



District Support for National Board Certification Candidates 2019-2020

An increasing number of school districts in Washington commit resources to support teachers who undertake the rigorous process of National Board Certification.

ABERDEEN: The Aberdeen School District offers up to \$1,200 for tuition reimbursement over three years, provides district cohort support for program enrollees and allows paid release time with substitute coverage for the purpose of portfolio work, observations, assessments and final exam. In addition to collaborative support, candidates have access to quality technology such as laptops, tablets, videography equipment, photocopiers, recording and scanning devices.

ASOTIN-ANATONE: The Asotin-Anatone School District approves professional development up to five days.

AUBURN: The Auburn School District allows \$500 tuition reimbursement to be used for fees. The district also provides release time, with substitute coverage, when the candidate takes certification exam and provides a district cohort for support while enrolled in the program.

BAINBRIDGE ISLAND: The district provides an OSPI-approved cohort (at no cost to district candidates) as well as the use of district video equipment.

BATTLE GROUND: Candidates can use district \$200 classroom account funds and can access two paid professional days to work on portfolios. The district also provides access to copies, computers, and video equipment. BGS D sponsors a cohort that is open to both in- and out-of-district candidates.

BELLINGHAM: The Bellingham School District offers individual staff development funds that can be used towards National Board candidacy. The district also one release day per candidate and an in-district cohort (with \$100 of the cohort fee covered by the

district).

BELLEVUE: The Bellevue School District will provide the National Board Coordinator, \$565 toward fees for first-time candidates, and videography support. The Bellevue Schools Foundation will provide National Board facilitators (1 per 10 candidates) for all candidates (first-time, Take One, renewal and retake candidates).

BETHEL: The Bethel School District provides candidates support cohorts facilitated by district National Board Certified teachers. District filming equipment with microphones is available.

BLAINE: Three release days for portfolio work. There may be some professional development money available which is at the discretion of the building principal.

BREMERTON: The district offers paid release time (for component work and/or testing) upon approval from the principal, and use of District video equipment, computer access, copying availability, and other supplies. Building meeting space is provided for in-district cohort meetings. Free Advanced Candidate support with BSD NB facilitators to develop a plan of action for component retakes. The district financially supports facilitator training.

BRIDGEPORT: Bridgeport School District provides \$500 professional development stipends for certificated staff each semester. The stipend is delivered as a re-imbursement upon verification of enrollment in a course of study. The stipend is awarded with authorization from the Bridgeport Education Association, which approves the stipend prior to reimbursement by the district.

BURLINGTON-EDISON: The district allows use of two professional days, one additional release day, provides videotaping equipment, and \$500 upon certification. Also offer a local in-district support cohort.

CAMAS: The Camas School District provides equipment and support for video-taping needs and reimburses candidates \$500 upon successful certification.

CAPE FLATTERY: The Cape Flattery School District Offers \$1000.00 towards tuition reimbursement, 3 release days and access to district equipment.

CARBANADO: The Carbonado School District provides \$1000 to be allowed for candidate fees, books, materials, and release days. The district also allows for use of district equipment.

CASCADE: The district offers three release days over two years; access to a computer, video equipment, copy machines, fax, and phone.

CASHMERE: The district offers \$500 in fee support.

CASTLE ROCK: Castle Rock School District provides use of district facilities and equipment; tuition expenses are eligible for tuition reimbursement. After receipt of certification, an additional one-time award of \$1,250.

CENTRAL KITSAP: The Central Kitsap School District provides an interest-free loan for the application fee, free cohort facilitation for district candidates, two release days, use of building meeting space, video camera, microphone, and copying equipment.

CENTRAL VALLEY: The Central Valley School District offers teachers \$350 per year for reimbursement of supplies or tuition. Teachers may

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carry their stipend forward for an accumulation not to exceed \$1050. The district also has available to each qualified employees that applies, a grant for up to \$850.00 that can be used for tuition reimbursement and/or sub cost for release time to work on the portfolio.

CENTRALIA: The district allows teachers to use two personal leave days and two release days for National Board work.

CHENEY: The Cheney School District will provide the following support to candidates for the National Board for Professional Teaching Standards: Use of video tapes and equipment, use of copy machine and supplies, help with videotaping, two release days during the completion of the certification process, reimburse the employee \$200 annually, up to three years, for the NBPTS fee. The district also financially supports NBCTs who wish to attend the OSPI facilitator trainings.

CHEWELAH: Chewelah allows up to \$250 annually for tuition reimbursement and one release day for candidates. The district provides access to all district equipment for filming, editing and copying materials.

CLE ELUM-ROSLYN: Cle Elum-Roslyn SD provides access to copy machine, video equipment and transcription, some release time/sub time, and in-house facilitation of the cadre.

