National board certification in Texas*.

<https://www.nbpts.org/texas/>

National Board for Professional Teaching Standards. (2021b). *National board standards*.

<https://www.nbpts.org/standards-five-core-propositions/>



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