

Arkansas Department of Education
Rules Governing Eligibility and Financial Incentives
For National Board For Professional Teaching Standards Candidacy and Certification
And Financial Incentives For Certified Speech-Language Pathologists
Revised October 2009

1.00 Regulatory Authority

- 1.01 These rules shall be known as the Department of Education (the Department) Rules Governing the National Board for Professional Teaching Standards Program (NBPTS Program) and for Certified Speech-Language Pathologists.
- 1.02 These rules are enacted under the State Board of Education's (State Board) authority pursuant to Ark. Code Ann. §§6-11-105, 6-17-412, ~~and and~~ 6-17-413, ~~and~~ Act 1449 of 2009 and Act 609 of 2009.

2.00 Purpose

- 2.01 The purposes of these rules are two-fold:

~~2.01.1 The purposes of these rules are to~~ To improve student learning by strengthening teaching and to encourage teachers to participate in and complete NBPTS certification by authorizing the Department to pay full tuition and incentive bonuses to participants and by establishing eligibility requirements, ~~2.02 The purposes of these rules are to~~ outline the establishment of a support program for NBPTS, and ~~2.03 The purposes of these rules are to~~ establish the mechanism for the selection of teacher participants, as determined by the amount of funding available for the program.

2.01.2 To ensure the availability and retention of certified speech-language pathologists by providing additional compensation for speech-language pathologists holding a National Certificate of Clinical Competence in Speech Language Pathology from the American Speech-Language-Hearing Association.

3.00 Definitions

For the purposes of these rules, the following terms shall mean:

- 3.01 "Completion of the certification process" will be defined as officially being recognized as a National Board Certified Teacher (NBCT) by the NBPTS.
- 3.02 "National Board for Professional Teaching Standards" will be defined as an independent board which reliably identifies and certifies teachers who meet advanced standards and certifications by effectively enhancing student learning and demonstrating the high level of knowledge and skills, dispositions, and commitments reflected in the following five core propositions:

- 3.02.1 Teachers are committed to students and their learning.
- 3.02.2 Teachers know the subjects they teach and how to teach those subjects to students.
- 3.02.3 Teachers are responsible for managing and monitoring student learning.
- 3.02.4 Teachers think systematically about their practice and learn from experience.
- 3.02.5 Teachers are members of learning communities.
- 3.03 “A support program for candidates” is a comprehensive process of technical and financial assistance provided to program applicants to ensure successful program completion, as Ark. Code Ann. §6-17-413 allows.
- 3.04 “The NBPTS Advisory Committee“ (the Committee) is a ten (10) member team of three (3) National Board Certified Teachers, three (3) National Board facilitators, and four (4) educational administration or business representatives, to include one Department staff member, which will advise the Department on policy issues, assist in the support system, and select candidates based on relevant criteria when all candidates cannot be funded; such criteria to be established by the Committee in accordance with law and with final review and approval by the State Board.
- 3.05 “Classroom teacher” means a teacher who is required to hold a standard teaching license from the Department and who is engaged directly in instruction with students in a classroom setting for more than seventy percent (70%) of the individual’s contracted time, with that 70% allowed to include:
 - 3.05.1 regularly scheduled instructional preparation time during the regular school day;
 - 3.05.2 a maximum of one period per day service as an instructional department chair;
 - 3.05.3 service as a master teacher in a charter school;
 - 3.05.4 service as a mentor to a novice teacher;
 - 3.05.5 employment by an educational service cooperative when the teacher provides direct student services for a collaborative of school districts in public school buildings and other instructional settings throughout the cooperative area; and
 - 3.05.6 instructional positions such as library/media specialist, school guidance counselor, literacy specialist, math specialist or others for whom NBPTS certificates specifically exist.
- 3.06 “Classroom setting” for purposes of candidacy means full-time assignment to a

