



Wyoming Department of Education

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National Board Certified Teacher Program

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This report is provided to the Joint Interim Education Committee and the Joint Interim Appropriations Committee, and addresses both W.S. 21-7-501 and a legislative footnote added to the 2011-12 biennial budget, Section 205 Education – School Finance.

Program Background

The National Board for Professional Teaching Standards created a certification that is significantly more rigorous than traditional state sponsored certification requirements. The actual application consists of three main components – initial screening, preparation of a portfolio and successful completion of a set of assessment exercises. Applicant teachers submit portfolios that include video-taped instruction in the classroom, samples of student work and written essays regarding teaching practices, in addition to other requirements. Candidates spend between 200 to 400 hours outside the classroom preparing the portfolio.

Wyoming's National Board Certified Teacher initiative represents a collaboration between the private sector and the state. The state's contribution comes in two areas. The first area involves funds for the recruitment of teachers to the program. WDE has historically designated Sweetwater County School District #1 as the agent for these funds. The district, in turn, contracts with individuals associated with the John P. Ellbogen Foundation, who coordinate and implement the recruitment program. In the years prior to the initiative, 47 Wyoming teachers in 13 districts earned their National Board Certification. At the present time, 250 Wyoming teachers hold a National Board Certification. In the last biennium, \$320,000 was expended on the recruitment and support efforts. The Ellbogen foundation provides a private match, expending over \$1 million since the program began.

The Ellbogen foundation activities include promoting the program, providing workshops for potential applicants, and financial support for the application expenses of successful teachers (\$2,000 of the \$2,565 total per teachers).

The second state contribution is represented in a \$4,000 bonus paid to each successful National Board Certified Teacher practicing in a Wyoming public school district. The December, 2009 payment (routed to teachers via the local district) was \$916,000 for 159 teachers. Attachment 1 of this report itemizes the number of National Board Certified Teachers by district, and provides the growth in the program since 2006. Attachment 2 provides the financial payment by district, and in growth over time. Since the \$4,000 bonus was implemented in 2006, Wyoming has expended \$2.48 million.

National Board Certified Teachers are eligible for the \$4,000 bonus for each year of the certificate, which lasts for 10 years. As required by the budget footnote, Attachments 3 and 4 provide information on the estimates for the coming year (December 2010) through 2013; and estimates on the numbers of current NBC Teachers eligible to retire over the same period of time. For estimating purposes, WDE profiles growth of 60 new eligible teachers, LESS eligible retirees. This provides a program estimate for program obligations into 2013.

Program effectiveness: Analysis conducted by graduate students at the University of Wyoming indicate that the National Board Certification process has an impact on teacher quality and effectiveness. This research found that NBC teachers beliefs about teacher quality, quality instructional practices and the importance of systemic reform were significantly different than teachers without national board certification. The study further found that National Board Certified Teachers were more likely to engage in practices connected with teacher quality indicators.

WDE recommendation: The department continues to support the National Board Certification Program for Wyoming teachers. This certification represents the highest certification available for individuals in the teaching profession. National Board Certified Teachers serve as mentors to their colleagues, and report improved professional practices in their own classrooms.

