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NBPTS Certification: Teacher Motivation, Benefits, and Burdens

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Title: NBPTS Certification: Teacher Motivation, Benefits, and Burdens

Presentation Time: Friday, November 20, 2015: 12:30 PM-1:00 PM

Location: Broadway Ballroom K (Omni Nashville)

National Board for Professional Teaching Certification: Motivation, Benefits, and Burdens

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Me & My Work

- **BS in Elementary Education, MS Educational Administration, MA Mathematics Education, EdD Curriculum & Instruction**
- **10 years of middle school math teaching experience**
- **2 years of college level, pre-service teacher preparation teaching**
- **Nationally Board Certified in 2010**

- **12 participants**
 - **9 achieved certification, 3 did not**
 - **Wide range of grade levels & subject areas**
- **Qualitative study**
 - **Initial individual interviews**
 - **Final culminating focus group interview**

NBPTS: Motivation

Participants were individually interviewed initially and a list of motivators was generated. Then those were ranked by all participants in the culminating focus group using the following scale:

- 0 – I was not motivated by this reason.
- 1 – Not one of my main reasons, but it was secondarily important.
- 2 – Definitely one of the reasons I went through the NB process.
- 3 – Possibly the main reason I went through the NB process.

NBPTS Motivating Factor	Average Score
professional challenge	2.4
monetary incentives/stronger credentials	2.3
professional/leadership opportunities down the road	2.1
recognition/accreditation	1.9
students	1.8
professionalization of the teaching profession	1.6
rejuvenation for teaching	1.4
personalization of the professional development	1.4
desire for quality feedback	0.8
lack of other professional development in the field	0.5

NBPTS: Benefits

Participants were individually interviewed initially and a list of benefits was generated. Then those were ranked by all participants in the culminating focus group using the following scale:

- 0 – This is not a benefit of the NBPTS process.
- 1 – This is a slightly important benefit of the NBPTS process.
- 2 – This is a major benefit of the NBPTS process.
- 3 – This is possibly the greatest benefit of the NBPTS process.

NBPTS Benefit	Average Score
more aware of teaching/more reflective	2.4
learned more about students, their families, the community	2.0
personal sense of accomplishment, confidence	2.0
leadership opportunities	1.9
district stipend/moving up on the pay scale	1.9
recognition/prestige/affirmation	1.9
professionalism/people take you more seriously	1.9
certification perks (easy renewal, longer term, transferability)	1.8
master teacher perception/valued opinions	1.6
a resume builder	1.6
job security/positive district evaluations	1.1
college credit hours	0.3

NBPTS: Burdens

Participants were individually interviewed initially and a list of burdens was generated. Then those were ranked by all participants in the culminating focus group using the following scale:

- 0 – This is not a burden of the NBPTS process.
- 1 – This is a slight burden of the NBPTS process.
- 2 – This is a major burden of the NBPTS process.
- 3 – This is possibly the greatest burden of the NBPTS process.

NBPTS Burden	Average Score
time requirements	2.3
nebulous process/lack of direction	1.6
the suffering of others (family, students, friends)	1.5
the NB process consumes you/lose sight of other things	1.3
lack of support (colleagues, administration, family)	1.2
money	1.1
decreased attention on planning/teaching/students	1.1
other sacrifices due to the NB process	1.0
physical effects (loss of sleep, illness, stress)	1.0
cutting back on other professional and personal commitments	1.0
lack of state money as an incentive	0.8
risk of putting yourself out there	0.6
opportunity cost (meaning the loss of potential gain from doing something other than NBPTS)	0.5
negative/jealous colleagues	0.5
sense of “now what” when the NB process is over	0.4
travel expenses	0.1

Implementations

- Insider perspective to process
- Potential candidates get more than requirements
- PD providers (maximize benefits, minimize burdens)

Questions/Comments

I would love to answer any questions you have, discuss any of your thoughts, or go more in depth on any part of my research!

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