

HOUSE BILL REPORT

HB 1389

As Reported by House Committee On:

Education

Title: An act relating to recognition for teachers certified by the national board for professional teaching standards.

Brief Description: Providing monetary recognition awards for teachers who obtain certification from the national board for professional teaching standards.

Sponsors: Representatives Talcott, Lovick, Armstrong, Haigh, D. Schmidt, Keiser, Woods, McDermott, Clements, Jackley, Marine, Simpson, Jarrett, Ogden, Edmonds, Lantz, Alexander, Carrell, Kagi, Kenney, Quall, O'Brien, Mulliken, Fromhold, Conway, Morell, Sump, Miloscia, McIntire, Esser, Pearson and Kessler.

Brief History:

Committee Activity:

Education: 1/31/01, 2/22/01 [DPS].

Brief Summary of Substitute Bill

- Providing an award and an opportunity to mentor other educators for teachers receiving national board for professional teaching standards certification.

HOUSE COMMITTEE ON EDUCATION

Majority Report: The substitute bill be substituted therefor and the substitute bill do pass. Signed by 11 members: Representatives Quall, Democratic Co-Chair; Talcott, Republican Co-Chair; Anderson, Republican Vice Chair; Haigh, Democratic Vice Chair; Cox, Ericksen, Keiser, McDermott, Pearson, Schindler and D. Schmidt.

Minority Report: Do not pass. Signed by 3 members: Representatives Rockefeller, Santos and Schual-Berke.

Staff: Susan Morrissey (786-7111).

Background:

The National Board for Professional Teaching Standards (NBPTS) is an independent,

nonprofit, nonpartisan organization that provides advanced, voluntary certification for experienced teachers. The board was created as a way for the teaching profession to recognize highly accomplished teaching practices. A certificate awarded by the board is intended to show that a teacher has been judged by his or her peers as one who meets high and rigorous professional standards. The NBPTS is governed by a 63-member board of directors, of whom a majority are classroom teachers. The organization is funded through gifts and grants from foundations, corporations, individuals, the U.S. Department of Education, and the National Science Foundation.

The board certifies teachers in 21 fields using a rigorous process of assessment and evaluation, for which those seeking certification pay a fee. The standards used in the process are developed by committees of teachers and other experts and are structured around student developmental levels and subject areas. There are about 68 educators with NBPTS certification teaching in Washington.

The 1999-00 biennial budget provided funding for a 15 percent salary bonus for teachers who obtained NBPTS certification before or during the 1999-2000 school year. The bonus was intended to provide recognition for the teachers' outstanding performance. The 2000 supplemental budget provided a bonus of \$3,500 for NBPTS teachers who obtained certification before or during the 2000-01 school year. The 2000 budget language stipulated that the bonuses are not included in pension calculations. In addition, the 2000 budget included a statement that the Legislature intends that teachers certificated by the board be limited to two bonus payments.

Summary of Substitute Bill:

Beginning with the 2001-02 school year, public school teachers who obtain certification from the NBPTS will receive an annual salary bonus of \$5,000 for the duration of the certificate or ten years, whichever is less. In addition, for the duration of the certificate, the teacher may receive an additional \$5,000 supplemental contract in any year in which the teacher is selected by his or her school district to mentor other teachers while the teacher continues his or her classroom teaching duties. Mentor stipends are limited to one stipend for every 300 students in a building. The salary bonuses and stipends will not be included in state pension calculations.

By August 1, 2004 and periodically thereafter, the Washington Professional Educators Standard Board (PESB) will review the NBPTS's certification standards to determine whether the standards are rigorous and aligned to student achievement. The PESB will also determine whether additional requirements are needed to ensure that the national standards meet the needs of Washington's students.

By October 15, 2010 the PESB will report to legislative committees on the results and accomplishments of the salary bonuses and mentor stipends. The report may include

recommendations for the continuation, modification, or elimination of the awards.

The authority to offer these salary bonuses and mentor stipends expires on July 1, 2012.

Substitute Bill Compared to Original Bill:

Language is added to the intent section. Teachers will receive a lump sum of \$5,000 rather than \$8,000 if they attain certification. They will continue to receive the salary bonus rather than recognition awards for the duration of certification. They will also receive \$5,000 rather than \$8,000 for mentoring other teachers. These monies are not included in pension calculations. Mentor stipends are limited to one stipend for every 300 students in a building.

Appropriation: None.

Fiscal Note: Requested on January 30, 2001.

Effective Date of Substitute Bill: Ninety days after adjournment of session in which bill is passed.

Testimony For: (Original bill) The advanced certification process used by the NBPTS is rigorous and based on research and teaching best practices. One study indicates that these teachers are more effective than other teachers at raising student achievement. This legislation will create a long-term commitment to recognition of the significant effort it takes to accomplish this prestigious certification. Teachers must work for hundreds of hours to pass the examinations and prepare the required clear and convincing evidence of excellent teaching. They must also evaluate and demonstrate how their teaching impacts student achievement. The accomplishment should be recognized by a permanent salary increase, preferably an increase that is comparable to the increase available to teachers who obtain an advanced college degree. Thirty-nine other states are offering bonuses to teachers who obtain NBPTS certification.

Although the state now has about 68 NBPTS certificated teachers, many hope that there will be 200 in the next few years and 500 or more eventually. This cadre of experienced and excellent teachers can begin to provide a core of mentors for beginning teachers and other teachers who wish for assistance. It also begins to provide a career ladder for the accomplished and talented teachers who obtain the certification.

(Original bill, with concerns) Teachers who obtain certification should receive an annual salary bonus for the duration of the certificate, and they should not be required to become a mentor in order to receive the salary bump. Some teachers don't have the time to mentor, and some don't have the skills to mentor adult learners.

Twenty percent of Washington's certificated teaching corps are educational staff associates (ESAs) such as occupational therapists, speech language pathologists, counselors, nurses, and other professionals who support the learning mission of the public schools. The NBPTS does not have a certification process for ESAs, so they are not included in the opportunities presented in this legislation. Many belong to organizations that also have certification processes. Principals are also essential to the teaching and learning process, but they do not have a national organization that provides certification, and they are not included in this legislation. Similar salary bonus opportunities should be provided to principals and educational staff associates.

Testimony Against: None.

Testified: (In support) Representative Talcott, prime sponsor; Representative Lovick; Larry Davis, State Board of Education; and Steve Mullin, Washington Roundtable.

(With concerns) Karen Davis, Washington Education Association; Jo Martens, National Board for Professional Teaching Standards; Jan Matzelle, National Board for Professional Teaching Standards; Rainer Houser, Association of Washington State Principals; and Greg Williamson, Office of the Superintendent of Public Instruction.