

National Board for Professional Teaching Standards (NBPTS) Certification Bonuses

Program description:

National Board for Professional Teaching Standards (NBPTS) certification is an advanced teaching credential that complements (and does not replace) state certification. Teachers earn NBPTS certification upon completion of a one to three year assessment process. Washington State provides a \$5,000 bonus to NBPTS-certified teachers. In the 2009-10 school year, 3,686 Washington teachers were NBPTS-certified. This analysis includes taxpayer costs only (the state-funded NBPTS bonus) and does not reflect the investments individual teachers make to attain certification.

Typical age of primary program participant: 10 (for the outcomes measured)

Typical age of secondary program participant: N/A

Meta-Analysis of Program Effects

Outcomes Measured	Primary or Secondary Participant	No. of Effect Sizes	Unadjusted Effect Sizes (Random Effects Model)			Adjusted Effect Sizes and Standard Errors Used in the Benefit-Cost Analysis					
			ES	SE	p-value	First time ES is estimated			Second time ES is estimated		
						ES	SE	Age	ES	SE	Age
Test scores	P	5	0.03	0.00	0.00	0.03	0.00	11	0.02	0.00	17

Benefit-Cost Summary

The estimates shown are present value, life cycle benefits and costs. All dollars are expressed in the base year chosen for this analysis (2011). The economic discount rates and other relevant parameters are described in Technical Appendix 2.	Program Benefits					Costs	Summary Statistics			
	Parti- cipants	Tax- payers	Other	Other Indirect	Total Benefits		Benefit to Cost Ratio	Return on Invest- ment	Benefits Minus Costs	Probability of a positive net present value
	\$1,163	\$428	\$0	\$211	\$1,802	-\$69	\$26.28	16%	\$1,734	100%

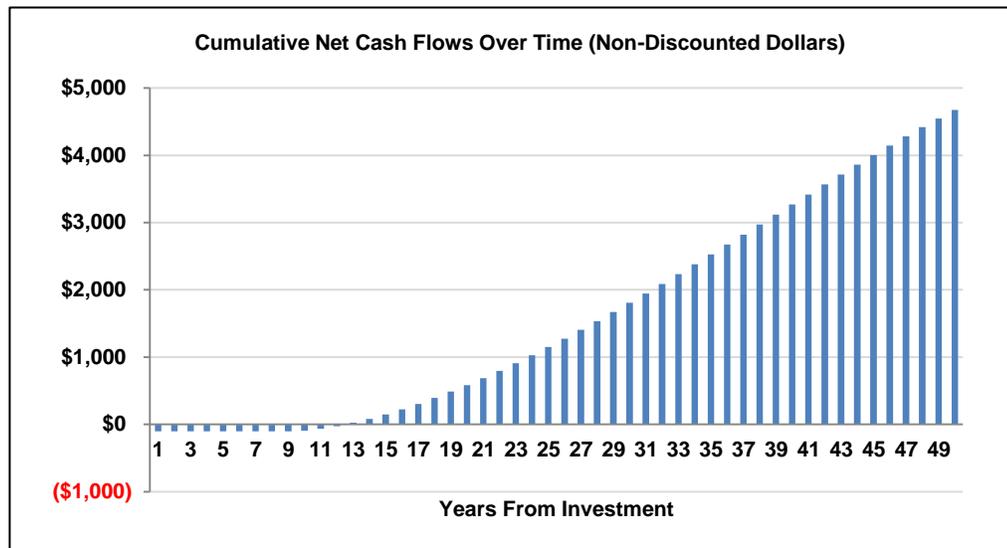
Detailed Monetary Benefit Estimates

Source of Benefits	Benefits to:				
	Parti- cipants	Tax- payers	Other	Other In- direct	Total Benefits
Earnings via test scores	\$1,163	\$428	\$0	\$211	\$1,802

Detailed Cost Estimates

The figures shown are estimates of the costs to implement programs in Washington. The comparison group costs reflect either no treatment or treatment as usual, depending on how effect sizes were calculated in the meta-analysis. The uncertainty range is used in Monte Carlo risk analysis, described in Technical Appendix 2.	Program Costs			Comparison Costs			Summary Statistics	
	Annual Cost	Program Duration	Year Dollars	Annual Cost	Program Duration	Year Dollars	Present Value of Net Program Costs (in 2011 dollars)	Uncertainty (+ or - %)
	\$67	1	2010	\$0	1	2010	\$69	10%

Source: Washington State provides NBPTS-certified teachers with a \$5,000 annual bonus. To calculate a per-student annual cost, we assume that each teacher has an average of three classrooms with an average of 25 students per classroom. This cost estimate does not include the additional bonus provided to teachers who work in high-poverty schools or the private costs teachers incur when they apply for and participate in the certification process.



Multiplicative Adjustments Applied to the Meta-Analysis

Type of Adjustment	Multiplier
1- Less well-implemented comparison group or observational study, with some covariates.	0.5
2- Well-implemented comparison group design, often with many statistical controls.	0.5
3- Well-done observational study with many statistical controls (e.g., instrumental variables).	0.75
4- Random assignment, with some implementation issues.	0.75
5- Well-done random assignment study.	1.00
Program developer = researcher	0.5
Unusual (not "real-world") setting	0.5
Weak measurement used	0.5

Studies Used in the Meta-Analysis

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