CLOVER PARK: The Clover Park School District reimburses initial candidates \$475 in initial fee support, weekly support seminars facilitated by district NBCT's, an assigned NBCT mentor, and pays fees for WEA-sponsored state-wide events (Jump Start and Home Stretch). All candidates have access to district copying equipment, meeting space, and Swivl cameras for filming. Additionally, instructional coaches provide videotaping support and portfolio feedback. Renewal candidates have access to up to three cohort meetings per year.

COLFAX: The district will provide release time and access to district equipment.

COLLEGE PLACE: College Place School District offers \$525 and supports candidates in the use of flexible release time as allowable in their contract.

COLTON: Colton School District provides classrooms for regional meetings, equipment, and resources to support the program.

COLUMBIA (STEVENS): The Columbia School District provides up to five release days and use of school facilities and equipment in support of National Board candidates.

COLVILLE: The Colville School District will support National Board candidates in the following manner: provide two days of Professional Leave during a teacher's candidacy; provide one day of Professional Leave for assessment center testing. During the renewal process the district will provide one day of Professional Leave.

CRESTON: Creston School District provides \$750 professional development funds for certificated staff each year. The Personal Professional Development Fund may be utilized by the certificated staff to pay for any aspect of professional development. Certificated staff also receive two professional development days to access training during school time. If a certificated staff is pursuing an advanced degree, National Board certification, and/or additional endorsement areas, the district will provide additional out-of-class time on a case-by-case basis. Certificated staff have full and unrestricted access to all of the computer systems, copiers, and other electronics in pursuit of professional development.

DAYTON: The Dayton School District provides a tuition reimbursement pool of \$2500.00 per year as well as allowing use of flexible time for professional development allowable in the bargaining agreement.

DEER PARK: The Deer Park School District offers up to five release days for work on the National Board Certification process. Up to two-and-a-half days are provided for retake candidates. In addition, the district provides teachers with \$300 for professional expenses, which can be used toward National Board certification costs.

DIERINGER: The Dieringer School District offers \$1000 to be used for candidate fees, materials or release days. Additionally, NBCTs receive an annual \$1000 bonus in addition to the state bonus.

EAST VALLEY (SPOKANE): The district provides 5 release days for initial candidates and 3 days for Renewal candidates upon their request. Teachers may also use \$250.00 Professional Growth monies toward Tuition Reimbursement annually. 20 hours paid for cohort hours at committee pay.

EASTMONT: The Eastmont School District pays accepted National Board Candidates \$1,000 of their available Tuition Reimbursement money to assist with costs associated with this endeavor. They need only submit their documentation of their acceptance to the program; the District then pays \$1,000.

EASTON: Easton School District provides up to \$1,500 and 3 release days for teachers who make the National Board Certification process part of their professional growth plan.

EATONVILLE: Eatonville teachers with National Board Certification earn the state set stipend of \$5,280. Teachers working on National Board Certification while teaching in Eatonville can spend their professional development stipend on expenses incurred while attempting to certification.

EDMONDS: The district allows the use of district supplies and equipment for support, and the \$50 Professional Development Reimbursement can be used towards National Board fees, Jump Start fees, or support cohort fees

ELLENSBURG: The Ellensburg School District offers fee support to candidates.

ENDICOTT: The district provides release time and access to district equipment.

ENTIAT: The Entiat School District offers in-district support for National Board candidates.

EVERGREEN (CLARK COUNTY): Evergreen Public Schools offers support for National Board Candidates through the use of the cohort model. Each cohort is led by a trained facilitator and meets 2-3 times for 3 hours. Each component is offered twice a year. The cohorts support each other in developing, editing and completing the entries. The candidates have the option of using district professional funds to finance their program.

EVERETT: Everett Public Schools provides support through communications, support to facilitators and use of facilities and equipment as necessary and

appropriate.

FEDERAL WAY: The district offers in-district cohorts led by trained facilitators who provide candidacy process support, provide feedback on entries, organize opportunities to meet with a guest National Board Certified Teachers in matching certificate areas in preparation for assessment center testing, and provide additional information between class sessions as needed. Additionally, candidates may check out video cameras and PZM (Pressure Zone Microphones) from the district's Teaching for Learning Department. An information session for interested potential FWPS NBPTS candidates is held each spring.

FERNDALE: The Ferndale School District offers three release days to work on the portfolio. Also provided is a .1 position paid out of Title IIA to provide one-to-one assistance on development and critique of portfolio entries.

FIFE: The Fife School District and the Fife Education association agree that employees who receive National Board Certification receive a one-time stipend of 10% of their base salary. NBCTs new to the district receive a one-time stipend of 5%. Fife also offers in-district support for candidates at a cost of \$50/component.

FINLEY: The Finley School District offers \$500 for the fee for each teacher pursuing National Board.

FRANKLIN PIERCE: Franklin Pierce offers a limited number of scholarships to National Board Candidates. For those accepted to receive the scholarship, the district expects participation in Jump Start and/or Home Stretch classes, offers free cohort support led by district NB facilitators, and allows release time for portfolio work. Candidates have access to videotaping equipment.

