

## The National Board Resource Center

ILLINOIS STATE UNIVERSITY

*Increasing Student Access to Illinois NBCTs*

### Overview

The purpose of this paper is to show how access to National Board Certified Teachers (NBCT) has increased throughout Illinois since 1994 and how the expansion of the Illinois Teaching Excellence Program will enable more students to improve learning from a National Board Certified Teacher.

This brief builds on two previous publications. "Using Illinois NBCTs to Improve Student Achievement" showed that NBCTs are effective in raising student achievement as evidenced by a growing body of national research and cases of Illinois schools in Chicago, Elgin, and Bond County. "Using Illinois NBCTs to Lead School Improvement" presented survey data about the leadership roles of NBCTs in Illinois schools. Nearly all (92.2 percent) of the Illinois NBCT respondents serve their schools and districts as mentors and professional development providers in addition to their work as classroom educators. This second paper described two Illinois initiatives to address conditions impacting the effectiveness of using NBCTs in leadership roles. The State Action for Education Leadership Project (SAELP) works with universities to design and pilot a seamless route for NBCTs to become principals. The Chicago Public Education Fund and Chicago Public Schools are designing conditions to increase the number of NBCTs so they will improve schools.

This third paper on increasing student access to Illinois NBCTs outlines current conditions and makes recommendations for the direction of growth of NBCTs in the state by highlighting the following:

- The history of NBCT growth in Illinois, 1994–2006
- Data about the distribution of Illinois NBCTs
- The impact of the Illinois NBPTS Comprehensive Support System in providing information and professional development to educators in all parts of the state
- Recommendations to further increase student access to Illinois NBCTs

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### Improving Teaching and Learning through National Board Certification: Illinois NBCTs Support East St. Louis Teachers to Complete the NBPTS "Take One Entry"

The National Board Resource Center (NBRC) at Illinois State University worked with Ann Moss, NBCT regional coordinator, to arrange a collaborative effort to support seven committed teachers from East St. Louis School District No. 189 in Illinois to pilot the NBPTS "Take One Entry" program as a pre-candidacy training. The East St. Louis School District No. 189, led by Pat Heavens, worked with Ann Moss to recruit teachers and pay their "Take One Entry" fees. The Metro-East Consortium for Children's Advocacy (MECCA) arranged meeting space at the St. Clair County Regional Office of Education for teachers to work. Three NBCTs from Bond County District No. 2 planned training sessions and drove one hour every other week to support the seven East St. Louis teachers in completing their NBPTS "Take One" entries by the March 31, 2006, due date. NBPTS banks the "Take One Entry" results and enables candidates to use their scores when they complete the nine remaining entries of the NBPTS process. Five of these East St. Louis teachers are current candidates for the 2006–2007 National Board Certification cycle. Two teachers will obtain results on their "Take One" entries in November 2006 and make a decision about pursuing National Board Certification in the next cycle.

During the nine-month, pre-candidacy training session, the NBCT mentors provided information about the National Board Certification process and the "Take One Entry" training. The NBCTs worked with the participating teachers to review videotapes of instruction and written commentaries and coached the teachers to analyze how their evidence met the National Board's standards. The NBCTs used resources from the NBRC Web site to help the teachers analyze the impact of their teaching on student learning. The NBCTs also provided professional development on integrating technology across the curriculum and differentiating instruction through grouping students based on analysis of student work. As a result, the East St. Louis teachers increased confidence in believing they could complete the National Board Certification process. They also built relationships with colleagues and the NBCT mentors to analyze their teaching decisions together and solve problems about instruction and assessment. The NBCT mentors from Bond County District No. 2

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will serve as mentors to the East St. Louis candidates as they complete the other nine entries of the National Board Certification process in July 2006. Arrangements are being made for a new group of East St. Louis teachers to collaboratively work on the "Take One Entry" pre-candidacy training in fall 2006.