- setting in a specific Arkansas public school building or buildings in which a teacher works directly with a student or students and for purposes of a starting or a yearly bonus means full-time assignment to a setting in a school building(s) or other instructional settings cited in §3.05.05 where an NBCT is directly involved in the instructional process by teaching children, by facilitating the instructional process through work with building teachers in classrooms, or by serving in the role of building administrator, assistant building administrator, district curriculum administrator, or program administrator.
- 3.07 “Higher education eligibility” refers to teachers who have worked a minimum of three (3) years with National Board certification as a classroom teacher, building-level principal, building-level assistant principal, district curriculum administrator, or program administrator in an Arkansas public school district before full time employment as a teacher in an accredited teacher preparation program at a state-sponsored institution of higher education.
- ~~3.07~~ 3.08 “Starting bonus” means a one-time bonus given during the school year in which an individual first obtains National Board certification. The amount is ~~\$3,000 in 2003-2004, \$4,000 in 2004-2005, and \$5,000 thereafter.~~ This provision shall apply only to the extent that necessary funds are appropriated to the Department.
- ~~3.08~~ 3.09 “Yearly bonus” means a bonus that a NBCT receives in each of years two (2) through ten (10) of the 10-year life of the certificate. The amount is ~~\$3,000 in 2003-2004, \$4,000 in 2004-2005, and \$5,000 thereafter.~~ This provision shall apply only to the extent that necessary funds are appropriated to the Department.
- ~~3.09~~ 3.10 “~~Two (2)~~ Three (3) continuous years” means a the ~~two~~ three-year period following certification that includes the year of certification and the two years immediately following certification.
- ~~3.10~~ 3.11 “Three (3) years of teaching in the Arkansas public school system”, as required for state support of candidacy, shall be credited beginning no earlier than the year in which the initial license to teach in an Arkansas public school is issued.
- 3.12 “Certified speech- language pathologist” means a speech-language pathologist who:
- 3.12.1 Has a master’s degree, which includes medical-based training;
 - 3.12.2 Has completed a one (1) year clinical fellowship;
 - 3.12.3 Has passed the specialty area of the National Teachers Examination; and
 - 3.12.4 Holds a Certificate of Clinical Competence in Speech-Language Pathology from the American Speech-Language-Hearing Association.

4.00 Selection Process and Requirements for NBPTS Support

- 4.01 Qualified NBPTS applicants will establish eligibility for funding by:

- 4.01.1 successfully completing the official application process established by the Department;
 - 4.01.2 never ~~receiving~~ having received any prior ~~federal or~~ state funding for participation in a certification area in the NBPTS program;
 - 4.01.3 verifying at least three (3) years teaching experience in Arkansas public schools that can include the years following initial licensure, a current standard Arkansas teaching license, and current employment as an Arkansas public school classroom teacher in a classroom setting; and
 - 4.01.4 teaching in an area that correlates to an available and suitable National Board certificate area.
- 4.02 When candidate demands exceed funding availability, the NBPTS Advisory Committee will review and recommend to the Department an appropriate selection of candidates to be funded.
- 4.03 At the time that the National Board establishes a certification for school administrators and an Arkansas district-level central office administrator becomes national board certified, the district level central office administrator will be eligible to receive incentive bonuses in the amount awarded to NBCTs for every year for the life of the NBPTS administrator's certificate.
- 4.04 Achieving NBCT status prior to renewal of the Arkansas standard teaching license satisfies professional development requirements for the ~~period between the beginning and end of that one one-year teaching-license renewal period. achieving a total score of 225 across all of the ten entries submitted to the NBPTS satisfies one-half of the professional development requirements for the period between the beginning and end of one renewal period.~~ The Department will supply the appropriate form to be submitted with the teaching license renewal documents.
- 4.04.1 Achieving a total score of 225 across all of the ten entries submitted to the NBPTS satisfies one-half of the professional development requirements for the period between the beginning and end of one renewal period.