FREEMAN: The Freeman School District supports National Board candidates with release time and use of district facilities and equipment.

GOLDENDALE: The Goldendale School Districts provides \$1,000 for each teacher pursuing National Boards. We also give the \$1,000 when a teacher renews their certification. The district allows up to two days release time. Also the use of equipment and meeting space.

GRAND COULEE DAM: The Grand Coulee Dam School District provides 5 days of professional leave to work on NBC requirements. They also allow the teachers to use technology, video, copiers, etc. Teachers may also leave before the end of their duty day to attend group meetings.

GRANDVIEW: Teachers enrolled in the National Teacher Certification program shall receive \$500 tuition reimbursement.

GRANGER: supports staff in obtaining additional certification, including National Board, with up to two release days and use of district equipment and space as needed.

GRANITE FALLS: The Granite Falls School District allows the use of district equipment and meeting space.

GREEN MOUNTAIN: Green Mountain School District provides \$500 to support tuition and related costs incurred as the candidate works toward the National Board Certification.

GRIFFIN: The Griffin School District allows \$900 in tuition reimbursement to be used for National Board fees, offers two release days, and use of technology/equipment.

HIGHLAND: The Highland School District offers two release days and access to district equipment for teachers who make the National Boards Certification process part of their professional growth plan.

HIGHLINE: Highline School District provides cohort support by trained NBCT facilitators (free to HSD employees); clock hours are available; use of camera equipment; based on funding available, partial reimbursement of expenses, payable in increments upon submission of component(s); 3 days of release time per multi-year candidacy; support for advanced candidates.

HOCKINSON: The district pays for two release days to work on the portfolio. After certification, NBCTs are utilized for mentoring and curriculum work.

HOOD CANAL: Hood Canal School District provides reimbursement for professional development up to \$500 per year, per teacher as per the collective bargaining agreement between the district and the education association. National board

certification coursework is an acceptable use of these funds.

HOQUIAM: Hoquiam School District offers access to release time through a pool of funds; access to necessary equipment; 25 hours of pay for professional development; and \$500 expense funds.

INCHELIUM: The Inchelium School District supports National Board candidates with release time and use of district facilities and equipment.

ISSAQUAH: The Issaquah School District offers grants to interested teachers and provides in-district support to candidates. Issaquah SD provides candidates with one release day for the Component 1 assessment.

KELSO: The Kelso School District will grant to all certificated staff that have been accepted into the National Board Certification Program two (2) profession leave days in addition to using their Personal/Professional Leave day while working on this program. The District has also set aside a finite set of resources in the total amount of \$3000 each year to pay substitute costs for teachers who qualify for this support. (Note that this is \$3000 total per year, not \$3,000 per teacher). The district will also set up a special account to pay for 1000 copies per year per person (black & white only – no color copies or specialty paper).

KENNEWICK: The Kennewick School District will give one day of leave with a paid substitute to employees on the day they take the test for National Board Certification.

KENT Per WA State legislation and in recognition of National Board Certification, an annual stipend will be paid as a lump sum per WAC 392.140.973. KSD will repay candidates for their application and registration fees upon successful National Board certification. KSD will provide use of facilities and equipment as necessary and appropriate.

KETTLE FALLS: The Kettle Falls School District provides \$1,000 to help cover tuition. The district also provides release time, with substitute coverage, when the candidate takes certification exam. In addition, the district provides access to all district equipment for filming, editing, and copying materials.

KIONA-BENTON CITY: The Kiona-Benton City School district offers \$500 reimbursement toward the full-candidacy program per year. In addition, the

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district provides access to all district equipment for filming, editing and copying materials.

LA CENTER: La Center School District allows release time and up to two (2) days of release time that can be used to work on National Board components. The district also provides a free in district support cohort for all components. Free clock hours are available along with supplies such as cameras for video components with external microphones and photocopiers. Teachers may use their \$500 tuition reimbursement yearly and can apply to the tuition reimbursement pool twice each year for additional expenses. For those not receiving the State conditional loan, La Center provides an in district conditional loan

LACROSSE: Teachers working toward national board certification are provided \$1,000 support for tuition, release days for completing the portfolio and additionally district facilities, equipment and supplies to support mentor meetings and the work necessary to successfully complete the program.

