The Network to Transform Teaching

The Network to Transform Teaching (NT3) is a consortium of 10 states, 50 districts, and 130+ schools that seeks to strengthen teacher development systems so all students have access to accomplished teachers every day. NT3 is anchored in the National Board’s longstanding promise to the field to be by teachers, for teachers. NT3 relies on the wisdom of practitioners at the school, district and state levels to develop resources and strategies that will bring accomplished, Board-certified teaching to scale. As a Networked Improvement Community, NT3 uses a structured approach to find systematic solutions to complex problems using an evidence-based process, balancing local context with nationwide applicability.

NT3 partners also share a vision for transforming the teaching profession by shifting from:

- **Idiosyncratic knowledge and variation in teaching skills**
  - to
  - **A coherent body of knowledge defined by standards for accomplished teaching**

- **Isolated, static teaching practice**
  - to
  - **Collaborative, public, ever-improving practice**

- **External, individual accountability for students’ learning**
  - to
  - **Internal, shared responsibility for students’ learning**

NT3 aims to increase the number of accomplished, Board-certified teachers by 20,000.

NT3 is seeing great progress towards that goal. In 2016-17, teachers in NT3 sites made up 71% of the total of all teachers across the country who are pursuing National Board Certification (more than 11,000 teachers).
Since 2016, NT3 pilot schools and districts have tested and implemented changes to strengthen teaching quality and increase the numbers of Board-certified teachers, particularly in the neediest schools. The tested changes are linked to the network’s theory that improvements aligned to these focus areas can transform schools, districts, and the profession:

- High professional teaching standards
- Public teaching practice
- Distributed and shared ownership
- Job-embedded collaborative learning

Results

NT3 pilot school and district’s work to build awareness of Board certification, shape policy related to certification, and use the Body of Knowledge to improve teaching practice has started to yield promising results.

Growth in National Board Certification Candidates

- The number of new candidates for Board certification increased nearly 50% since 2014, from 3,160 teachers to 4,629 teachers

Changes to Instructional Practice

- 65% of teachers across NT3 pilot schools actively engaged with the Accomplished Teaching Body of Knowledge in 2016-2017.
  - Of those, 97% reported making at least 1 change to their instructional teaching practice, including more than 60% who reported adjusting lesson plans to meet the needs of individual students.
Across NT3, pilot schools and districts are actively testing and implementing strategies to engage teachers and administrators with the Accomplished Teaching Body of Knowledge (BoK).

**Accomplished Teaching Body of Knowledge**

A majority of teachers in NT3 pilot schools are actively reviewing, studying, and discussing components of the Accomplished Teaching Body of Knowledge with other teachers. Of the 65% of teachers actively engaged, more than half are directly interacting with the Five Core Propositions and the National Board Standards.

**Interest and Impact**

Board-certified teachers are coaching and mentoring their colleagues to make connections between the Accomplished Teaching Body of Knowledge and their own teaching practice, create a pathway to the pursuit of National Board Certification, and strengthen teaching practice through collaborative learning.

- **61% of early career teachers** in NT3 pilot schools indicated interest in pursuing National Board Certification.
- Most teachers who engaged with the Body of Knowledge reported making specific changes to their instructional practice as a result, including:
  - 63% of teachers who adjusted lesson plans to meet the needs of individual students and
  - 50% of teachers who used data in new ways to assess student progress

**Site Spotlight: Clark County, Nevada**

The Clark County School District in Nevada is one of the largest school districts in the country. The district joined NT3 having fewer than 40 candidates pursuing National Board Certification; this increased to more than 400 in 2016-2017 (more than 1200% increase). In one particular pilot school, West Career and Technical Academy, one-third of the teachers are now pursuing certification. A majority of teachers in that school are actively engaging with the Accomplished Teaching Body of Knowledge and changing their instructional practice, leading to clear results in student outcomes. The school saw an almost 10 percentage point increase in students passing their respective end of program exams.