“My NBCTs are my academic leaders. . . . Last year at my school, 25 of 43 teachers left the state or profession. Not one of those who left was a Board-certified teacher. NBCTs are committed to students and their profession, and they’re not going to let that go to do something else.”

Dana King, Wake County Principal of the Year, 2010

MORE INFORMATION:
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Wake County Public School System

HUMAN RESOURCES DEPARTMENT
Crossroads I
5625 Dillard Drive, Suite 1200
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www.wcpss.net/careers
Wake County Public Schools and the National Board for Professional Teaching Standards are partnering together to build a bridge between the beginning teacher support program and the development of accomplished teachers by generating Board certification awareness and preparing teachers to pursue Board certification.

WHY THIS PILOT PROGRAM?
- Wake County Public Schools (WCPSS) will capitalize on having the expertise of the largest number of NBCTs in the state.
- WCPSS Strategic Plan aligns with the work of NBPTS: “Develop career pathways that will support personnel at all levels of the organization to enhance and build the skills necessary for professional growth, leadership opportunities, or career advancement.” (WCPSS, 2015)
- WCPSS can improve teacher quality and impact student achievement by growing awareness of Board certification with beginning teachers.
- WCPSS can increase teacher retention and counter the trend of large numbers of teachers leaving the profession before their fifth year by preparing teachers to pursue Board certification.

WHAT ARE THE GOALS OF THIS PILOT?
- Build demand for Board certification through ongoing professional development and support;
- Retain beginning teachers by engaging and supporting them in the Board certification process;
- Align NBPTS with NCEES and the Effective Teaching Framework to build Board certification awareness and district NBCT capacity; and
- Develop sustainable resources and materials which can be used to replicate pilot across the country.

The National Board for Professional Teaching Standards

PROFESSIONAL TEACHING CONTINUUM

PRE-SERVICE
TEACHER

NOVICE
TEACHER

PROFESSIONAL
TEACHER

BOARD-
CERTIFIED
TEACHER

TEACHER
LEADER

SCHOOL
LEADER

NBPTS 5 Core Propositions

Teachers are committed to students and their learning.

Teachers establish a respectful environment for a diverse population of students.

Teachers know the subjects they teach and how to teach those subjects to students.

Teachers know the content they teach.

Teachers are responsible for managing and monitoring student learning.

Teachers facilitate learning for their students.

Teachers think systematically about their practice and learn from experience.

Teachers reflect on their practice.

Teachers are members of learning communities.

Teachers demonstrate leadership.

The North Carolina Teaching Standards align and complement the NBPTS 5 Core Propositions.