

NBCT & Dual Credit Staff Support Policy:

1. The Danville Independent School District encourages and supports teachers pursuing National Board Certification.
 - a. To achieve National Board Certification, teachers must engage in a rigorous process of reflection and improvement and provide evidence of accomplished teaching.
 - b. The positive impact of having a National Board Certified Teacher (NBCT) has been found to increase student learning by 1-2 months a year in research studies; gains are even higher for minority and low-income students.
 - c. NBCTs can help strengthen the Danville Independent School District by mentoring, coaching, and advising rising educators, student teachers, early career teachers, and experienced teachers pursuing National Board Certification.
2. The Danville Independent School District will support teachers pursuing National Board Certification through:
 - a. Providing substitute teachers (one day per component for a total of four days) for preparation release days
 - b. Cohort Support models with other NBCT teacher leaders through their growth and professional learning as they achieve National Board Certification
 - c. \$1500 reimbursement toward the cost of completing the 4 candidate components
 - \$250 reimbursement after the initial submission of each component for total of up to \$1,000; and,
 - an additional \$500 after achieving certification.
 - d. Continue to pay all current NBCTs the annual \$2,000 state-mandated stipend, and the additional \$500 annual district stipend regardless of assigned role in the Danville Independent School District or available funds via state reimbursement.

***the stipend will continue only as long as the NBCT certification stays active**

****Danville Independent Schools value the instructional and leadership expertise of NBCTs. Whether an NBCT continues to stay in a role as a classroom teacher or chooses to advance into an administrative role in the district, all NBCT stipends will continue to be paid.**

Dual Credit Tuition Reimbursement Policy and Procedures:

1. The Danville Independent School District will grant tuition reimbursement not to exceed \$1500 to employees and subject to available funds, for one .500 level or above course in the area certified by the EPSB per semester.
2. To receive reimbursement, employees must:
 - a. File a Request for Course Approval for Tuition Reimbursement by the established deadline date.
 - b. Be certified to teach in the area of the class being taken according to EPSB.
 - c. Forward a grade report along with an itemized tuition statement to the Director of Schools upon satisfactory completion of requested and approved course work with a 'B' or higher, within the required deadlines.
 - d. Be in active service at the time of request and time of reimbursement.
3. Deadline for submitting the application:
March 1st – Summer Semester
June 1st – Fall Semester
October 1st - Spring Semester
4. Deadline for submitting the grade reports and proof of payment:
February 1st – Fall Semester
July 1st – Spring Semester
October 1st – Summer Semester