

WASHINGTON'S NATIONAL BOARD CERTIFIED TEACHER RESPONSE TO STATE INCENTIVES AND PROPOSALS

In November and December of 2012 approximately 1400 of the state's National Board Certified teachers responded to a CSTP survey about the state incentives currently offered to National Board teachers and the Governor's proposal to decrease the incentives. About 96% of respondents are in current teaching assignments. The other 4% of respondents are coaches, principals, administrators and other roles. About 36% of respondents are eligible for the challenging schools incentive. Here is a summary of their responses.

85%

of NBCT respondents agree/strongly agree that the full payment of National Board incentives is a promise between the state and NBCTs that must be honored.

75%

of NBCTs respondents agree/strongly agree that National Board incentive pay should be maintained at its full level (\$5,000 for base incentive & \$5,000 for challenging schools incentive), even if there are cuts in other state programs and services.

56%

of NBCT respondents disagree/strongly disagree that National Board incentive pay should take a reduction when there are cuts in other state programs and services.

53%

of NBCT respondents do not support the Governor's proposal to decrease the National Board incentives by \$1,000, leaving both the base and challenging schools incentives at \$4,000 each. 35% of respondents support the Governor's proposal and 13% are unsure.

NBCT respondents are **most likely to support** the following scenario – Reducing the challenging schools incentive pay and maintaining fully the base incentive pay.

I am not a teacher from a challenging school, but I think the challenging school stipend gives the state/society the most bang for the educational investment - probably better than any other one ed reform.
Elementary NBCT

Teachers are informed often that student success is directly related to teacher ability to motivate, engage and incorporate effective teaching strategies with our students. Currently, the National Board Certification is the ONLY professional development and certification that develops an improved teacher and rewards their hard work.

Middle level NBCT

They are **least likely to support** suspending fully the base incentive pay for two years and maintain the challenging schools incentive pay.

In the times we live in, education is greatly criticized, and along with that, the quality of educators is under extreme scrutiny. Those of us who have completed National Board Certification took on the incredibly challenging task of examining our teaching under a microscope and making changes to ensure our students are learning. To suspend, or even reduce the compensation for undertaking this challenge sends the message that while teachers are scrutinized and criticized, quality teachers are not valued.

Middle level NBCT

76% of NBCT respondents feel it is extremely important/important that the state pays incentives to 2011 and 2012 NBCTs so that those who received a \$2,000 loan from the state to pay part of the \$2500 National Board fee, can be repaid from their first incentive check and doesn't come from their own pocket.

** Recent CSTP research by the University of Washington Center for the Study of Teaching and Policy ([Study of the Incentive Program for Washington's National Board Certified Teachers, 2010](#)) shows the state's challenging schools incentive is effective in increasing the numbers of NBCTs in challenging schools since it was implemented in 2007.