



Wyoming Department of Education

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Date: December 31, 2013

To: Members, Joint Education Interim Committee
Members, Joint Appropriations Interim Committee

From: Jed Cicarelli, School Foundation Program
Wyoming Department of Education

Subject: School Year 2013-14 National Board Certified Teacher Reimbursement Report

Background

The Wyoming Department of Education (WDE) is required to annually report to the Joint Education Interim Committee on district reports submitted pursuant to W.S. 21-7-501(f)(iii). This report presents national board teacher certification projections obtained from the John P. Ellbogen Foundation and the Wyoming National Board Certification Initiative (wnbci.org). Attachment I contains details on historical reimbursements by district. References to national comparisons, National Board Certified Teachers (NBCT) research and Wyoming's online profile are also provided.

To promote employment of national board certified teachers by school districts, W.S. 21-7-501(f) provides a lump sum payment of \$4,000 to full-time teachers holding valid certification by the National Board for Professional Teaching Standards (NBPTS). States like Wyoming that offer financial incentives for achieving national board certification are likely to have more teachers apply and succeed in the program¹.

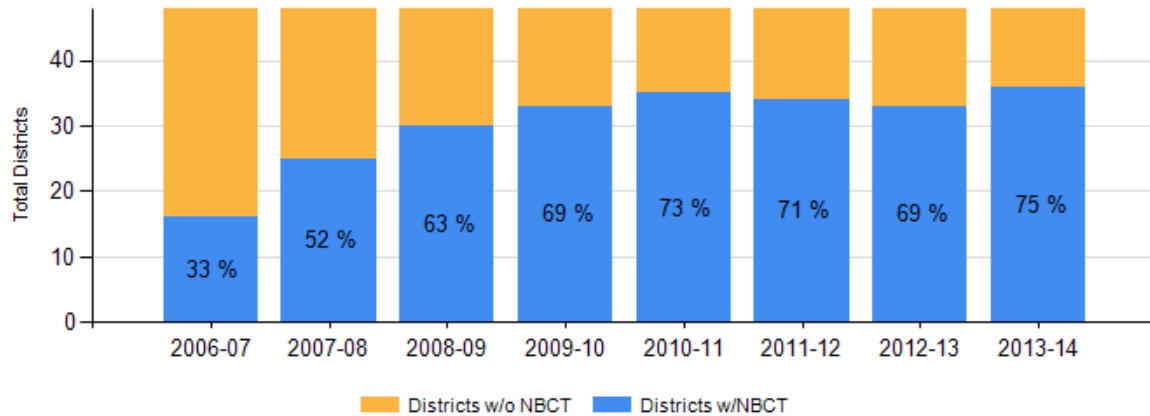
Summary of Findings

General Statistics

- The number of districts with at least one national board certified teacher has increased 125 percent since the reimbursements began, from 16 in school year 2006-07 to 36 districts in 2013-14.
- A majority of districts (75 percent) now have at least one national board certified teacher (See Figure 1).
- The three districts with the greatest number of national board certified teachers are: Natrona #1 at 66; Laramie #1 at 48; and Park #6 at 38.
- Statewide, there are 420 national board certified teachers eligible for reimbursement, an increase of 56 teachers over last year and 350 teachers since the first year the teacher pay incentive reimbursement began.

¹ National Research Council. [Assessing Accomplished Teaching: Advanced-Level Certification Programs](#). Washington, DC: The National Academies Press, 2008.