### **History of NBCT Growth in Illinois: 1995–2001**

In 1995, the Illinois State Board of Education (ISBE) implemented the first candidate support program for teachers seeking National Board Certification. This program grew to 14 candidates and 13 NBCTs by 1997. Over the next two years, several actions occurred to increase the number of Illinois NBCTs to 87.

Candidates attended three one-day support sessions at ISBE and worked with NBCTs at these sessions. NBCTs attended a one-day training session sponsored by ISBE to serve as mentors. Four universities and the Chicago Teachers Union Quest Center offered a sequence of candidate support courses to teachers in their respective areas. In addition, the Illinois NBPTS Design Team and the Illinois NBPTS University Alliance met two times a year to develop strategies to recruit and support candidates.

Finally, legislation unanimously passed for the Illinois Teaching Excellence Program (ITEP). The ITEP made provisions for NBCTs to receive the Illinois Master Teaching Certificate; a \$3,000 stipend for their continued service as classroom educators in Illinois public schools; and compensation for mentoring and professional development services they provide.

In 2001, the Illinois Business Roundtable, Illinois Education Association, and Illinois Federation of Teachers contributed monies to support scholarships for teachers seeking National Board Certification. ISBE paid the first master certificate stipends to qualifying NBCTs. The Chicago Public Schools (CPS) implemented a candidate support program, and the Chicago Public Education Fund offered incentives to CPS teachers and schools to complete the NBPTS process. As a result, candidate participation almost doubled, bringing the number of Illinois NBCTs to 436.

### **A System for Expansion and Equitable Access through the National Board Resource Center at Illinois State University: 2002–2006**

The National Board Resource Center (NBRC) at Illinois State University was established in 1999 as one of five national centers by the National Board for Professional Teaching Standards. The only resource center in the Midwest, the NBRC has been pivotal in growing the number of NBCTs in all regions in Illinois. The NBRC provides research and information about the impact of NBCTs on student learning and supports teacher education programs in aligning to the National Board's standards for accomplished teaching.

