

## Side-By-Side Comparison Overview As of March, 2007

	<b>National Board for Professional Teaching Standards (NBPTS or the National Board)</b>	<b>American Speech-Language-Hearing Association (ASHA)</b>
<i>Organization's Definition</i>	NBPTS is a non-profit, independent organization dedicated to establishing high and rigorous standards for what accomplished teachers should know and be able to do.	ASHA is the certification, scientific and professional organization of speech-language and hearing professionals. ASHA's certification requirements identify the highest qualified providers in the nation.
<i>Year Established</i>	Established in 1987, the first certificates were issued in 1993.	Established in 1925, the organization has been certifying individuals since 1952.
<i>Number of Certificate Holders (As of March 1999)</i>	There were 55,000 certificate holders as of 2006.  Currently, individuals are certified in 24 areas.	As of December 31, 2006, there were 124,246 individuals certified in audiology, speech-language pathology, or both.  Of the total, 12,701 were certified in audiology (awarded the CCC-A), 110,289 were certified in speech-language pathology (awarded the CCC-SLP), and 1,256 were dually certified (awarded the CCC-A/SLP designation).
<i>Certification Requirements</i>	Certification is offered on a voluntary basis to teachers with at least three years of teaching/counseling experience. You must possess a valid state teaching/counseling license for this time period, or if teaching where a license is not required, have taught in schools recognized and approved to operate by the state.	Certification is voluntary for professionals with a graduate degree. As of 1/1/2005, requirements in speech-language pathology include an earned graduate degree, acquisition of specific knowledge and skills through a combination of didactic course work and supervised clinical practicum experience, successful completion of an exam and a supervised/mentored clinical fellowship during which the fellow is assessed against specific skills. The 2007 Audiology requirements include an earned graduate degree,

		<p>acquisition of specific knowledge and skills through a combination of didactic course work and 1 year of supervised clinical practicum experience, and successful completion of an examination. Effective January 1, 2012, all applicants for certification in audiology will have to have an earned doctoral degree. Once certified, certificate holders must maintain their certification through annual payment of dues/fees and through participation in 30 hours of continuing professional development activities every three years.</p>
<p><i>Certification and Salary Supplement Efforts</i></p>	<p>As of 2007, 41 states had approved a plan whereby teachers who had received NBPTS certification would be entitled to either fee support or a salary adjustment (supplement), either annually or as a one-time stipend.</p>	<p>Extensive grassroots advocacy by the Mississippi Speech-Language-Hearing Association and assistance from ASHA led to the enactment by Mississippi lawmakers of a pay supplement for CCC-holders of \$6,000 per year during their 1999 legislative session.</p>

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<i>Certification and Salary Supplement Efforts</i>	The salary supplements vary in states from a one-time \$20,000 bonus for working in high-needs schools to an increase of \$7,500 per year for the life of the certificate (ten years). Other states offer annual salary increases ranging in dollar amounts from set annual increases to set percentage increases (such as 12% in North Carolina for ten years). Select local school districts also recognize NPBTS certification with salary supplements independent of any state incentives.	As of January, 2008, 10 states have passed salary supplement legislation (eight of which are funded). Supplements range from \$6,000 annually for speech-language pathologists and audiologists to \$1,750 annually. These states are Arkansas, Delaware, Indiana, Louisiana, Mississippi, Missouri, Nevada, Oklahoma, Rhode Island, and West Virginia.

(Source for NBPTS: NBPTS Web site)

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