5.00 Payment of Fees and Bonuses for NBPTS Candidacy and Certification

- 5.01 The Department of ~~Education~~ shall pay full tuition for the NBPTS initial participation fee, one retake entry fee, and up to three days of school release time to qualified teacher applicants as funds are available.
- 5.02 The Department shall pay a starting bonus in the first year of certification and a yearly bonus for each of the remaining nine years of the ten-year certificate to any NBCT who is employed in an Arkansas public school district (except as prescribed in

Section 5.02.1) as a teacher in accordance with Section 3.05-3.06 of these rules a ~~starting bonus in the first year of certification and a yearly bonus for each of the remaining nine years of the ten-year certificate.~~ This bonus will be paid to:

5.02.1 Eligible NBCTs ~~will continue to receive the yearly bonus while~~ participating in State Board approved teaching excellence programs such as Arkansas Teacher of the Year-,or

5.02.2 Any NBCT who has successfully completed the NBPTS certification as a classroom teacher and is employed in an Arkansas public school district as a building administrator, assistant building administrator, district curriculum administrator, or program administrator-,or

5.02.3 Any NBCT after working a minimum of three (3) years with National Board certification as a classroom teacher or employed as a building level administrator, building level assistant administrator, district curriculum administrator, or program administrator in an Arkansas public school district; an NBCT may be employed full time as a teacher in an accredited teacher preparation program at a state-sponsored institution of higher education holding National Board certification on or after August 1, 2009.

5.02.3.1 A bonus payment shall not be made retroactively.

5.02.3.2 Bonuses shall be paid to those described in Section 5.02.3 of these rules 30 days prior to the closing of the fiscal year only if funds are available after payments are made to those eligible under section 3.06 of these rules.

5.03 Any NBCT who moves into the state and teaches in an Arkansas public school classroom shall be eligible for the yearly bonus for every remaining year in the life of the NBPTS certificate; provided that the same bonus is available to a NBCT who moves into the state and assumes the position of building administrator, assistant building administrator, district curriculum administrator, or program administrator in a public school district for the life of the NBPTS certificate.

5.04 Available funds for NBPTS state activities support functions in this order of priority: (a) payment of bonus incentives; (b) initial fee payments; (c) necessary program expenses; (d) support system expenses; and (e) retake entry fees.

5.05 No increase in the starting or yearly bonus is retroactive.

5.06 The Department will issue a standard Arkansas teaching license to any National Board certified teacher, building-level principal, or building level assistant principal trained in and licensed by a state other than Arkansas who moves to Arkansas, provided that the NBCT status is current at the time of license application and that the applicant passes the required criminal background check.

5.07 An Arkansas-licensed teacher who personally pays the expenses of NBPTS candidacy and becomes a NBCT is eligible for a starting and yearly bonus under the same terms as a NBCT who achieves certification through state fee support.

~~5.08 The Department shall pay any NBCT who has successfully completed the NBPTS certification as a classroom teacher and is employed in an Arkansas public school district as a building administrator, assistant building administrator, district curriculum administrator, or program administrator a yearly bonus for each of the remaining years of the ten-year certificate.~~

5.08 Provisions of Ark. Code Ann. §§6-17-412 and 6-17-413 apply only to the extent that necessary funds are appropriated to the Department.

6.00 Repayment of Fees for NBPTS

6.01 Repayment of state funds for the NBPTS is required if a recipient:

6.01.1 does not complete the certification process within three years after entry,

6.01.2 ~~after becoming~~ becomes an NBCT with the support of state funds, does not teach in an Arkansas public school classroom in an Arkansas public school district for ~~two (2)~~ three (3) continuous school years or serve as a ~~building principal and/or assistant building principal for two (2)~~ building level administrator, building level assistant administrator, district curriculum administrator, or program administrator for three (3) continuous years after achieving NBCT status.

6.02 Repayment of funds is not required if the candidate is forced to withdraw from candidacy ~~only~~ due to:

6.02.1 death or disability of the teacher, or

6.02.2 other serious extenuating circumstances and/or health related problems verified by a licensed physician as may be recognized by the State Board.

6.03 The State Board can revoke a teaching license for failure to repay state funds.

7.00 Support Program for Teachers Selected to Participate in NBPTS Candidacy

7.01 The State Board will establish a support program for teachers selected to participate in NBPTS by:

7.01.1 establishing a variety of support opportunities such as annual pre-candidacy orientations, regular meetings of participants, telephone/email contact with

facilitators and NBCTs, and Department intervention with NBPTS if necessary;

7.01.2 providing information on the NBPTS state support program on the Department web site;

7.01.3 providing other assistance, if determined to be necessary by the Department; and

7.01.4 designating Department staff to coordinate NBPTS activities at the state level.