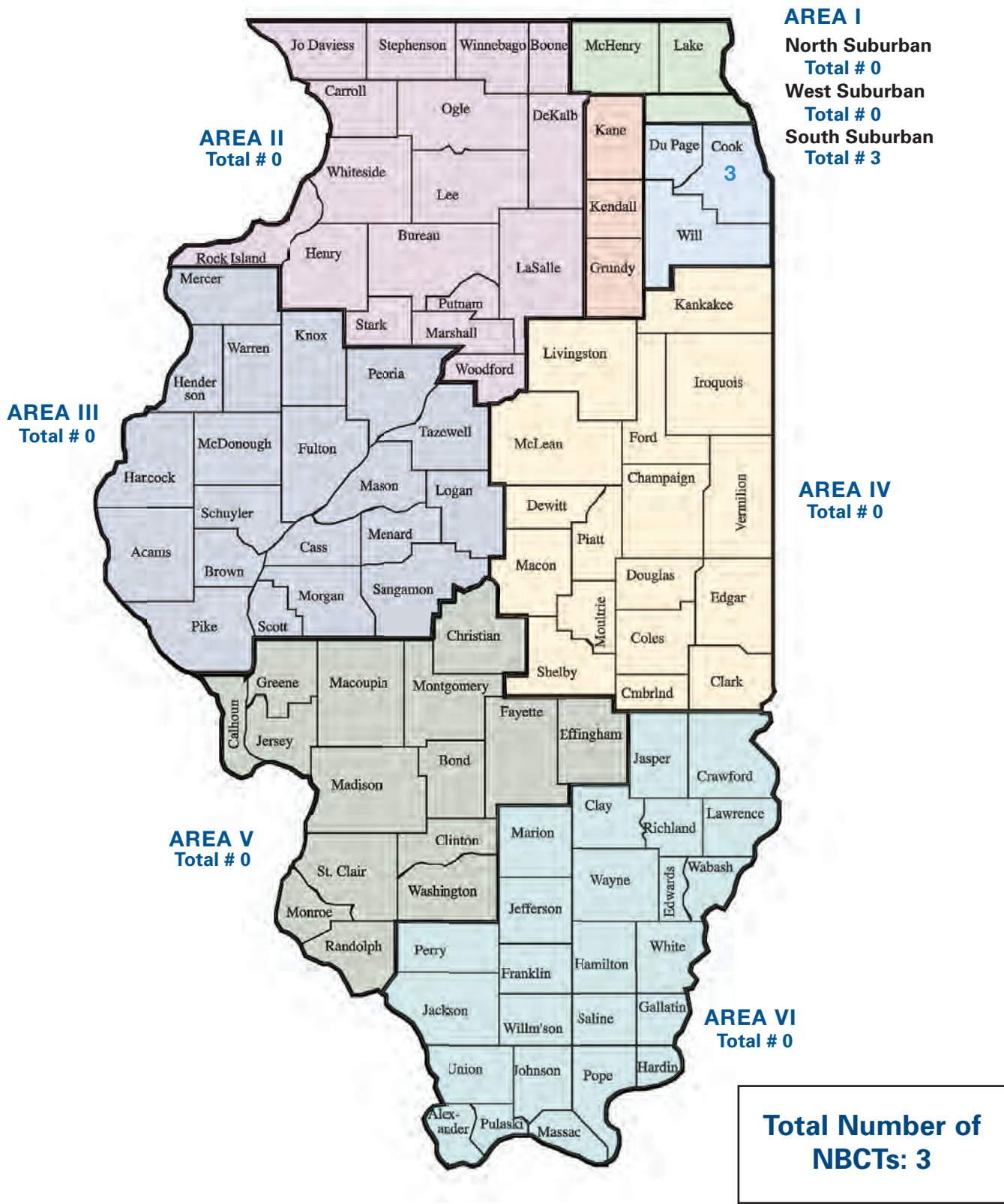
In 2002, the National Board Resource Center (NBRC) at Illinois State University partnered with ISBE to establish the Illinois NBPTS Comprehensive Support System to expand recruitment and candidate support throughout Illinois. By 2006, services of the Illinois NBPTS Comprehensive Support System grew to include recruitment, candidate support, and NBCT mentor training, all made locally available to educators anywhere in the state.

Led by NBCTs, the Illinois NBPTS Comprehensive Support System is the only state-level initiative of its kind in the nation. From 2002 to 2006, eight NBCT regional coordinators coordinated the work of 35 NBCT local coordinators and other NBCT mentors in all areas of Illinois outside Chicago. The NBCTs in the Illinois NBPTS Comprehensive Support System offered a wide array of services to educators across the state. Services included awareness of NBPTS sessions; pre-candidacy courses; classes for teachers moving from Initial to Standard certification; 10 candidate support classes with follow-up, interactive work sessions; and a seven-session mentor training series for NBCTs. Educators in all regions of Illinois can access information, professional development, and support regarding National Board Certification.

The NBRC provides a wide array of resources for NBCTs and other educators online in addition to the face-to-face services provided by NBCT regional and local coordinators. The NBRC Web site provides working agendas, PowerPoint presentations, handouts, and resources for all training. NBCTs, teacher educators, and professional development providers may access these resources at no cost to design and improve programs and deliver high-quality professional development to teachers throughout Illinois.