LAKE CHELAN: District will support each candidate by reimbursing up to \$1250 of the \$2500 application fee, payable upon verified completion of candidacy (submission of portfolio and completion of assessment center exercises). Any candidate receiving the \$2000 conditional loan from OSPI will still be eligible to be reimbursed for the \$500 initial deposit upon verified completion of candidacy; Providing a support program to be run by a paid, trained facilitator. This support program will be made available at no cost to all LCSD candidates, and will also be available to candidates from outside the district for a fee, depending on availability; Providing up to, but not exceeding, \$250 of additional support per candidate, to be used at the candidate's discretion. Possible uses of this fee include: up to 2 ½ release days to work on candidate's portfolio, any extra supplies necessary for candidacy, registration and travel expenses to outside workshops or training sessions related to National Board candidacy (e.g. Jump Start, Home Stretch). Any expenses incurred above and beyond the \$250 allocated per candidate will be the responsibility of the candidate; Access to a video camera suitable for recording and producing

DVDs for submission with candidate's portfolio.

LAKE WASHINGTON: LWSD candidates seeking National Board certification are provided free in-district support through the LWSD NB cohort support class provided by LWSD National Board certified teachers who have completed OSPI NB facilitator training. The NB cohort support class meets monthly on Saturdays, in addition to the 3 contracted release days for each candidate per year. The candidates receive credit and/or clock hours through SPU for attending and completing the NB Components. The district offers a no-interest loan up to \$1900.00 to cover the expenses for candidates. The teachers who sign up for the no-interest loan agree to reimburse the district with their first NB stipend. Teachers who receive the no-interest loan agree to serve as informal support for teachers going through National Board certification. The district offers the use of technology support having available to check out digital cameras with directional microphones. LWSD offers free in-district support for Renewal and Advanced candidates, with monthly meetings and 3 contracted release days.

LAKEWOOD (Snohomish County): The district acts as a fiscal agent for a facilitator to support local candidates and provides candidates with free clock hours for completion of the local cohort. Candidates also have access to building resources for work on entries and meet as a cohort. Candidates may apply for professional development funds within their buildings. (Note: candidates are encouraged to apply for a substitute for the school day used taking component 1 assessment or for days missed to attend WEA's Jump Start. Candidates are discouraged from applying for assistance with fees payable to NBPTS, WEA, or for facilitation/cohort fees.) District support is subject to the collective bargaining agreement.

LIBERTY: The Liberty School District provides candidates up to three release days and use of buildings and equipment.

LOPEZ ISLAND: Lopez Island School District offers its teachers use of district equipment and facilities and National Board candidates may also be reimbursed \$250 per school year for tuition expenses related to their certification.

LYNDEN: The District provides \$1,150 to each teacher working on the program and will provide three (3) days of release time or the teacher may be reimbursed at the sub rate of pay for up to three (3) days for time spent outside the school day. Upon attainment of National Board Certification, the teacher will receive an annual stipend of \$1000.

MABTON: Candidates receive a stipend for completion and submission for National Board application materials. There is release time for observations, peer collaboration. Candidates may use district equipment: video, camera, computer and printer etc.

MANSON: Manson School District provides release time for teachers working on their national board certification. Teachers may also apply for additional financial support from an established professional development fund.

MARYSVILLE: The district provides five release days for National Board work. Marysville also provides National Board candidates access to Tuition Reimbursement funds of \$500 for 0-5 yrs experience and \$200 for over 5 yrs experience. In addition, any unused dollars in the pool can be accessed the following year through a pooling process outlined in the Collective Bargaining Agreement. Marysville also offers an in-district support group and offers candidates unlimited copying of materials.

MEAD: The district allows teachers to use their \$500 professional fund toward National Board fees.

MERCER ISLAND: The district pays \$950 dollars toward National Boards, with participation in a cohort and upon a passing score for two components. The district also supports National Board renewals by paying for the full \$1250, upon passing. Additionally, the district provides access to technology, as needed.

MERIDIAN: The Meridian School District pays an additional \$500 to all NBCTs each June. Teachers can apply for up to \$2000 for district support paying National Board costs.

MONROE: Monroe Public Schools provides each teacher with \$551 for tuition or supplies. Teachers could use these dollars to support their National Board process.

MOSES LAKE: Moses Lake offers 3 opportunities a

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year for candidates to participate in a professional development lottery, as well as participation in a percentage of National Board funding provided by the district. Over the 3-year National Board component cycle, teachers may apply yearly for these funds. In addition, Moses Lake provides assessment preparation, use of district equipment, and 2 release days per year in the candidate's National Board cycle.

MOSSYROCK: Mossyrock School District allows access to district technology and other resources.

Mossyrock also has a formal cohort established to provide on-going support.

MOUNT ADAMS: Mount Adams School District offers cohort facilitated support for at least 12 2-hr sessions of section work and reimbursement of two sections plus Jump Start registration with a 2-year commitment to remain in the district after receiving National Board Certification.

MOUNT BAKER: The Mount Baker School District provides paid release time plus two days of substitute time for first-time applicants and for renewal. The District also provides funds for Professional Development activities toward National Board Certification renewal and allows for use of District equipment.

MOUNT PLEASANT: District allows use of building facilities, equipment, and supplies.