Attachment

NBCT
By District By Year

District	2006	2007	2008	2009
Albany 1 Laramie	1	1	3	7
Big Horn 1 Cowley	0	2	2	3
Big Horn 2 Lovell	0	0	0	0
Big Horn 3 Greybull	0	0	1	1
Big Horn 4 Basin	0	0	0	0
Campbell 1 Gillette	31	31	32	33
Carbon 1 Rawlins	0	0	0	0
Carbon 2 Saratoga	0	0	1	1
Converse 1 Douglas	0	1	5	7
Converse 2 Glenrock	0	0	0	0
Crook 1 Sundance	0	0	0	0
Fremont 1 Lander	0	0	0	1
Fremont 2 Dubois	0	0	1	2
Fremont 6 Pavillion	0	2	2	2
Fremont 14 Ethete	0	0	0	0
Fremont 21 Ft Washakie	0	0	0	0
Fremont 24 Shoshoni	0	0	0	0
Fremont 25 Riverton	1	3	3	6
Fremont 38 Arapahoe	0	0	0	0
Goshen 1 Torrington	0	1	1	1
Hot Springs 1 Thermopolis	1	1	1	1
Johnson 1 Buffalo	0	6	8	5
Laramie 1 Cheyenne	11	19	27	30
Laramie 2 Pine Buffs	0	0	3	2
Lincoln 1 Diamondville	0	0	0	0
Lincoln 2 Afton	0	2	3	4
Natrona 1 Casper	6	19	29	36
Niobrara 1 Lusk	0	2	5	6
Park 1 Powell	2	4	4	4
Park 6 Cody	2	6	9	15
Park 16 Meeteetse	0	0	0	1
Platte 1 Wheatland	0	3	3	5
Platte 2 Guernsey	0	1	1	1
Sheridan 1 Ranchester	1	5	7	7
Sheridan 2 Sheridan	0	0	2	5
Sheridan 3 Clearmont	0	0	0	0
Sublette 1 Pinedale	1	1	2	2
Sublette 9 Big Piney	0	0	0	0
Sweetwater 1 Rock Springs	6	9	13	16
Sweetwater 2 Green River	0	0	0	1
Teton 1 Jackson	1	6	7	10
Uinta 1 Evanston	1	3	4	6
Uinta 4 Mountain View	1	3	2	2
Uinta 6 Lyman	2	1	1	3
Washakie 1 Worland	0	0	0	0
Washakie 2 Ten Sleep	0	0	0	0
Weston 1 Newcastle	2	3	4	3
Weston 7 Upton	0	0	0	0
	70	135	186	229

NBCT Changes Over Time

District	2006	2007	Change 2006 to 2007	2008	Change 2007 to 2008	2009	Change 2008 to 2009	Increase Over Time
Albany 1 Laramie	1	1	0	3	2	7	4	6
Big Horn 1 Cowley	0	2	2	2	0	3	1	3
Big Horn 2 Lovell	0	0	0	0	0	0	0	0
Big Horn 3 Greybull	0	0	0	1	1	1	0	1
Big Horn 4 Basin	0	0	0	0	0	0	0	0
Campbell 1 Gillette	31	31	0	32	1	33	1	2
Carbon 1 Rawlins	0	0	0	0	0	0	0	0
Carbon 2 Saratoga	0	0	0	1	1	1	0	1
Converse 1 Douglas	0	1	1	5	4	7	2	7
Converse 2 Glenrock	0	0	0	0	0	0	0	0
Crook 1 Sundance	0	0	0	0	0	0	0	0
Fremont 1 Lander	0	0	0	0	0	1	1	1
Fremont 2 Dubois	0	0	0	1	1	2	1	2
Fremont 6 Pavillion	0	2	2	2	0	2	0	2
Fremont 14 Ethete	0	0	0	0	0	0	0	0
Fremont 21 Ft Washakie	0	0	0	0	0	0	0	0
Fremont 24 Shoshoni	0	0	0	0	0	0	0	0
Fremont 25 Riverton	1	3	2	3	0	6	3	5
Fremont 38 Arapahoe	0	0	0	0	0	0	0	0
Goshen 1 Torrington	0	1	1	1	0	1	0	1
Hot Springs 1 Thermopolis	1	1	0	1	0	1	0	0
Johnson 1 Buffalo	0	6	6	8	2	5	-3	5
Laramie 1 Cheyenne	11	19	8	27	8	30	3	19
Laramie 2 Pine Buffs	0	0	0	3	3	2	-1	2
Lincoln 1 Diamondville	0	0	0	0	0	0	0	0
Lincoln 2 Afton	0	2	2	3	1	4	1	4
Natrona 1 Casper	6	19	13	29	10	36	7	30
Niobrara 1 Lusk	0	2	2	5	3	6	1	6
Park 1 Powell	2	4	2	4	0	4	0	2
Park 6 Cody	2	6	4	9	3	15	6	13
Park 16 Meeteetse	0	0	0	0	0	1	1	1
Platte 1 Wheatland	0	3	3	3	0	5	2	5
Platte 2 Guernsey	0	1	1	1	0	1	0	1
Sheridan 1 Ranchester	1	5	4	7	2	7	0	6
Sheridan 2 Sheridan	0	0	0	2	2	5	3	5
Sheridan 3 Clearmont	0	0	0	0	0	0	0	0
Sublette 1 Pinedale	1	1	0	2	1	2	0	1
Sublette 9 Big Piney	0	0	0	0	0	0	0	0
Sweetwater 1 Rock Springs	6	9	3	13	4	16	3	10
Sweetwater 2 Green River	0	0	0	0	0	1	1	1
Teton 1 Jackson	1	6	5	7	1	10	3	9
Uinta 1 Evanston	1	3	2	4	1	6	2	5
Uinta 4 Mountain View	1	3	2	2	-1	2	0	1
Uinta 6 Lyman	2	1	-1	1	0	3	2	1
Washakie 1 Worland	0	0	0	0	0	0	0	0
Washakie 2 Ten Sleep	0	0	0	0	0	0	0	0
Weston 1 Newcastle	2	3	1	4	1	3	-1	1
Weston 7 Upton	0	0	0	0	0	0	0	0
	70	135	65	186	51	229	43	159

