



School districts across California are grappling with the challenge of providing students with access to a high-quality, stable teaching workforce, and the problem is even worse for students in high-needs schools.¹ The lack of access to high-quality teachers for all California students is a significant impediment to closing the achievement gap. As California works to address these challenges, the state should strive to ensure that there is an accomplished teacher in every classroom by growing and retaining the number of National Board Certified Teachers across the state.

National Board Certification is a voluntary advanced credential that signifies the teacher is an instructional expert in their grade and subject. Rigorous studies over the last decade have shown that National Board Certified Teachers have a positive, significant effect on student learning.²

To move California toward *one million more* students being taught by National Board Certified Teachers by 2030, we recommend the following comprehensive policy framework. While a comprehensive system is ideal, implementing even one of these policies would be an important first step.

1. A **high-needs incentive** for National Board Certified Teachers in high-needs schools to ensure accomplished teachers reach the students who need them most.
2. A **statewide incentive** for National Board Certified Teachers. Many districts, particularly in high-needs and/or rural areas, cannot afford to offer stipends—this would provide teachers equitable opportunity for certification and increase access for students to Board-certified teachers.
3. A **grant program** to increase the number of accomplished teachers in districts by supporting cohorts of teachers pursuing National Board Certification.
4. Guidance to districts on how they can use **professional development funds** to support National Board Certification, which ensures these funds are being used for professional growth with proven results.

If 15% of California teachers achieve National Board Certification, **ONE MILLION MORE** California students will have access to highly accomplished teachers.

Read the full report at www.nbpts.org/OneMillionMore

¹ Darling-Hammond, L., Sutchter, L., & Carver-Thomas, D. (2018). *Teacher Shortages in California: Status, Sources, and Potential Solutions*. Palo Alto: Learning Policy Institute.

² National Board for Professional Teaching Standards. *The Proven Impact of Board-Certified Teachers on Student Achievement*. https://www.nbpts.org/wp-content/uploads/impact_brief_final.pdf.