MOUNT VERNON: 1.5 days of substitute time for candidates to work on their applications or to complete work necessary for their certification. District provides materials, technology, unlimited copying/printing, and equipment; Teachers can access their annual personal Professional Development allotment towards tuition; District offers a local in-district support cohort.

MUKILTEO: The districts provides multiple leave options for those pursuing their National Boards. These include personal leave, professional development leave, and year-long sabbaticals. In addition, the district provides networking opportunities with other NBC district staff, the use of equipment, supplies and technologies, and other building-based supports.

NACHES VALLEY: The Naches Valley School District allows up professional day release time for

required meetings and classes, personal leave days for portfolio preparation and use of district equipment and meeting space.

NASELE-GRAYS RIVER VALLEY SCHOOL DISTRICT: The district allows \$1000 per teacher to be used for individual staff development funds, along with district and building staff development, which are pooled at the end of the year. The district also offers substantial support to staff willing to pursue excellence in their field. Most teachers have all their tuition paid in full.

NEWPORT: The district provides a \$500 stipend when a teacher registers for National Board process as well as release time when taking assessments and collaborating with other teachers in the program.

NINE MILE FALLS: The Nine Mile Falls School District allows four (4) days release time to pursue the National Board Certification. Candidates will receive one (1) additional day per entry for retakes up to two in year two and one in year three. Candidates applying for recertification will be allowed two days release time. Employees successfully completing initial certification will be granted \$1,000.00 for reimbursement of fees, while employees successfully completing re-certification will be granted \$500.00 for reimbursement of fees.

NOOKSACK VALLEY: Offers \$500 in fee support for each teacher pursuing National Board.

NORTHPORT: The Northport School District supports National Board Certification by paying for substitutes, travel, and release time as requested by the teacher.

NORTHSHORE: The Northshore School District continues to support Nation Board Candidates by offering interest free loans for the National Board Certification fee. In addition, financial supports are provided for National Board Candidates through the Northshore Schools Foundation.

NORTH MASON: The district offers a \$500 stipend per candidate, two days paid release time upon approval from the principal and use of video equipment and other supplies.

NORTH THURSTON: The district provides one release day, provides an in-district support group (facilitator fee of \$600), and allows use of district

equipment.

OAK HARBOR: Oak Harbor School District offers up to two days of release time, contingent upon funding, to National Board candidates. The use of district equipment and meeting space is also available.

OCOSTA: The Ocosta School District provides three release days, use of district equipment and technology, use of district transportation.

ODESSA: The district provides use of district equipment and meeting space, supplies and materials. Optional per diem days may be used for NBCT activities.

OKANOGAN: The Okanogan School District allows up to three professional days to work on portfolio preparation. In addition, they allow in-district candidates free use of copy machine. Facilities for candidate support groups are also gratis. Okanogan School District is an OSPI support provider for facilitated candidate groups that are available to teachers throughout Okanogan County.

OLYMPIA: The Olympia School District allows access to video cameras and omni-directional microphones and free copying of videos and portfolio entries. OSD also has a formal cohort established to provide on-going support and advice to candidates.

OMAK: The Omak School District allows use of two personal leave days for National Board work.

ORCAS ISLAND: The Orcas Island School District provides the following to their NBCT candidates...one release day for each component, use of district facilities, copy machines, video equipment and technology support personnel. The district is also committed to maintaining a cohort facilitator that is up to date with all trainings to support staff on Orcas Island as they go through the process.

ORONDO: The Orondo School District provides access to apply for pooled professional development funds to partially offset training costs for National Board Certification.

ORTING: The district will allocate \$5,000 annually to encourage employee participation. The \$5,000 will be distributed on a first come first served basis as follows: *The district will reimburse up to \$1000 for expenses related to participating in the program. Employees will provider verification to the district that the*

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employee took the test. The employee will return the reimbursement to the district if the test is not taken. Any funds not utilized from the \$5,000 will be added to the staff development funds (Article III P) for the following year. As an alternative to reimbursement of fees, the district may arrange to pay fees directly to an institution on behalf of the employee. Teachers may apply for this incentive one time only.

OTHELLO: The Othello School District provides the following to those teachers participating in a National Board Program: In-District Facilitator who supervises the program; Release time for Board Examinations; Video Taping Support Services.

PASCO: The Pasco School District offers \$100 in financial assistance and use of an HD camcorder, if needed.

PATEROS Pateros offers \$500 towards tuition and financial support on the cost of the National Board's coach. They offer two release days and support on the videotaping along with support for the costs of Jump Start.

PATERSON: Paterson School District offers up to \$600 per year for reimbursement of NBC related educational expenses to be paid during the three-year National Board Component cycle. The district also allows paid release time (generally three days) with substitute coverage for the purposes of portfolio work, observations, assessments, and final examination. Candidates also have access to quality technology, videography equipment, photocopiers, recording and scanning devices. Furthermore, Paterson's Option Two school year calendar waiver from the State Board of Education provides significant time for candidates to work on NBC components. There is a \$1000/year stipend beginning the year after a teacher becomes National Board Certified, in addition to the award offered by the state.