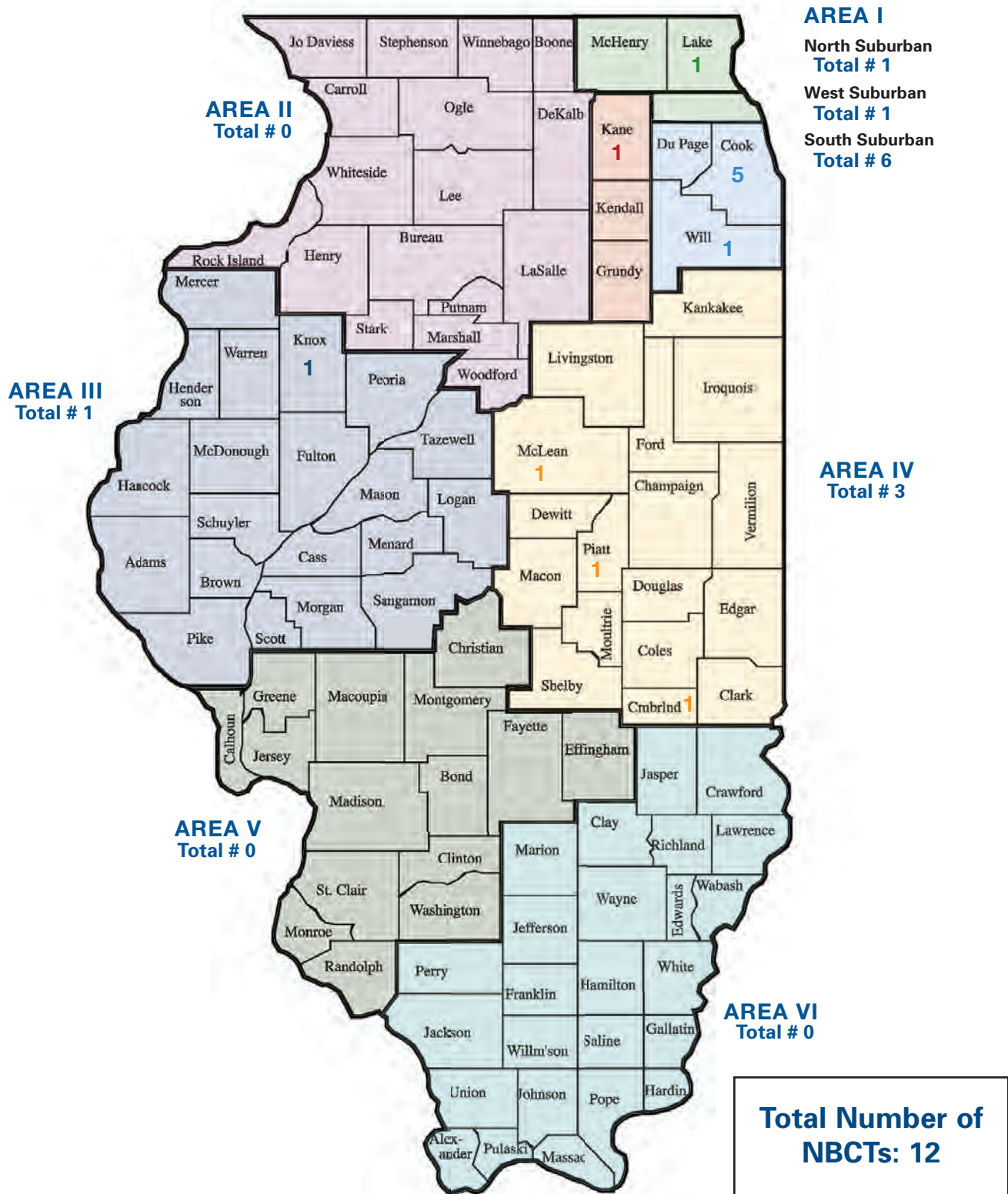
As a result, the number of first-time candidates in Illinois increased to 1,000 each year in both 2004 and 2005. In the 2005–2006 NBPTS cycle, 47 percent of first-time candidates teach in high-poverty schools. Of this group, 75 percent of the candidates were in Chicago, and 25 percent were located in other regions throughout the state. As of May 2006, 540 Illinois educators are candidates for National Board Certification in the 2006–2007 NBPTS cycle. Thirty-four percent of these first-time candidates teach in high-poverty schools. Of this group, 18 percent were in Chicago, and the remaining 82 percent were located in other regions throughout the state. Through spring 2006, Illinois has produced a total of 1,574 NBCTs. Illinois ranks sixth in the nation in the number of new NBCTs.