NBCT By District By Year

District	2006	Total	2007	Total	2008	Total	2009	Total	Total Over Time
Albany 1 Laramie	1	\$ 4,000	1	\$ 4,000	3	\$ 12,000	7	\$ 28,000	12 \$ 48,000
Big Horn 1 Cowley	0	\$ -	2	\$ 8,000	2	\$ 8,000	3	\$ 12,000	7 \$ 28,000
Big Horn 2 Lovell	0	\$ -	0	\$ -	0	\$ -	0	\$ -	0 \$ -
Big Horn 3 Greybull	0	\$ -	0	\$ -	1	\$ 4,000	1	\$ 4,000	2 \$ 8,000
Big Horn 4 Basin	0	\$ -	0	\$ -	0	\$ -	0	\$ -	0 \$ -
Campbell 1 Gillette	31	\$ 124,000	31	\$ 124,000	32	\$ 128,000	33	\$ 132,000	127 \$ 508,000
Carbon 1 Rawlins	0	\$ -	0	\$ -	0	\$ -	0	\$ -	0 \$ -
Carbon 2 Saratoga	0	\$ -	0	\$ -	1	\$ 4,000	1	\$ 4,000	2 \$ 8,000
Converse 1 Douglas	0	\$ -	1	\$ 4,000	5	\$ 20,000	7	\$ 28,000	13 \$ 52,000
Converse 2 Glenrock	0	\$ -	0	\$ -	0	\$ -	0	\$ -	0 \$ -
Crook 1 Sundance	0	\$ -	0	\$ -	0	\$ -	0	\$ -	0 \$ -
Fremont 1 Lander	0	\$ -	0	\$ -	0	\$ -	1	\$ 4,000	1 \$ 4,000
Fremont 2 Dubois	0	\$ -	0	\$ -	1	\$ 4,000	2	\$ 8,000	3 \$ 12,000
Fremont 6 Pavillion	0	\$ -	2	\$ 8,000	2	\$ 8,000	2	\$ 8,000	6 \$ 24,000
Fremont 14 Ethete	0	\$ -	0	\$ -	0	\$ -	0	\$ -	0 \$ -
Fremont 21 Ft Washakie	0	\$ -	0	\$ -	0	\$ -	0	\$ -	0 \$ -
Fremont 24 Shoshoni	0	\$ -	0	\$ -	0	\$ -	0	\$ -	0 \$ -
Fremont 25 Riverton	1	\$ 4,000	3	\$ 12,000	3	\$ 12,000	6	\$ 24,000	13 \$ 52,000
Fremont 38 Arapahoe	0	\$ -	0	\$ -	0	\$ -	0	\$ -	0 \$ -
Goshen 1 Torrington	0	\$ -	1	\$ 4,000	1	\$ 4,000	1	\$ 4,000	3 \$ 12,000
Hot Springs 1 Thermopolis	1	\$ 4,000	1	\$ 4,000	1	\$ 4,000	1	\$ 4,000	4 \$ 16,000
Johnson 1 Buffalo	0	\$ -	6	\$ 24,000	8	\$ 32,000	5	\$ 20,000	19 \$ 76,000
Laramie 1 Cheyenne	11	\$ 44,000	19	\$ 76,000	27	\$ 108,000	30	\$ 120,000	87 \$ 348,000
Laramie 2 Pine Bluffs	0	\$ -	0	\$ -	3	\$ 12,000	2	\$ 8,000	5 \$ 20,000
Lincoln 1 Diamondville	0	\$ -	0	\$ -	0	\$ -	0	\$ -	0 \$ -
Lincoln 2 Afton	0	\$ -	2	\$ 8,000	3	\$ 12,000	4	\$ 16,000	9 \$ 36,000
Natrona 1 Casper	6	\$ 24,000	19	\$ 76,000	29	\$ 116,000	36	\$ 144,000	90 \$ 360,000
Niobrara 1 Lusk	0	\$ -	2	\$ 8,000	5	\$ 20,000	6	\$ 24,000	13 \$ 52,000
Park 1 Powell	2	\$ 8,000	4	\$ 16,000	4	\$ 16,000	4	\$ 16,000	14 \$ 56,000