PENINSULA: First time candidates, re-take candidate, and renewal candidates will receive group support by in-district National Board Certified teachers/facilitators. First time candidates will receive a release day, and all candidates will be provided access to videotaping equipment.

POMEROY: Pomeroy School District #110 offers

candidates 5 days of substitute time, through Title II funds.

PORT ANGELES: Port Angeles Education Association has bargained release days for the Assessment Center exercises and for portfolio preparation. Staff development funds can be applied to NBPTS.

PORT TOWNSEND: Port Townsend SD provides support for half of the National Board fee to teachers including the cost of registration for Components 1-4, JumpStart, Homestretch, and Foundations training. Teachers are also provided three release days with substitutes in order to complete the required candidacy work. Uses of district resources are available for staff to use as they complete requirements of the portfolio. Tuition for one cohort class is also paid by the district in part of the teacher's plan of professional development. Currently the cohort class tuition is billed in four parts, one for each component. Each teacher may also use their own Professional Growth funds toward National Board costs.

PULLMAN: The Pullman School District provides substitutes teachers for candidates to be released for box packing.

PUYALLUP: The Puyallup School District provides \$765 towards certification fees and two release days to work on National Board portfolios and/or exams for the candidate. In-district cohort facilitation is provided at no cost to the candidate. Cohorts meet once a month. Candidates have access to district copiers and videotaping equipment is provided for each candidate's use.

QUILCENE: To support those who are going through this process, the district will reimburse National Board certification, recertification, and cohort class fees for staff that submit a completed portfolio. The maximum amount the district will reimburse will be \$5000 each school year. This sum will be divided equally between all staff that submit a completed portfolio during the school year. The district will also provide up to three release days with substitutes in order to complete the required candidacy work. Teachers may also use district technology resources to complete the requirements of the portfolio.

QUINCY: Quincy School District gives NBCT candidates three release days to work on requirements for certification. Additionally, the district pays the \$125.00 facilitation fee per component for the 1st 12 candidates and offers free clock hours for attendance at in-district facilitation cohort meetings. The district pays an in-district facilitator the \$500.00 per candidate facilitation fee for up to 10 candidates currently, as specified in our contract.

RAINIER: Rainier School District supports candidates with a release day, access to additional resources as needed, access to an unpaid mentor if needed.

REARDON-EDWALL: The district allows use of district equipment including copy machines, cameras, etc. In addition, they provide release time for final preparation and packing of the files.

RENTON: The district provides a district facilitator and assistance with videotaping.

REPUBLIC: Provides a onetime reimbursement to candidates up to \$600 towards signing up for the National Board program.

RICHLAND: The Richland School District offers a RSD sponsored cohort, facilitated by NBOTS certified teachers, \$500 reimbursable of the \$2,125 cost, one professional growth release day for certification process annually (including sub costs) – up to three days total, one day release for teachers who are on the advanced candidacy phase of the program, district personnel available to film candidates, and up to \$250 for travel, training, and materials (reimbursed through the T&L department).

RIDGEFIELD: The Ridgefield School District offers available professional development funds in fee support to candidates. In addition to the CBA provided professional development funds, the district has created a loan process that allows all RSD candidates to complete the program with no out of pocket expenses. Funds are paid back after successfully completing the program through NBCT enhancement payments. We also allow staff to use district equipment (copy machines, computers, etc.) Additionally, RSD has purchased video cameras, tripods, and microphones to assist staff in completing

their required videos. Finally, we host our own district cohort. This annual cohort is led by our TOSA's.

RIVERSIDE: The Riverside School District supports National Board candidates with release days and time, as well as the use of district facilities and equipment.

RIVERVIEW: The Riverview School District #407 in Carnation/Duvall and surrounding areas provide up to three (3) days of release time with pay for duties and requirements for National Board Certification. In addition, each candidate will be reimbursed up to \$800 for certification fees. Additional money is provided from the building or district level depending on need and funding availability. Technical assistance is also available to assist with video recording.

ROCHESTER: The Rochester School District offers four (4) release days and access to professional development funds.

ROYAL: The district offers each teacher \$500 PD stipend which can be used toward NB Certification Process. Royal also offers 1 day with sub-release for work toward NB Certification; writing or Assessment Center.

SAINT JOHN: The district provides release time and access to district equipment.

SAN JUAN ISLAND: San Juan Island School District provides access to district equipment for filming, editing and copying materials. Free district cohort facilitation is provided by a National Board Certified teacher who has completed the OSPI facilitator training.

SEATTLE: The district funds one part-time district coordinator, the use of meeting space and access to video equipment.

SELAH: The Selah School District offers three days of releases time and access to district technology.