# Illinois National Board Certified Teachers by County – 1994

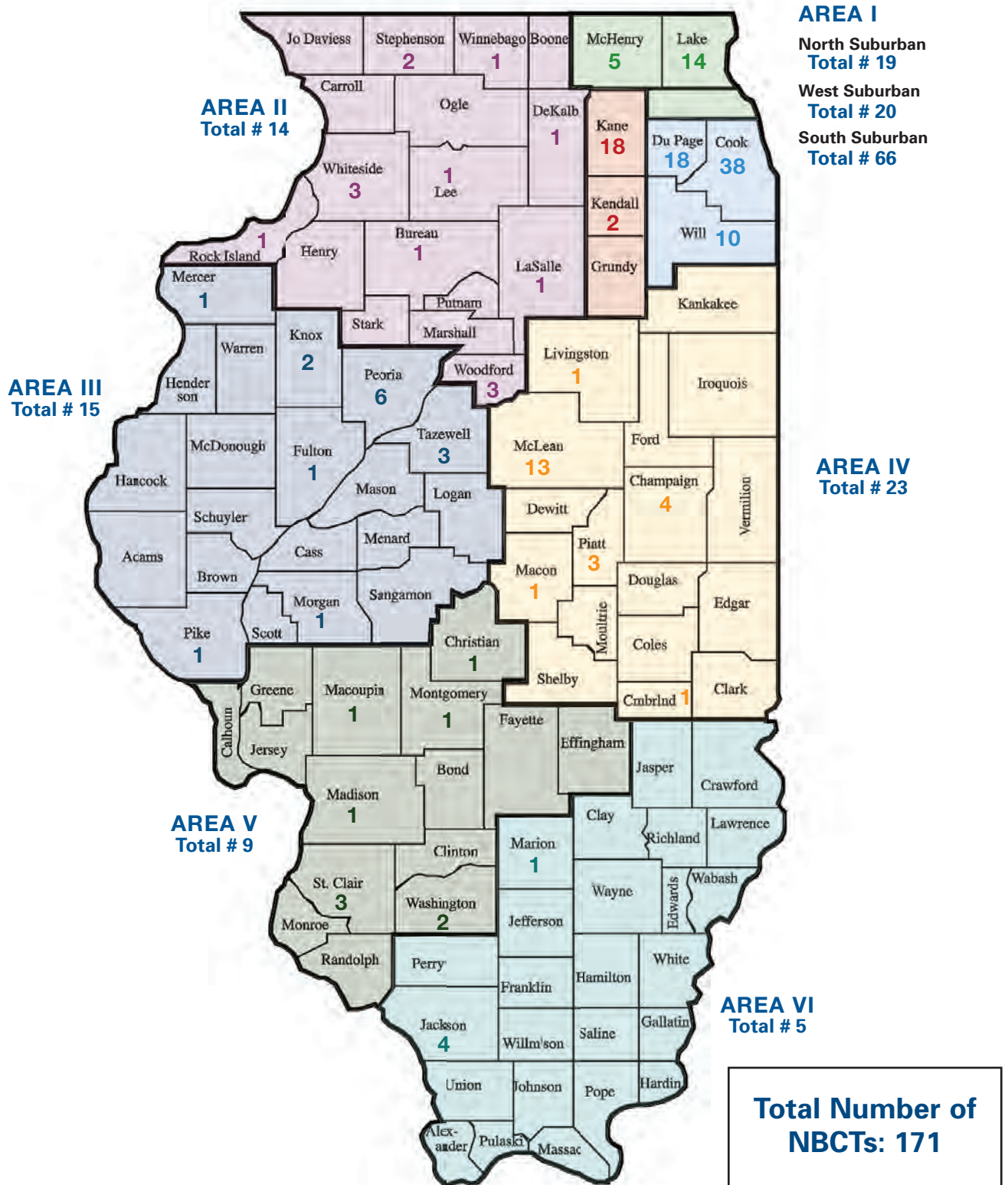




# Illinois National Board Certified Teachers by County – 1997

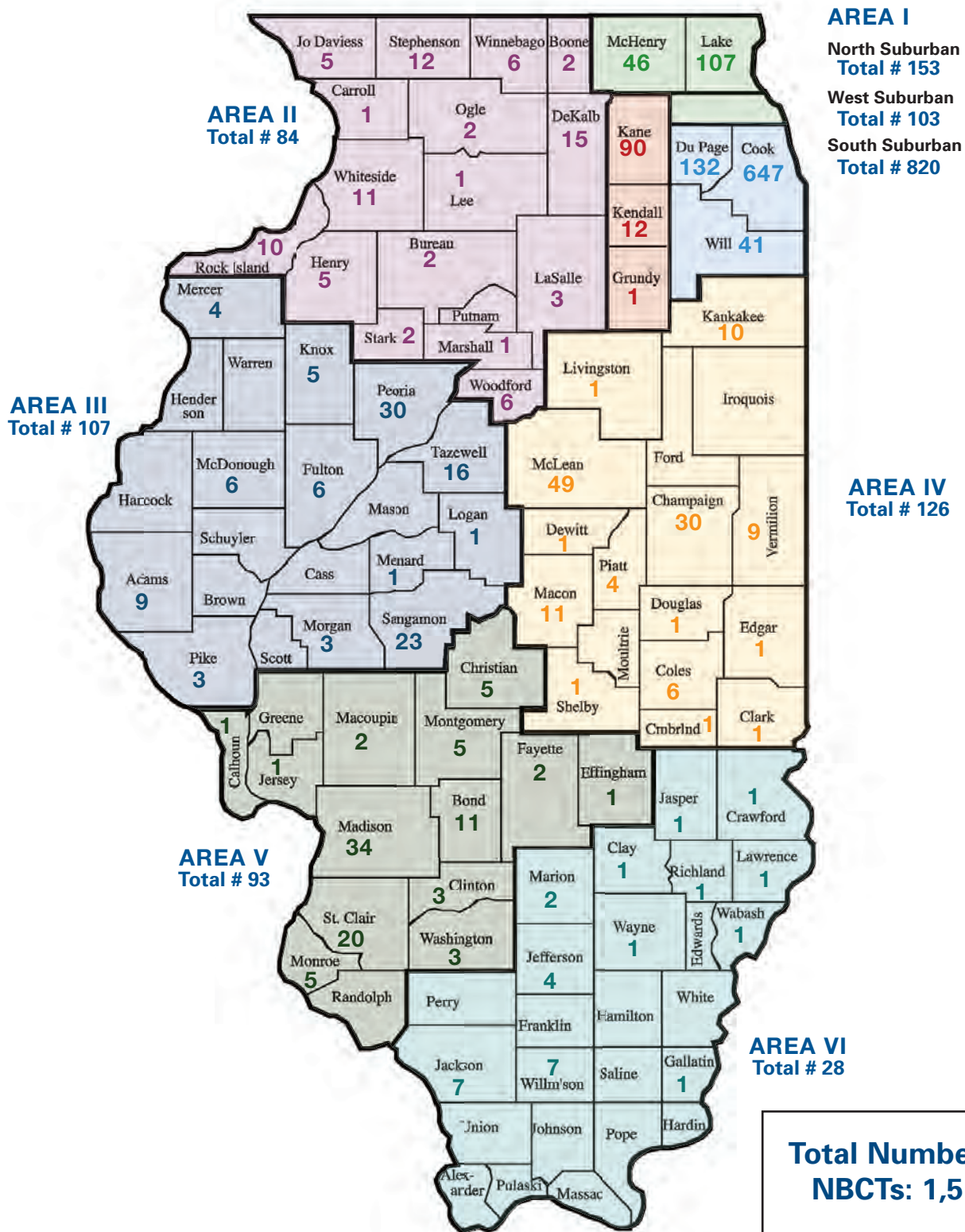


# Illinois National Board Certified Teachers by County – 2000





# Illinois National Board Certified Teachers by County – 2005



Illinois has produced a total of 1,574 National Board Certified Teachers—1,514 of whom currently live in Illinois. Of the 60 Illinois NBCTs not shown on the map, 27 live in border states and work in Illinois. The remaining 33 Illinois NBCTs have moved to other states.

