



Dale Hickam Excellent Teaching Program

What is the Dale Hickam Excellent Teaching Program?

In 1998, the Legislature created the Excellent Teaching Program¹ to provide bonuses to classroom teachers who earn national certification through the National Board for Professional Teaching Standards (NBPTS). Unless otherwise provided in the General Appropriations Act, each NBPTS certified classroom teacher is to receive:

- ❖ An annual bonus of 10 percent of the prior fiscal year's statewide average teacher salary for the life of the certification; and
- ❖ An additional bonus of 10 percent of the prior fiscal year's statewide average teacher salary for providing 12 workdays of mentoring and related services to Florida public school teachers who do not hold NBPTS certification, provided funding is available.²

The following funds were appropriated by the Legislature for the Excellent Teaching Program:

Fiscal Year	Appropriation		Fiscal Year	Appropriation
2000-01 ³	\$19.0 million		2006-07 ⁴	\$98.0 million
2001-02 ⁵	\$31.4 million		2007-08 ⁶	\$88.1 million
2002-03 ⁷	\$48.7 million		2008-09 ⁸	\$57.7 million
2003-04 ⁹	\$69.5 million		2009-10	\$ 46.9 million
2004-05 ¹⁰	\$67.7 million		2010-11	\$21.2 million
2005-06 ¹¹	\$83.6 million		Total	\$631.8million

In the event the appropriation is insufficient to fully fund the program, the two bonuses are prorated based on budget availability, with priority provided first to the certification bonus.

¹ Chapter 98-309, L.O.F. The Excellent Teaching Program was re-named the Dale Hickam Excellent Teaching Program in 2002. Chapter 2002-403, L.O.F.

² Section 1012.72, F.S.

³ Specific Appropriation 90, s. 2, ch. 2000-166, L.O.F. There was an appropriation in FY 1999-00 for \$14 million (Specific Appropriation 114, s. 2 ch. 99-226, L.O.F.) but that appropriation was vetoed by the Governor. Email, House PreK-12 Appropriations Committee, Staff Director (July 14, 2010).

⁴ Specific Appropriation 101, s. 2, ch. 2006-25, L.O.F.

⁵ Specific Appropriation 127, s. 2, ch. 2001-253, L.O.F.

⁶ Specific Appropriations 5, s. 1 and 39, s. 2, ch. 2007-326, L.O.F., and specific appropriations 9B, s. 1, and 93, s. 2, ch. 2007-72, L.O.F.

⁷ Specific Appropriation 113, s. 2, ch. 2002-394, L.O.F.

⁸ Specific Appropriations 8, s. 1, and 86, s. 2, ch. 2008-152, L.O.F. As a result of the implementation of the Governor's veto of a reduction to the program in the 2009 Special Session A, the program actually received an increase of \$2,400,000 over the appropriated amount of \$55,253,390 for a total appropriation of \$57,653,390. Email, House PreK-12 Appropriations Committee, Staff Director (July 13, 2010).

⁹ Specific Appropriation 67, s. 2, ch. 2003-397, L.O.F.

¹⁰ Specific Appropriation 89, s. 2, ch. 2004-268, L.O.F.

¹¹ Specific Appropriation 81, s. 2, ch. 2005-70, L.O.F.

The Florida Department of Education also provides a fee subsidy, through federal funds, equal to 50 percent (\$1,250) of the NBPTS application fee for teachers who teach in high needs/low performing schools within a district. The candidate is then responsible for paying the remaining portion of the certification fee and the \$65 application processing fee.¹²

What is the National Board for Professional Teaching Standards (NBPTS)?

The NBPTS was established in 1987 as a not-for-profit organization with the goals of setting high, rigorous, and detailed standards of what accomplished teachers should know and be able to do.¹³ NBPTS offers 25 certificates that cover a variety of subject areas and student development levels.¹⁴ Candidates must possess a baccalaureate degree, hold a valid state teaching license, and completed three years of teaching.¹⁵

Candidates for National Board certification are subject to a portfolio review and a two-part assessment based on standards and teaching. NBPTS certification takes approximately one to three years to complete. The portfolio review includes students' work and videotapes of the classroom teacher providing classroom instruction. Candidates are measured by a peer group of a minimum of 12 classroom teachers.¹⁶

What local incentives are offered to teachers who pursue and earn National Board Certification?