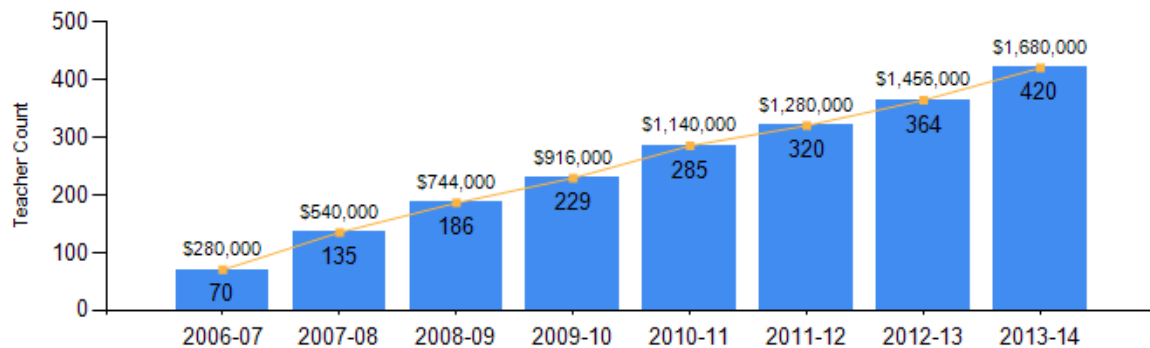
Figure 1. Districts with National Board Certified Teachers



Financial

- The first year of reimbursement was December 2007 (for figures paid to districts in December 2006).
- Since the program began in 2006-07, the state has reimbursed school districts more than \$8M for NBCT incentive payments.
- The total statewide reimbursement amount has increased from \$280,000 in 2006-07 to \$1,680,000 for 2013-14, a 500% increase.
- The projected total reimbursement for 2014-15 is \$2,000,000.

Figure 2. National Board Certified Teacher Counts



Projections

In December of 2013, the WDE, the John P. Ellbogen Foundation and the NBPTS announced that 72 new teachers in Wyoming achieved National Board Certification². The Ellbogen Meritorious Schools Initiative supports and encourages schools to certify up to 20 percent of their staff and provides each school with a financial award when this goal is achieved.

² Wyoming Department of Education Media Release - [National Standards Board Announces 72 New Wyoming Board Certified Teachers](#).

The most recent publication from the NBPTS estimates that Wyoming had an increase of 16.94 percent in teachers achieving national board certification in the 2012-13 school year³. Over the past three years, Wyoming has had the second-fastest growth in the nation in its number of accomplished teachers. According to the John P. Ellbogen Foundation, the 2014 candidate cohort for national board certification will continue the trend upwards. The projected increase for next year’s new national board teacher certifications in Wyoming is expected to reflect an increase of 65 to 90 newly certified teachers.

National Board Certified Teacher Education and Experience Levels

Consistent with previous reports, an analysis of relative education and experience levels of Wyoming’s national board certified teachers has been included below. For comparison purposes, the years of education and experience analysis compares teachers national board certified and teachers NOT national board certified. Figure 3 contains the years of education and experience analysis related to teachers national board certified. The analysis concludes:

- 73% of Wyoming’s national board certified teachers hold a Masters degree or higher
- The median years of prior experience is 16 years