SEDRO-WOOLLEY: The Sedro-Woolley School District offers \$2000 for National Board candidates (\$1000 a year for two years). It can be used for release time, fees, materials, etc... The district also allows access to copy machines, printers, and building use as well as an in-district support cohort.

SEQUIM: 2 days release time to be used at

candidate's discretion. There is also access to the Professional Growth fund along with access to district video equipment and copiers. District facilitation group.

SHELTON: Shelton School District provides up to two release days for eight people per year to work on portfolios.

SHORELINE: The Shoreline Education Association has bargained payment of half of the fee for National Board Certification candidates. Shoreline School District also sponsors an in-district support group for its candidates. Candidates are now provided one release day to work on their program.

SKAMANIA: Skamania SD provides release time and access to district equipment.

SNOHOMISH: Employees who are candidates for initial National Board Certification will be eligible for either of the following benefits: Reimbursement of \$1000 upon submission of evidence of candidacy for National Board Certification, or Five (5) days of release time for required duties for National Board Certification.

SNOQUALMIE VALLEY: The district allows reimburses up to \$1000 for the National Board fee.

SOUTHSIDE: Southside School District offers staff two (2) personal days and up to \$500 in professional development which can be applied toward their National Board efforts.

SOUTH KITSAP: South Kitsap School District provides video cameras, PZM mics, a tripod and a DVD burner for each school for the use of 1) National Board candidates, 2) Pro Cert candidates, 3) mentors, 4) instructional specialists.

SOUTH WHIDBEY: The district has agreed that \$815.00 will be reimbursed for all SWEA staff who incurs expenses associated with the National Board certification process.

SPOKANE: Spokane Public Schools allows candidates to use school equipment (video, scanning/copying) for the National Board process. Some building principals also support candidates with professional development dollars or release days, but the release days are not district wide as they are no longer part of the collective bargaining agreement. The Spokane Education Association offers

an in district cohort keeping meetings local and at school sites and also offers to pay half if Jump Start fees to SEA members.

SULTAN: Employees shall receive a reimbursement of up to \$270 each year for obtaining National Board certification.

STANWOOD-CAMANO: Candidates are eligible for tuition reimbursement per the collective bargaining agreement. They may receive up to full reimbursement depending on the year. The district also provides an in-district cohort.

STEILACOOM: Monthly, 3 hr. support group sessions, hosted by district Instructional Coach and NBCT Ambassador. Strategies for organization of the process, planning and managing the work load, how to interpret and approach prompts. Guidance around sharing and giving feedback to fellow candidates. Candidates have full access to all district resources; copiers, scanners, technical equipment for video recording. Upon successful certification Steilacoom School District reimburses new NBCT all of their registration and submission fees.

STEVENSON-CARSON: Staff working towards National Board or ProTeach Certification, or any other state-mandated certification requirements, may use district resources, such as copiers and video cameras, and may apply for tuition reimbursement under Section 4.6 of the CBA.

SUMNER: The Sumner School District provides \$475 for the first Component fee, reimburses the candidate for WEA's Jump Start and Home Stretch program registrations and provides a sub for Component 1 Assessment testing. The district also supports first time candidates with in-district cohort groups.

SUNNYSIDE: The Sunnyside School District gives \$750 in tuition reimbursement to be used for National Board fees.

TACOMA: Tacoma Education Association and Tacoma Public Schools in partnership support Tacoma teachers and counselors who seek National Board Certification by providing a free monthly support workshop facilitated by district trained NBCTs.

TAHOMA: Tahoma School District provides an NBCT-facilitated support program, printing and

copying resources, WEA Jump Start registration, and up to \$300 in video preparation support, release time, and/or entry feedback from paid NBCTs.

TENINO: The Tenino School District provides two release days for National Board work.

THORP: The Thorp School District offers its teachers use of copy machines, video equipment, and meeting space. National Board candidates may also be eligible for up to \$250 per semester for tuition expenses related to their certification.

TOLEDO: The Toledo School District supports National Board candidates with release time and use of district facilities and equipment.

TONASKET: The Tonasket School District provides \$1,000 in fee support for candidates working on their National Board certification.

TOPPENISH: The Toppenish School District provides \$500 after completion of the portfolio.

TOUCHET: The Touchet School District offers paid release time upon principal approval and provides access to district equipment and other supplies as needed.

TOUTLE LAKE: Toutle Lake SD will support National Board candidates with release time and use of district facilities and equipment.

TUKWILA: The Tukwila School District provides an in-district facilitator and space for cadre meetings. A professional development fund is available for support of candidate fees up to \$500 per quarter, until the fund is fully expended. Candidates have access to district copiers and videotaping equipment. District NBCT's also receive a \$1,000 stipend per FTE which is in addition to the state stipend. In addition, candidates can apply for professional development funds to help with National Board renewal fees. Professional development funds are awarded on a case by case basis and must be approved by a committee.

