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NORTH CAROLINA EARNS “C” FOR TEACHER EFFECTIVENESS POLICIES

New report from the National Council on Teacher Quality gives North Carolina improved grades for policies that support effective teaching

January 30, 2014 (Washington, DC) — The National Council on Teacher Quality today released its seventh annual *State Teacher Policy Yearbook*, which includes a 360-degree analysis of every state law, rule and regulation that shapes the effectiveness of the teaching profession in North Carolina.

North Carolina received an overall grade of "C", improved from a D+ in 2011, the last year the state's full portfolio of teacher policies was graded. The average grade for 2013 across all 50 states and the District of Columbia is a "C-".

NCTQ President Kate Walsh said, "This year's *State Teacher Policy Yearbook* proves that it is both possible and practical for states to drive teacher effectiveness policy. Many states once argued that raising the bar for teacher preparation, licensing and evaluation and tying personnel decisions to results for kids couldn't be done. Now these policies are on the books in increasing numbers of states across the nation."

Key Yearbook Findings

Teacher effectiveness is increasingly being factored into personnel decisions:

- *Teacher evaluation.* North Carolina is one of 28 states that requires annual evaluations for all teachers and is one of 35 states that requires student achievement/growth to be an important criterion in evaluating teacher effectiveness.
- *Tying performance to tenure.* North Carolina is one of 20 states where some evidence of student learning is considered in awarding teachers continuing contracts.
- *Dismissing ineffective teachers.* Twenty-nine states, including North Carolina, articulate that classroom ineffectiveness is grounds for a teacher's dismissal.
- *Prohibiting "last in, first out" policies.* North Carolina makes no effort to require districts to consider teacher performance (rather than only seniority) in making layoff decisions.

Progress is being made in setting higher standards for the preparation of teachers, but there is much more to be done:

- *Raising admission requirements.* North Carolina could strengthen teacher preparation by raising admission requirements to ensure that teacher preparation programs admit candidates with strong academic records, such as requiring a minimum GPA of 3.0.

| Yearbook Goal Areas | North Carolina's 2013 Grades |
|---|------------------------------|
| Area 1: Delivering Well-Prepared Teachers | C+ |
| Area 2: Expanding the Teacher Pool | D+ |
| Area 3: Identifying Effective Teachers | B- |
| Area 4: Retaining Effective Teachers | B- |
| Area 5: Dismissing Ineffective Teachers | F |
| Average Overall Grade | C |

- *Science of reading.* North Carolina is one of 17 states that helps to ensure elementary teacher know the science of reading by requiring elementary teachers to pass a test measuring that knowledge.
- *Elementary teacher preparation.* Unfortunately, North Carolina's content tests for elementary school licensure fail to ensure teachers know all of the core content they will teach.
- *Secondary teacher preparation.* North Carolina also has significant loopholes in its secondary teacher licensing requirements. North Carolina should require that all secondary teachers pass a content test in every subject they are licensed or have an endorsement to teach.
- *Special education teachers.* Unfortunately, North Carolina is one of 28 states that offers only a K-12 special education license, a license that wrongly presumes special education teachers do not need to master grade and subject specific content knowledge.

There has been little action on policies aimed at recruiting and retaining the best teachers in the profession across the states:

- *Use of evaluations for improving practice.* Unlike most states, North Carolina requires that all teachers receive feedback on their evaluations, mandates improvement plans for teachers with poor evaluation ratings, and requires professional development for all teachers to be informed by evaluation findings.
- *Support for performance pay.* North Carolina is one of 26 states that does not support performance pay. However, the state is now commendably prohibiting additional pay for advanced degrees, which have been shown to have little or no effect on student achievement.

Very few states are providing flexible pathways into teaching:

- *Alternate routes.* North Carolina fails to provide alternative pathways to teacher certification that are flexible, efficient, and permit both broad usage and a diversity of providers.

The *2013 North Carolina State Teacher Policy Yearbook* is immediately available for free download at: www.nctq.org/statepolicy. The newly redesigned website also provides searchable access to the entire *Yearbook* dataset, including topical pages with up-to-date data on state teacher policy, a customized search tool and user-friendly options for generating graphic results that can be exported and shared.

The *State Teacher Policy Yearbook* was funded by private foundations across the United States, including the Bill and Melinda Gates Foundation, Carnegie Corporation of North Carolina, The Joyce Foundation and The Walton Family Foundation. NCTQ accepts no funding from the federal government. The National Council of Teacher Quality comprised of reform-minded Democrats, Republicans, and Independents is a non-partisan research and policy group committed to restructuring the teaching profession based on the belief that all children deserve effective teachers. More information about NCTQ, including a list of the Board of Directors and Advisory Board, can be found on the NCTQ website, www.nctq.org

| | Overall State Grade 2013 | Overall State Grade 2011 | Overall State Grade 2009 |
|----------------------|-----------------------------|-----------------------------|-----------------------------|
| Florida | B+ | B | C |
| Louisiana | B | C- | C- |
| Rhode Island | B | B- | D |
| Tennessee | B | B- | C- |
| Arkansas | B- | C | C- |
| Connecticut | B- | C- | D+ |
| Georgia | B- | C | C- |
| Indiana | B- | C+ | D |
| Massachusetts | B- | C | D+ |
| Michigan | B- | C+ | D- |
| New Jersey | B- | D+ | D+ |
| New York | B- | C | D+ |
| Ohio | B- | C+ | D+ |
| Oklahoma | B- | B- | D+ |
| Colorado | C+ | C | D+ |
| Delaware | C+ | C | D |
| Illinois | C+ | C | D+ |
| Virginia | C+ | D+ | D+ |
| Kentucky | C | D+ | D+ |
| Mississippi | C | D+ | D+ |
| North Carolina | C | D+ | D+ |
| Utah | C | C- | D |
| Alabama | C- | C- | C- |
| Arizona | C- | D+ | D+ |
| Maine | C- | D- | F |
| Minnesota | C- | C- | D- |
| Missouri | C- | D | D |
| Nevada | C- | C- | D- |
| Pennsylvania | C- | D+ | D |
| South Carolina | C- | C- | C- |
| Texas | C- | C- | C- |
| Washington | C- | C- | D+ |
| West Virginia | C- | D+ | D+ |
| California | D+ | D+ | D+ |
| District of Columbia | D+ | D | D- |
| Hawaii | D+ | D- | D- |
| Idaho | D+ | D+ | D- |
| Maryland | D+ | D+ | D |
| New Mexico | D+ | D+ | D+ |
| Wisconsin | D+ | D | D |
| Alaska | D | D | D |
| Iowa | D | D | D |
| Kansas | D | D | D- |
| New Hampshire | D | D- | D- |
| North Dakota | D | D | D- |
| Oregon | D | D- | D- |
| Wyoming | D | D | D- |
| Nebraska | D- | D- | D- |
| South Dakota | D- | D | D |
| Vermont | D- | D- | F |
| Montana | F | F | F |