

NATIONAL BOARD

for Professional Teaching Standards®

**Policy Priority:
Building the Pipeline**

Building a Pipeline to Accomplished Teaching and Board Certification

Why is it important? Today's students need to learn at high levels to be ready to succeed in college, career and life. Accomplished, effective teachers have a tremendous impact on student learning and achievement. Yet the teaching pipeline isn't designed to develop new teachers into accomplished practitioners.

To reverse this trend, new teachers must have **preparation and support** early in their careers to put them on a clear trajectory to Board certification. Other professions, such as medicine, architecture and engineering, have made Board certification the norm for all practitioners by developing a coherent and systemic pipeline to accomplished practice. As a result, in medicine more than 80% of licensed doctors are Board certified, compared to only 3% of the teaching workforce. It is time to build a **strong pipeline** in teaching so that Board certification is the norm, not the exception.

Why should states lead the way? Students taught by Board-certified teachers learn more than other students, [as evidenced by more than a decade of rigorous research](#) in states and cities across the country. Yet too few teachers are prepared to achieve Board certification. State leaders can create the conditions for new teachers to be on the trajectory to Board certification.

What can policymakers do?

- Implement high-quality initial licensure assessments including **teacher performance assessments** that require new teachers to demonstrate beginning proficiency of teaching skills and put teachers on the path to Board certification.
- Support beginning teachers by requiring a new teacher's development to include a **residency** year with a reduced teaching load and intense supervision, and by expanding **induction** programs for novice teachers.
- Use Board certification as a qualification or preference for **clinical faculty** at teacher preparation programs, **cooperating teachers** who work with student teachers, and **mentors** who work with novice teachers.

National Board Certification is a voluntary advanced professional certification for PreK-12 educators that identifies teaching expertise and excellence through a performance-based, peer-reviewed assessment.

Did you know?

81% of Americans across the political spectrum believe teachers should achieve Board certification, beyond licensure, like in other professions ([2014 PDK/Gallup poll](#)).

Learn more at
www.nbpts.org/policy

What are leading states doing?



Illinois will require all candidates completing teacher preparation programs to pass a **performance assessment** of teacher effectiveness by September 1, 2015. There are **13 more states** that have similar policies on performance assessments for initial teachers.

Two **Iowa** colleges will share a \$1 million allocation from the Iowa Legislature to pilot a **yearlong student teaching experience** similar to a residency. Student teachers will immerse themselves in the partner schools by delivering instruction, engaging in professional development, participating in parent teacher conferences, and more. **The student teachers and their host teachers will co-teach**, with the students observing at first and transitioning to lead teaching as they gain experience.



Hawaii established the [Hawaii Teacher Induction Program Standards](#) which require all first- and second-year teachers to receive **intensive support from full-time mentors**, where the mentor ratio is no greater than 15:1. Approximately **35 states support induction** in some way, although most states do not fund comprehensive, statewide induction programs for new teachers.

Where can I learn more?



Residency and induction experiences

- Residency: Can it transform teaching the way it did medicine? (pdkintl.org/noindex/k_v95/36pdk_96_1.pdf)
- Urban Teacher Residency United (www.utrunity.org)
- National Association for Professional Development Schools (www.napds.org)
- New Teacher Center (www.newteachercenter.org)

Performance assessments

- edTPA (www.edtpa.aacte.org)
- National Observational Teaching Exam, NOTE (www.ets.org/note/about)
- Praxis® Performance Assessment for Teachers (www.ets.org/ppa/states)