

Bringing National Board Certified Teachers to Maryland's Low Performing Schools

Recognizing that quality educators are key to student success, the Maryland State Department of Education (MSDE) is implementing a *Blueprint for Maryland's Future* program to attract and retain National Board Certified Teachers (NBCT) in the State's low performing schools. This program **increases the salary by \$10,000 dollars** for participating Nationally Board Certified Teachers who are teachers actively teaching in Maryland public schools. **Teachers staying or moving to a low performing school will receive an additional \$7,000** added to their salary. A Nationally Board Certified Teacher **will continue to earn the salary increase, even if the school shows improvement and is no longer identified as a low performing school**. Currently only 5 percent of Maryland's National Board Certified Teachers are working in low performing schools.

To learn more about the process to earn National Board Certification, visit: www.nbpts.org. We also encourage educators to reach out to their Local Education Agencies (LEAs) to learn about available supports for this program.



What low performing schools are participating?

MSDE will identify the schools eligible for the program each year. Maryland public schools earning a 1 or 2 star rating in the [Maryland's Accountability System](#) in two of the last three available years of data meet the State definition. In addition to schools meeting the State definition, each local education agency will also have the flexibility to also include up to 10 percent of the low performing schools within their district. This local flexibility invites all local education agencies to participate in the NBCT program based on local circumstances and priorities.

Did you know Nationally Board Certified Teachers could earn a **\$17,000 salary increase** for actively teaching in Maryland's low performing schools?

MSDE will publish a complete list of participating schools starting each year beginning with the 2022-23 school year.

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How are low performing schools identified for the program?

MSDE has released the first iteration of the State's Framework for National Board Certified Teachers and Low Performing Schools (Framework 1.0), which identifies schools eligible for the program. This framework includes the following methodology:

- The use of multiple years of data improves the identification process to ensure that low performing schools over multiple years are identified.
- Elementary, Middle and High schools earning a 1 or 2 star rating for two years meet the state definition and must be included in the program. LEAs that have more than 10 percent of total schools meeting the state definition of low performing cannot use the local flexibility option to include additional schools.
- Under the local flexibility option, 10 percent of eligible schools is based on the total number of schools in each LEA.

Learn more about the *Blueprint for Maryland's Future* initiatives!



What happens if my school improves?

Once a school is identified as participating in the NBCT and low performing school program the school remains in the program, even if the school improves and is no longer identified as a low performing school.

Interested and want to know more?

Great! You can learn more about this program at:
blueprint.marylandpublicschools.org/nbct

View the list of [Maryland schools meeting the state definition.](#)

