



## HOW SCHOOLS, LOCALS AND DISTRICTS CAN SUPPORT NATIONAL BOARD CERTIFICATION FOR TEACHERS

### Pre-Candidacy

- Purchase, reproduce and publicize availability of NBC Standards
- Organize and facilitate study sessions on the Standards
- Co-Host information sessions with OSPI
- Purchase Portfolios from NBPTS and develop Professional Growth exercises for study groups
- Align Professional Development with the Standards and Portfolio requirements
- Align teacher evaluation system with the Standards
- Encourage the use of classroom video recording for self-reflection and for collegial dialogue
- Encourage the use of student work products for collegial dialogue

### Application

- Provide well-informed advice to potential candidates
- Explain assistance that will be provided during candidacy
- Determine with candidates' colleagues how they can contribute to his/her learning process
- Build parental understanding and support

### Candidacy

#### *Technical Support*

- Facilitate access to video cameras and omnidirectional microphones
- Facilitate access to videographers
- Provide computer and printer for home use
- Offer free copying of videos and free photocopying

#### *Intellectual Support*

- Provide access to professional reference materials
- Coordinate access to people who will serve as sounding boards, readers, cognitive coaches, curriculum advisors

#### *Emotional Support*

- Provide release time for portfolio preparation
- Waive time-intensive extra responsibilities for candidate
- Recognize benchmark events (receipt of "the box," completion of a portfolio entry, submission of the portfolio, completion of the Assessment Center)
- Encourage participation in Candidate Network

### Post-Candidacy

- Provide Professional Growth salary schedule credit and/or career ladder credit
- Provide public recognition for completion of the candidacy process
- Debrief and reflect on experience, role of district and site implications

#### *For Board Certified Candidates*

- Provide salary recognition for the ten-year life of the certificate
- Create additional roles such as mentor of future candidates and of new teachers, facilitator of NBC related study groups, conference and workshop presenter, consultant to staff developers, cooperating teacher for student teachers, etc.

#### *For Non-Board Certified Candidates*

- Consult about candidate's plans and needs related to resubmission of entries and offer follow up support