~~7.01.05 Provisions of Ark. Code Ann. §§6-17-412 and 6-17-413 apply only to the extent that necessary funds are appropriated to the Department.~~

7.02 Provisions of Ark. Code Ann. §§6-17-412 and 6-17-413 apply only to the extent that necessary funds are appropriated to the Department.

8.00 Monitoring for NBPTS

8.01 The local public school district that employs a NBCT must verify to the Department annually the employment status of that teacher for each year of the ten-year life of the certificate.

8.02 ~~No person shall~~ A person shall not receive either a starting bonus or a yearly bonus if the person: ~~leaves the full-time employment of an Arkansas public school district; becomes employed as a district-level central office administrator (subject to the provisions of Section 4.03); is employed by an Arkansas institution of higher education; or is employed by an education service cooperative and does not teach in a classroom with students as defined in Sections 3.05-3.06 of these rules.~~

8.02.1 leaves the full-time employment of an Arkansas public school district;

8.02.2 becomes employed as a district-level central office administrator (subject to the provisions of Section 4.03);

8.02.3 is employed by an Arkansas institution of higher education and does not meet the requirements as defined in Sections 3.07 and 5.02.03 of these rules; or

8.02.4 is employed by an education service cooperative and does not teach in a classroom with students as defined in Sections 3.05-3.06 of these rules.

9.00 Funding for NBPTS Candidacy and Certification

9.01 Provisions of Ark. Code Ann. §§6-17-412 and 6-17-413 apply only to the extent that funds are appropriated to the Department to pay for these provisions.

9.02 To the extent funds as provided for by Ark. Code Ann. §26-52-311(c) (3) (B) are

available, such funds may be used to fund the “starting incentive bonus” and the “yearly incentive bonus” required in §§3.07 and 3.08 of these rules and required by Ark. Code Ann. §6-17-413.

10.0 Payment of Bonuses for Speech-Language Pathologists

10.01 The Department shall pay a yearly incentive bonus of five thousand dollars (\$5,000) to a certified speech-language pathologists who:

10.01.1 Holds an Arkansas teaching license in speech-language pathology;

10.01.2 Is a full-time employee of an Arkansas education service cooperative or public school district as a speech-language pathologist at the time of receiving the bonus;

10.01.3 Is not considered a purchased service contractor, but may be employed under a teacher contract subject to renewal under § 6-17-1506.

11.0 Monitoring for Speech-Language Pathologists

11.01 The local public school district that employs a speech-language pathologist must verify to the Department annually the employment status of that speech-language pathologist.

11.02 A speech-language pathologist shall not receive a yearly bonus if the person leaves the full-time employment of an Arkansas public school district.

12.0 Funding for Speech-Language Pathologists

12.01 Bonuses paid to a certified speech-language pathologist shall be paid from the funds appropriated and available for bonuses to speech-language pathologist.

12.01.1 If sufficient funds are not available to pay the full amount of the bonus to each certified speech-language pathologist as provided under this section, the Department of Education may reduce the amount of the bonus for each qualified recipient, proportionately as necessary to provide a bonus to each qualified speech-language pathologist in an equal amount.

12.01.2 The cost and expenses related to training for or acquisition of the Certificate of Clinical Competence in Speech-Language Pathology from the American Speech-Language-Hearing Association shall not be funded through the National Board for Professional Teaching Standards program created under this section and § 6-17-412 and shall be the responsibility of the certified speech-language pathologist.

12.01.3 Although a certified speech-language pathologist entitled to a bonus will

hold a valid Arkansas teaching license in speech-language pathology, references to "teacher" under this section shall mean a classroom teacher as defined under § 6-17-412(a)(1) who are in the National Board for Professional Teaching Standards program but not certified speech-language pathologists.

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