## Illinois Schools with Clusters of National Board Certified Teachers

School District Name	School Name	NBCT Count
Palatine Township High School District 211	Schaumburg High School	25
Illinois Mathematics and Science Academy	Illinois Mathematics and Science Academy	18
Indian Prairie Community Unit School District 204	Neuqua Valley High School	14
Palatine Community Consolidated School District 15	Winston Campus	14
Palatine Township High School District 211	Palatine High School	12
City of Chicago School District 299	National Teachers Academy	10
Glenbard Township High School District 87	Glenbard East High School	10
Indian Prairie Community Unit School District 204	Waubonsie Valley High School	10
City of Chicago School District 299	Northside College Preparatory High School	9
Highland Community Unit School District 5	Highland High School	9
Illinois State University Laboratory Schools	University High School	9
Bloomington Public School District 87	Bloomington Junior High School	8
City of Chicago School District 299	Curie Metropolitan High School	8
Lincolnshire Prairie View School District 103	Daniel Wright Junior High School	8
Palatine Community Consolidated School District 15	Marion Jordan Elementary School	8
Peoria Public School District 150	Richwoods High School	8
Aptakisic-Tripp Community Unit School District 102	Meridian Middle School	7
City of Chicago School District 299	Chicago Academy High School	7
McLean County Unit District 5	Normal Community West High School	7
O'Fallon Township High School District 203	O'Fallon Township High School	7
Arlington Heights School District 25	Westgate Elementary School	6
Bloomington Public School District 87	Bloomington High School	6
City of Chicago School District 299	Blair Early Childhood Center	6
City of Chicago School District 299	Lane Technical College Preparatory High School	6
City of Chicago School District 299	William P. Gray Elementary School	6
Indian Prairie Community Unit School District 204	Clow Elementary School	6
Lake Forest School District 67	Deer Path Middle School	6
Palatine Community Consolidated School District 15	Pleasant Hill Elementary School	6
Palatine Community Consolidated School District 15	Plum Grove Junior High School	6
Palatine Community Consolidated School District 15	Thomas Jefferson Elementary School	6
Palatine Township High School District 211	James B. Conant High School	6
Palatine Township High School District 211	William Fremd High School	6
School District 145	Carl Sandburg School	6
School District U-46	Streamwood High School	6
Bond County Community Unit School District 2	Sorrento School	5
Carpentersville Community Unit School District 300	Hampshire Elementary School	5
City of Chicago School District 299	Ariel Elementary Community Academy	5
City of Chicago School District 299	Belmont Cragin Early Childhood Center	5
City of Chicago School District 299	Ortiz de Dominguez School	5
City of Chicago School District 299	Peirce School of International Studies	5
City of Chicago School District 299	Peterson Elementary	5
City of Chicago School District 299	The Chicago Academy	5
Lincolnshire-Prairie View School District 103	Laura B. Sprague Elementary School	5
Lincolnshire-Prairie View School District 103	Half Day School	5
Palatine Community Consolidated School District 15	Gray M. Sanborn School	5
Palatine Community Consolidated School District 15	Jane Addams Elementary	5
Palatine Community Consolidated School District 15	Virginia Lake Elementary	5
Palatine Community Consolidated School District 15	Walter R. Sundling Junior High School	5
Palatine Community Consolidated School District 15	Willow Bend School	5
Wheeling Community Consolidated School District 21	Robert Frost Elementary School	5

Note: District and school totals reflect the self-reports of Illinois NBCTs as of May 2006.

