



West Virginia Department of Education

National Board Certification



National Board Certification (NBC) is the gold-standard credential for educators in the United States. Much like other professions, NBC symbolizes accomplished practice beyond licensure. The rigorous process—which can take three years to complete—includes four components: content knowledge; differentiation in instruction; teaching practice and learning environment; and effective/reflective practice. The WVDE provides a yearlong cycle of support for teachers interested in pursuing certification.

WVDE Sponsored Support:

- » Awareness & Support professional learning sessions
- » Statewide cohort or mentor support – Fall & Spring in the first year
- » Non-degree graduate credit at a low cost
- » Maintenance of Certification professional learning session

Financial Incentives:

- » Reimbursement of all component and registration fees for initial certification
- » Reimbursement of up to \$600 for extra expenses for initial certification
- » Reimbursement of Maintenance of Certification fees
- » Annual stipend of \$3,500 for the length of your certificate
- » Additional county sponsored stipend when applicable

For further information, please contact Dr. Bridget Phillips at bridget.phillips@k12.wv.us or visit the WVDE Educator Development & Support Services website at:

<https://wvde.us/educator-development-and-support/professional-learning>





Fee Support: West Virginia will reimburse first-time candidates half of the application fees upon payment to the National Board for Professional Teaching Standards (NBPTS) and the remainder of the application fees upon completion and submission of components. Teachers that achieve certification can also apply for an additional \$600 for extra expenses.

Stipends: West Virginia provides an annual state salary bonus of \$3,500 for classroom teachers who hold a valid certificate from the NBPTS and are employed in a West Virginia public school, and an additional \$2,000 for teachers in high-needs schools.

The additional \$2,000 stipend for teaching in a high-needs school:

- » National Board Certified Teachers (NBCTs) must hold an active certification from NBPTS.
- » NBCTs must complete the WVDE Mentor Training.
- » NBCTs must serve in the capacity of a mentor to support other teachers in the school.
- » The designation of high-needs is determined by the WVDE Finance Office and include schools that are persistently low performing. A list is provided to each county.

Many county school districts provide additional support and/or salary supplements.

Candidate Support: The West Virginia Department of Education provides teachers with a yearlong cycle of support at no cost to candidates beginning with in-person professional learning for teachers to become familiar with the NBPTS process, standards, and expectations of the program. Continued support will be provided throughout the first year in the form of county cohorts or one-to-one mentoring from an active NBCT. Graduate credit for participation in the support cohorts or mentor support is optional for a nominal fee. All teachers must attend the in-person professional learning to be eligible for support.