TUMWATER: District offers fee reimbursement through the credit reimbursement pool, provides access to district video equipment and copiers.

UNION GAP: The Union Gap School District allows candidates to use scheduled professional development time for National Board work. Candidates can apply for financial assistance through

the Union Gap Education Association.

UNIVERSITY PLACE: The district's plan of support is to fund fees and provide substitute coverage for candidates, so that they can attend National Board workshops through local ESDs and WEA (Jump Start).

VANCOUVER: Vancouver Public Schools currently provides \$900 guaranteed individual professional development funds, residual funds up to \$1600 for 1.0 FTE educators, and, as funding allows, two release days for portfolio work or to attend an assessment center. Educators may also elect to use available personal leave days to support efforts.

VASHON: Vashon Island School District pays half of the fee of an in-district facilitator and provides space for cadre meetings. Candidates have access to district copiers and videotaping equipment.

WALLA WALLA: The district offers two release days and \$500 toward a University candidate support program. In addition, employees may access their professional fund allocation to support their efforts at national board certification. The district offers an in-district cohort with support from two trained facilitators.

WAPATO: Wapato School District offer support in the form of tuition or test reimbursements for up to \$1000 to teachers that are studying for their National Board Certification. Teachers also have access to district equipment and other supplies.

WARDEN: Warden provides teachers with \$1500 towards their certification costs within district candidate support. They also have 3 release days for prep and testing.

WASHOUGAL: The District will provide two (2) hours of video support. Employees will also be granted up to three (3) release days to complete projects and requirements. Employees may access their professional development allocation to support their efforts at national board certification.

WENATCHEE: Wenatchee School District provides 2 release days for National Board preparation, video equipment, and up to two hours of paid videotaping support. During candidacy year, candidates can use up to \$1000 (one-time) for National Board expenses. Tuition reimbursement of \$450 - \$900 can be used

before and after the candidacy year. An additional 2 days of release provided if classroom lessons need to be transcribed from Spanish to English. We have a support group facilitated by NBCT who have been trained by OSPI. Our facilitator is paid for the group work by the members in the cohort. The fee paid to participate in the co-hort is reimbursable through district tuition reimbursement.

WEST VALLEY-YAKIMA: West Valley will pay the NBCT facilitator for time outside of the contracted day. Candidates will receive 1 day sub release time for assessment center. Candidates will receive 15 hours at curriculum rate of pay for candidates to work on their portfolio.

WHITE RIVER: White River offers trained facilitated National Board cohort support free to WRSD Employees. Cohort groups are offered starting in September and vary in length and frequency depending on component. Candidates are provided with a maximum of 1:10 facilitator to candidate ratio per component. Trained facilitators provide feedback on writing, overall process support, assessment center guidance, and email contact between meetings. Clock hours and credits are available. WRSD provides funds for the reimbursement of fees upon successful National Board certification.

WHITE SALMON: White Salmon School District provides cohort support through a mentor for teachers working on their National Board. The district also provides sub release time.

WILBUR: The district allows use of \$400 professional funds for fee support, six release days to work on the portfolio, use of building meeting space and video and copying equipment.

WILLAPA VALLEY: Willapa Valley School District offers \$350 toward support and two professional development days.

WINLOCK: Winlock SD supports and encourages National Board Certification with release time, reimbursement for costs incurred for assessments, and use of facilities and materials.

WOODLAND: The district will reimburse candidates for National Board application, component, and retake fees up to \$2,500 per calendar year. The district offers an in-district cohort with support from two

trained facilitators, with separate cohorts for each component. Candidates will receive two sub days, facilitator review and feedback, and additional support for advanced candidates.

YAKIMA: The Yakima School District provides: A district NB cohort with YSD NB facilitators; free facilitation for YSD candidates; use of classrooms for meetings, copiers, and use of available technology; The Yakima Education Association bargained an annual \$1000 salary bonus for NBCTs for the life of the certificate.

Free Advanced Candidate support with a YSD NB facilitator to develop a plan of action for either portfolio retakes or assessment center retakes.

ZILLAH: Zillah School District offers 3 release days per year, access to a computer, video equipment, copy

machines, fax, and phone. Also provide mentoring services from previously NBC teachers in the district and \$350 reimbursement upon certification. NBC teachers will receive per diem when organizing, planning, and/or instructing Professional Development opportunities for ZSD staff.

PRIVATE SCHOOLS AND OTHER EDUCATION ENTITIES

WASHINGTON SCHOOL FOR THE BLIND: The Washington School for the Blind offers financial support for NBCT facilitator training according to OSPI guidelines; 2 paid release days for NBCT portfolio work and/or testing upon supervisor approval with substitute coverage; exchange time leave for NBCT portfolio work upon supervisor approval; and access and use of copies, meeting space, media/video equipment, and other resources.



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