Currently, a number of district school boards offer incentives for teachers to become National Board Certified. Some district school boards provide NBPTS certification candidates with professional leave days for portfolio preparation, payment for the retake of one exercise, access to laptop computers and video equipment, and bonuses. In addition, district school boards grant a range of 20 to 120 in-service points toward state recertification to NBPTS teachers.¹⁷

¹² Florida Department of Education, *Dale Hickam Excellent Teaching Program: Fee Subsidy* (July 2008), available at <http://www.fldoe.org/etp/feesub.asp> (last visited July 15, 2010).

¹³ National Board for Professional Teaching Standards, *About Us* (Aug. 2008), available at http://www.nbpts.org/about_us (last visited July 15, 2010).

¹⁴ National Board for Professional Teaching Standards, *Certificate Areas* (Aug. 2008), available at http://www.nbpts.org/for_candidates/certificate_areas1 (last visited July 15, 2010).

¹⁵ National Board for Professional Teaching Standards, *Becoming a Candidate: Eligibility & Policies* (Aug. 2008), available at http://www.nbpts.org/become_a_candidate/eligibility_policies (last visited July 15, 2010).

¹⁶ National Board for Professional Teaching Standards, *Becoming a Candidate: Assessment Process* (Aug. 2008), available at http://www.nbpts.org/become_a_candidate/assessment_process (last visited July 15, 2010).

¹⁷ National Board for Professional Teaching Standards, *Local Incentives Supporting National Board Certification in Florida* (Aug. 3, 2008), available at http://www.nbpts.org/userfiles/File/Florida_05Nov08.pdf (last visited July 15, 2010).

How many teachers participate in the Excellent Teaching Program?

<i>National Board Certified Teachers in Florida</i> ¹⁸												
	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
Number of Applicants	1455	2421	3434	2475	2766	3176	2950	3000	3588	4045	480	550
Number of Withdrawals	373	362	619	759	744	626	622	334	632	1077	265	277
Total Participants	1082	2059	2815	1716	2022	2550	2328	2666	2956	29568	215	273
Number Earning NBPTS Certification	N/A	546	700	992	1241	1448	1473	1382	1511	1674	1826	651

According to the NBPTS, national board certified teachers make up 6.7 percent of the total number of teachers in Florida.¹⁹

How does NBPTS certification affect Florida's state certification process?

Teachers who are NBPTS-certified and meet Florida's eligibility criteria and background and fingerprint check requirements qualify for a professional educator's certificate in Florida.²⁰ A certified NBPTS teacher is deemed to meet state renewal requirements for the life of the teacher's NBPTS certificate.²¹

What teachers are eligible?

To be eligible to receive the certification bonus, a teacher must:

- ❖ Hold a valid NBPTS certificate or notice of certificate award;
- ❖ Be currently employed by the district school board or by a public school within the school district; and

¹⁸ Email, Florida Department of Education, Director of Governmental Relations (July 15, 2010).

¹⁹ National Board for Professional Teaching Standards, *Largest One-year Gain of National Board Certified Teachers Advances Teaching Quality Movement in the U.S.* (December 3, 2007), available at http://www.nbpts.org/about_us/news_media/press_releases?ID=322.

²⁰ See s. 1012.56(2) and (9), F.S.

²¹ See s. 1012.585(2)(b), F.S.

- ❖ Be certified annually by the district to have demonstrated satisfactory teaching performance pursuant to s. 1012.37, F.S.

To be eligible to receive a mentoring bonus, a teacher must:

- ❖ Meet all the requirements to receive a certification bonus; and
- ❖ Have provided, as previously agreed to in writing, the equivalent of 12 workdays of mentoring and related services to public classroom teachers who are not NBPTS certified. The mentoring and related services cannot be completed during student contact hours during the 196 days of required service.²²

Where can I get additional information?

Florida Department of Education

Bureau of Educator Recruitment, Development, and Retention

(850) 245-0435

<http://www.fldoe.org/profdev/>

The National Board for Professional Teaching Standards

1525 Wilson Blvd., Suite 500

Arlington, VA 22209

1-800-22-TEACH or (703) 465-2700

www.nbpts.org

Florida House of Representatives

Education Committee

(850) 488-7451

<http://www.myfloridahouse.gov>

²² Florida Department of Education, *Dale Hickam Excellent Teaching Program: Bonuses* (July 2008), available at <http://www.fldoe.org/etp/bonuses.asp> (last visited July 15, 2010).