Park 6 Cody	2	\$ 8,000	6	\$ 24,000	9	\$ 36,000	15	\$ 60,000	32 \$ 128,000
Park 16 Meeteetse	0	\$ -	0	\$ -	0	\$ -	1	\$ 4,000	1 \$ 4,000
Platte 1 Wheatland	0	\$ -	3	\$ 12,000	3	\$ 12,000	5	\$ 20,000	11 \$ 44,000
Platte 2 Guernsey	0	\$ -	1	\$ 4,000	1	\$ 4,000	1	\$ 4,000	3 \$ 12,000
Sheridan 1 Ranchester	1	\$ 4,000	5	\$ 20,000	7	\$ 28,000	7	\$ 28,000	20 \$ 80,000
Sheridan 2 Sheridan	0	\$ -	0	\$ -	2	\$ 8,000	5	\$ 20,000	7 \$ 28,000
Sheridan 3 Clearmont	0	\$ -	0	\$ -	0	\$ -	0	\$ -	0 \$ -
Sublette 1 Pinedale	1	\$ 4,000	1	\$ 4,000	2	\$ 8,000	2	\$ 8,000	6 \$ 24,000
Sublette 9 Big Piney	0	\$ -	0	\$ -	0	\$ -	0	\$ -	0 \$ -
Sweetwater 1 Rock Springs	6	\$ 24,000	9	\$ 36,000	13	\$ 52,000	16	\$ 64,000	44 \$ 176,000
Sweetwater 2 Green River	0	\$ -	0	\$ -	0	\$ -	1	\$ 4,000	1 \$ 4,000
Teton 1 Jackson	1	\$ 4,000	6	\$ 24,000	7	\$ 28,000	10	\$ 40,000	24 \$ 96,000
Uinta 1 Evanston	1	\$ 4,000	3	\$ 12,000	4	\$ 16,000	6	\$ 24,000	14 \$ 56,000
Uinta 4 Mountain View	1	\$ 4,000	3	\$ 12,000	2	\$ 8,000	2	\$ 8,000	8 \$ 32,000
Uinta 6 Lyman	2	\$ 8,000	1	\$ 4,000	1	\$ 4,000	3	\$ 12,000	7 \$ 28,000
Washakie 1 Worland	0	\$ -	0	\$ -	0	\$ -	0	\$ -	0 \$ -
Washakie 2 Ten Sleep	0	\$ -	0	\$ -	0	\$ -	0	\$ -	0 \$ -
Weston 1 Newcastle	2	\$ 8,000	3	\$ 12,000	4	\$ 16,000	3	\$ 12,000	12 \$ 48,000
Weston 7 Upton	0	\$ -	0	\$ -	0	\$ -	0	\$ -	0 \$ -
Total	70	\$ 280,000	135	\$ 540,000	186	\$ 744,000	229	\$ 916,000	620 \$ 2,480,000

**Estimates for new
 NBCT each year**

		Total Estimates Number of NBCT	Total Estimated Amounts Paid	Total Payments Over Time
Estimates for December 2010 (60 new NBCT per year)		289	\$ 1,156,000	\$ 3,636,000
Estimates for December 2011 (60 new NBCT per year)		349	\$ 1,396,000	\$ 5,032,000
Estimates for December 2012 (60 new NBCT per year)		409	\$ 1,636,000	\$ 6,668,000
Estimates for December 2013 (60 new NBCT per year)		469	\$ 1,876,000	\$ 8,544,000

NBCT eligible
to retire 2010

			Total Estimates Number of NBCT
Estimates for NBCT eligible to retire 2010			28
Estimates for NBCT eligible to retire 2011			12
Estimates for NBCT eligible to retire 2012			13
Estimates for NBCT eligible to retire 2013			9