



COMMONWEALTH of VIRGINIA
Department of Education

August 15, 2014

TO: Division Superintendents

FROM: Steven R. Staples, Superintendent of Public Instruction

SUBJECT: Data Collection for National Board Certification Teacher Incentive Awards

The purpose of this memorandum is to request the submission of the National Board Certification Incentive Award (NBCIA) Collection for the 2014-2015 school year. This collection requires verification of teachers employed by Virginia school divisions who are eligible for the National Board Certification incentive award.

The Virginia General Assembly, in the Virginia Acts of Assembly, Chapter 2, 2014 Special Session 2, appropriated funds to pay incentive awards for the 2014-2015 school year for individuals who meet the criteria established by the Virginia Board of Education. On June 28, 2012, the Board of Education approved the [*Guidelines for Distributing National Board Certification Incentive Awards*](#). The criteria for awarding incentive funds to eligible teachers follow below.

1. An individual seeking a National Board Certification Incentive Award must:
 - a. hold an active National Board Certificate issued by the National Board for Professional Teaching Standards and be employed as a teacher in a public school in Virginia on September 30 of the current school year with at least 50 percent of the regular school day engaged in direct instruction with students; and
 - b. be a teacher holding an active five-year renewable license issued by the Virginia Board of Education.
2. An individual who holds an active National Board Certificate issued by the National Board for Professional Teaching Standards and is assigned as a building administrator, a supervisor in a central office position, or a teacher who is teaching less than 50 percent of the regular school day shall be excluded from the incentive awards.
3. The teacher's employment shall be verified annually by the division superintendent or designee pursuant to the Appropriation Act.

An initial award not to exceed \$5,000 and continuing awards not to exceed \$2,500 will be awarded to eligible teachers subject to available funding. An individual will not receive an initial award and a continuing award in the same year. For those individuals who receive notification that they achieved National Board Certification while teaching in another state, no initial award will be granted. These individuals will be eligible for the continuing award, contingent upon available funding, for the life of the active certificate provided the individual continues to meet the eligibility criteria described above.

In accordance with the Board of Education guidelines, the procedure for disbursement of funds if the program is not fully funded shall be based on a 2:1 ratio. (The initial award would be twice that of the continuing award.)

The NBCIA application, accessible from the Virginia Department of Education's [Single Sign-on for Web Systems \(SSWS\) portal](#) will be used to collect information on teachers from Virginia public school divisions who meet the eligibility requirements for a National Board Certified Incentive Award. Each school division has an SSWS account manager who can provide your designated National Board program coordinator or human resources staff access to this application. Instructions for entering and submitting the data are available online as part of the SSWS-NBCIA application. Individual teachers are no longer requested to submit employment verification forms to the Virginia Department of Education.

Please submit only the names of teachers who possess an active National Board Certificate. A teacher must possess an initial National Board Certificate or a renewed National Board Certificate to be eligible for the incentive award. The certification status of National Board Certified Teachers (NBCTs) can be determined by checking the [NBCT Directory](#) on the National Board for Professional Teachers Web site. In addition, please make sure that teachers hired from outside of Virginia have submitted a copy of their National Board Certificate to Ms. Eleanor Joyce, Office of Licensure, by fax at (804) 530-4510. Teachers must have achieved National Board Certification while employed by a public school in Virginia to be eligible for the initial \$5,000 award.

For the 2014-2015 data collection, data must be submitted by the school division via the SSWS-NBCIA application by October 15, 2014. Once you have completed and verified your NBCIA data submission, print the National Board Certification Incentive Award Verification Report, including the list of National Board Certified Teachers, and then fax **the signed verification report and list** to Ms. Eleanor Joyce, coordinator of National Board Certification, at (804) 530-4510, by October 15, 2014. **Note that school divisions that do not employ any teachers eligible to receive the incentive award still need to submit a verification report and signed affidavit to the Virginia Department of Education.** In this case, the verification report will display a statement indicating that "There are no eligible teachers reported for this collection cycle."

Meeting the established submission timelines and ensuring that all teacher information is complete and accurate are critically important. The calculation and distribution of incentive awards will be based on the information collected through this process. All National Board Certified Teachers eligible for the incentive award must be identified through this process. **Funds may not be available to grant awards to individuals who are identified after the collection window has closed.**

Funds for payment of teacher incentive awards will be electronically transferred from the Virginia Department of Education to school divisions and will be distributed to employing school divisions on or before Wednesday, December 31, for distribution to eligible teachers. School divisions will be responsible for making the incentive award payments to their National Board Certified Teachers. The awards are taxable to the recipient and the school division assumes responsibility for ensuring all taxes are remitted.

Questions regarding National Board Certification incentives may be directed to Ms. Eleanor Joyce, coordinator of National Board Certification, at Eleanor.Joyce@doe.virginia.gov or (804) 692-0172 or Dr. Mark Allan, director of licensure and school leadership, at Mark.Allan@doe.virginia.gov or (804) 371-2471.

SRS/ebj