# Illinois Districts with Clusters of National Board Certified Teachers

School District Name	Number of NBCTs
City of Chicago School District 299	456
Palatine Community Consolidated School District 15	88
Indian Prairie Community Unit School District 204	65
Township High School District 211	55
Community Unit School District 300	26
Peoria School District 150	24
Highland Community Unit School District 5	24
Naperville Community Unit School District 203	22
Springfield School District 186	21
School District U-46	21
Bloomington School District 87	21
Lincolnshire-Prairieview School District 103	20
Glenbard Township High School District 87	20
Champaign Community Unit School District 4	20
Lake Forest School District 67	19
Wheeling Community Consolidated School District 21	18
Illinois Mathematics and Science Academy	18
McLean County Unit District 5	16
St. Charles Community Unit School District 303	15
Illinois State University Laboratory Schools	15

## Illinois National Board Certified Teachers by Certificate

NBPTS Certificate Area	NBCTs
Middle Childhood/Generalist	336
Early Childhood/Generalist	242
Early Childhood through Young Adulthood/Exceptional Needs Specialist	156
Early Adolescence/English Language Arts	109
Adolescence and Young Adulthood/English Language Arts	102
Adolescence and Young Adulthood/Science	92
Adolescence and Young Adulthood/Mathematics	75
Early and Middle Childhood/Literacy: Reading-Language Arts	49
Adolescence and Young Adulthood/Social Studies History	48
Early Adolescence/Science	42
Early Adolescence/Mathematics	39
Early Adolescence through Young Adulthood/Art	33
Early Adolescence through Young Adulthood/Career and Technical Education	32
Early Childhood through Young Adulthood/Library Media	32
Early Adolescence/Social Studies History	28
Early Adolescence through Young Adulthood/Music	24
Early Adolescence through Young Adulthood/World Languages Other Than English	24
Early Adolescence/Generalist	18
Early and Middle Childhood/Physical Education	18
Early and Middle Childhood/Art	17
Early and Middle Childhood/Music	17
Early Adolescence through Young Adulthood/Physical Education	16
Early Adolescence through Young Adulthood/English As a New Language	10
Early Childhood through Young Adulthood/School Counseling	9
Early and Middle Childhood/English As a New Language	7

Note: Two Illinois NBCTs hold National Board Certification in two certificate areas.

## Recommendations to Further Increase Student Access to Illinois NBCTs

In 1994, there were three NBCTs in the state of Illinois. In spring 2006, there are 1,574 Illinois NBCTs. These NBCTs are distributed across the state in all types of schools. Through the Illinois NBPTS Comprehensive Support System, the NBRC coordinated the work of 50 NBCTs to partner with school districts, regional offices of education, and universities to more than double the number of candidates in down-state Illinois. The percentage of NBCTs outside Chicago increased from 41 percent in 2002–2003 to 69 percent in 2005–2006. At the same time, the number of NBCTs in the Chicago Public Schools grew to 456. The NBRC has also worked with partners across the state to increase the number of NBCTs in high-priority schools, so students throughout Illinois have access to these accomplished teachers. In spring 2006, 39 percent of Illinois NBCTs worked in Academic Early Warning List (AEWL), Academic Watch List (AWL), or high-poverty schools in Illinois.

Though the number and distribution of Illinois NBCTs has increased since 1994, NBCTs represent only 1 percent of the entire Illinois teaching population. The following actions are recommended to continue growing the number of NBCTs and extending their impact to more students and schools:

- Continue to increase the appropriation for the Illinois Teaching Excellence Program to fully fund fee support for candidate applications, Master Certificate stipends, and mentoring/professional development compensation.
- Expand the Illinois NBPTS Comprehensive Support System, led by NBCT regional and local coordinators, so that all Illinois educators have equitable access to information, candidate support, and professional development in their local areas.
- Grow clusters of NBCTs in schools, districts, and counties in all regions of the state.
- Build a critical mass of NBCTs in high-priority schools and districts in conjunction with improvement initiatives.
- Expand partnerships with school districts, regional offices of education, regional service providers, universities, and mentoring and induction programs to create a continuum of professional development to grow NBCTs and extend their impact on teacher and student learning.
- Raise awareness among district and school administrators about how NBCTs can be used as mentors and providers of professional development to improve student achievement.
- Create opportunities for NBCTs to mentor and provide professional development under the Illinois Teaching Excellence Program.