Figure 3. Teachers – National Board Certified – 2013-14

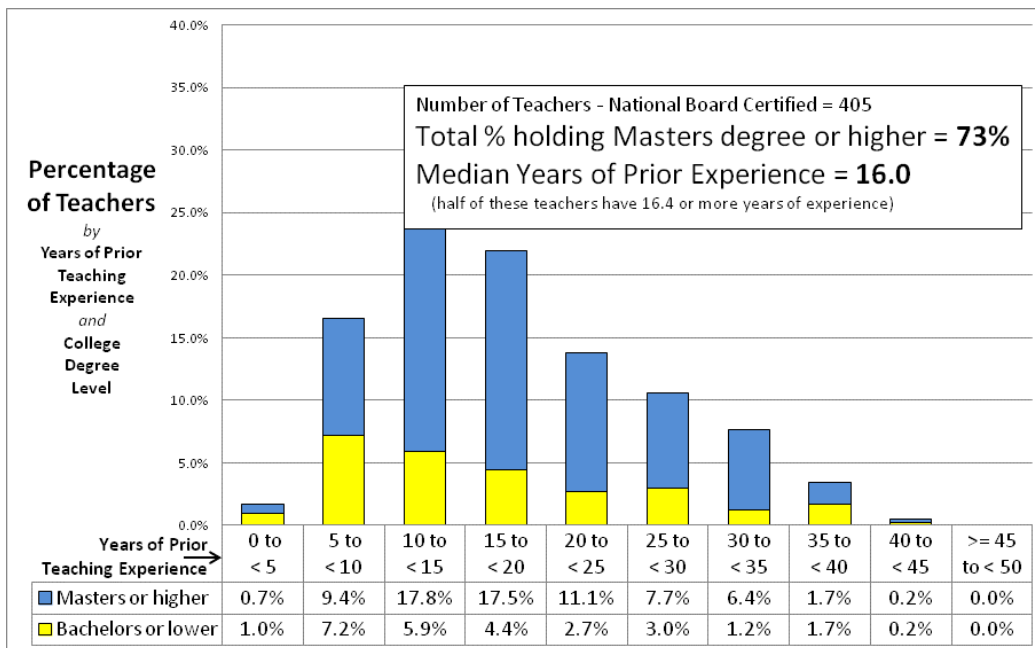
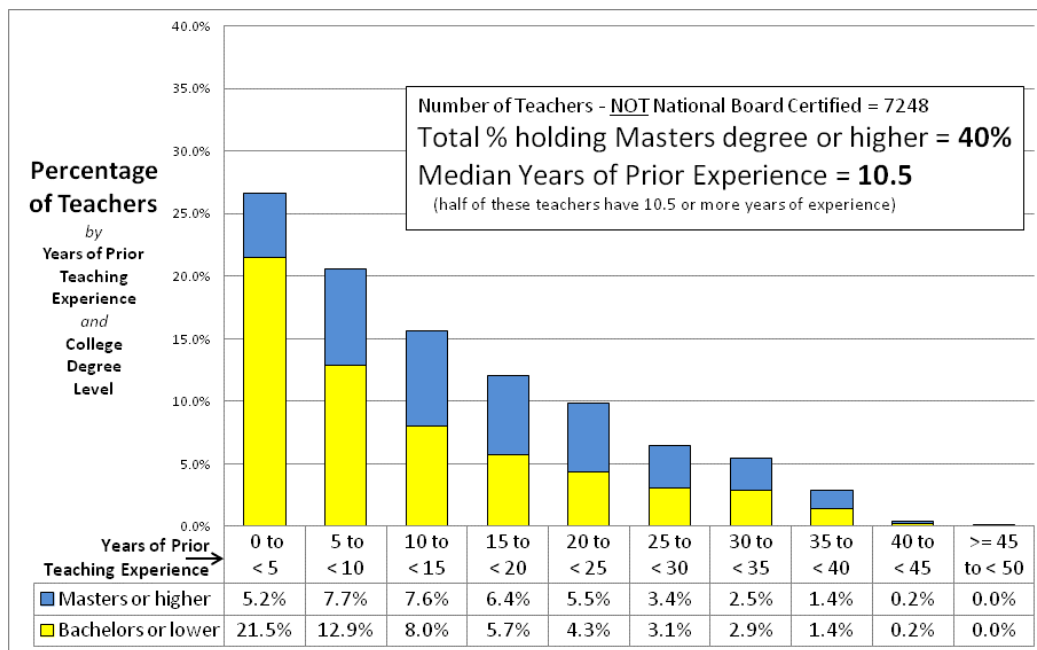


Figure 4 contains the years of education and experience analysis related to teachers NOT national board certified. The analysis concludes:

³ http://www.nbpts.org/sites/default/files/documents/events/scorerelease2013stateprofiles/State%20Profile_2013_Wyoming.pdf

- 40% of Wyoming’s teachers NOT national board certified hold a Masters degree or higher
- The median years of prior experience is 10.5 years

Figure 4. Teachers – NOT National Board Certified – 2012-13



National Data & Statistics

In 2010, the NBPTS presented four models of how NBCTs and national board programs can be used to drive education reform. The models were named “Profiles in Excellence.” Wyoming serves as one of the four models. The Wyoming profile can be viewed online at: http://wnbci.org/files/5613/1964/6270/Wyoming_Profile.pdf. The NBPTS also publishes annual state profiles. Wyoming’s 2013 profile is available at: <http://www.nbpts.org/wyoming>.

Impact on Student Achievement

At a recent meeting of the Joint Appropriations Interim Committee, additional information was requested on the impact of national board certified teachers on student achievement. In an effort to address these questions, WDE staff reviewed NBCT counts by school level and compared school performance identified through National Assessment of Educational Progress scores and Wyoming Accountability in Education Act (WAEA) pilot study ratings. However, as a result of the limitations of the data currently collected by the WDE, the department was unable to reliably determine the impact on student achievement specific to Wyoming. Additional research and data will be required before a reliable and definitive analysis can be provided. With the evolution of linking teacher and student data, the WDE will continue to build capacity for this level of analysis. The continued work of the WAEA will begin to address these types of linkages in the coming phases of the accountability work.

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On the national level, research indicates that national board certified teachers make a measurable impact on teacher performance and student learning. A study conducted by the National Research Council of the National Academies on the evaluation of the impact of teacher certification concluded that students taught by teachers who are board certified make larger gains on achievement test scores than those taught by teachers who are not⁴. Additional information on the impact of national board certified teachers can be found on the NBPTS website at the following link: <http://www.nbpts.org/promoting-student-learning-growth-achievement>.

As the public's need and desire for information about the performance of schools grows, we will continue looking at ways to measure the impact of national board certification on student achievement and learning, teacher retention and professional development. The WDE looks forward to providing the Legislature with more information in the future.

Attachment

Cc: Dave Nelson, LSO
Matthew Willmarth, LSO
Don Richards, LSO

⁴ National Research Council. [*Assessing Accomplished Teaching: Advanced-Level Certification Programs*](#). Washington, DC: The National Academies Press, 2008.

Wyoming National Board Certified Teachers

	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
Districts with National Board Certified Teachers	16	25	30	33	35	34	33	36

District	Teacher Count	Total Funding	Teacher Count	Total Funding	Teacher Count	Total Funding	Teacher Count	Total Funding	Teacher Count	Total Funding	Teacher Count	Total Funding	Teacher Count	Total Funding	Teacher Count	Total Funding
Albany #1	1	\$4,000	1	\$4,000	3	\$12,000	7	\$28,000	9	\$36,000	12	\$48,000	17	\$68,000	23	\$92,000
Big Horn #1			2	\$8,000	2	\$8,000	3	\$12,000	3	\$12,000	3	\$12,000	3	\$12,000	4	\$16,000
Big Horn #3					1	\$4,000	1	\$4,000	1	\$4,000	1	\$4,000	1	\$4,000	1	\$4,000
Campbell #1	31	\$124,000	31	\$124,000	32	\$128,000	33	\$132,000	30	\$120,000	29	\$116,000	25	\$100,000	26	\$104,000
Carbon #1															1	\$4,000
Carbon #2					1	\$4,000	1	\$4,000	1	\$4,000	1	\$4,000	1	\$4,000	1	\$4,000
Converse #1			1	\$4,000	5	\$20,000	7	\$28,000	7	\$28,000	5	\$20,000	5	\$20,000	6	\$24,000
Converse #2									1	\$4,000	2	\$8,000	2	\$8,000	3	\$12,000
Fremont #1							1	\$4,000	6	\$24,000	9	\$36,000	10	\$40,000	14	\$56,000
Fremont #2					1	\$4,000	2	\$8,000	3	\$12,000	2	\$8,000	2	\$8,000	2	\$8,000
Fremont #6			2	\$8,000	2	\$8,000	2	\$8,000	3	\$12,000	4	\$16,000	6	\$24,000	6	\$24,000
Fremont #25	1	\$4,000	3	\$12,000	3	\$12,000	6	\$24,000	7	\$28,000	7	\$28,000	6	\$24,000	7	\$28,000
Fremont #38															1	\$4,000
Goshen #1			1	\$4,000	1	\$4,000	1	\$4,000	3	\$12,000	5	\$20,000	5	\$20,000	10	\$40,000
Hot Springs #1	1	\$4,000	1	\$4,000	1	\$4,000	1	\$4,000	1	\$4,000						
Johnson #1			6	\$24,000	8	\$32,000	5	\$20,000	11	\$44,000	14	\$56,000	26	\$104,000	32	\$128,000
Laramie #1	11	\$44,000	19	\$76,000	27	\$108,000	30	\$120,000	34	\$136,000	42	\$168,000	40	\$160,000	48	\$192,000
Laramie #2					3	\$12,000	2	\$8,000	2	\$8,000	4	\$16,000	8	\$32,000	6	\$24,000
Lincoln #1															1	\$4,000
Lincoln #2			2	\$8,000	3	\$12,000	4	\$16,000	6	\$24,000	7	\$28,000	8	\$32,000	9	\$36,000
Natrona #1	6	\$24,000	19	\$76,000	29	\$116,000	36	\$144,000	51	\$204,000	51	\$204,000	64	\$256,000	66	\$264,000
Niobrara #1			2	\$8,000	5	\$20,000	6	\$24,000	6	\$24,000	6	\$24,000	9	\$36,000	9	\$36,000
Park #1	2	\$8,000	4	\$16,000	4	\$16,000	4	\$16,000	2	\$8,000	2	\$8,000	1	\$4,000	2	\$8,000
Park #6	2	\$8,000	6	\$24,000	9	\$36,000	15	\$60,000	23	\$92,000	30	\$120,000	30	\$120,000	38	\$152,000
Park #16							1	\$4,000	2	\$8,000	1	\$4,000				
Platte #1			3	\$12,000	3	\$12,000	5	\$20,000	5	\$20,000	8	\$32,000	10	\$40,000	9	\$36,000
Platte #2			1	\$4,000	1	\$4,000	1	\$4,000	1	\$4,000	1	\$4,000	1	\$4,000	1	\$4,000
Sheridan #1	1	\$4,000	5	\$20,000	7	\$28,000	7	\$28,000	9	\$36,000	11	\$44,000	8	\$32,000	8	\$32,000
Sheridan #2					2	\$8,000	5	\$20,000	4	\$16,000	4	\$16,000	5	\$20,000	6	\$24,000
Sheridan #3									1	\$4,000	2	\$8,000	2	\$8,000	1	\$4,000
Sublette #1	1	\$4,000	1	\$4,000	2	\$8,000	2	\$8,000	3	\$12,000	3	\$12,000	4	\$16,000	7	\$28,000
Sweetwater #1	6	\$24,000	9	\$36,000	13	\$52,000	16	\$64,000	17	\$68,000	17	\$68,000	18	\$72,000	20	\$80,000
Sweetwater #2							1	\$4,000	1	\$4,000	1	\$4,000	6	\$24,000	8	\$32,000
Teton #1	1	\$4,000	6	\$24,000	7	\$28,000	10	\$40,000	13	\$52,000	15	\$60,000	20	\$80,000	22	\$88,000
Uinta #1	1	\$4,000	3	\$12,000	4	\$16,000	6	\$24,000	8	\$32,000	8	\$32,000	9	\$36,000	11	\$44,000
Uinta #4	1	\$4,000	3	\$12,000	2	\$8,000	2	\$8,000	2	\$8,000	2	\$8,000	2	\$8,000	2	\$8,000
Uinta #6	2	\$8,000	1	\$4,000	1	\$4,000	3	\$12,000	6	\$24,000	7	\$28,000	6	\$24,000	6	\$24,000
Weston #1	2	\$8,000	3	\$12,000	4	\$16,000	3	\$12,000	3	\$12,000	4	\$16,000	4	\$16,000	3	\$12,000
Total	70	\$280,000	135	\$540,000	186	\$744,000	229	\$916,000	285	\$1,140,000	320	\$1,280,000	364	\$1,456,000	420	\$1,680,000