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NEW REPORT GIVES INDIANA A GRADE OF “C+” FOR TEACHER POLICIES

Indiana has made more progress on teacher effectiveness policy than any other state; Although still considerable room for improvement, state earns one of the highest grades on teacher policy review

Today the National Council on Teacher Quality releases its 2011 *State Teacher Policy Yearbook*, its fifth annual report grading the states based on the rules and regulations that shape teacher quality

January 25, 2012 (Washington, DC)— A new report released today by the not-for-profit, non-partisan National Council on Teacher Quality (NCTQ) finds major advances in teacher policy across the country, largely driven by state adoption of policies for including student achievement as a measure of effectiveness in teacher evaluations, and using teacher effectiveness evidence in decisions about teacher tenure and dismissal.

No other state showed more progress against NCTQ’s 36 research-based goals this year than Indiana did, improving its grade from a **D** in 2009.

The 2011 *State Teacher Policy Yearbook* provides a detailed analysis of Indiana’s progress on the policies it sets for teacher preparation, licensure, evaluation, career advancement, tenure, compensation, pensions and dismissal. NCTQ grades the states on the quality and rigor of these policies; the *Yearbook* is not an evaluation of the quality of teachers in the state.

Indiana received an overall grade of **C+**, based on the following grades:

Teacher Policy Area	Grade
Delivering well-prepared teachers	C+
Expanding the pool of teachers	D+
Identifying effective teachers	C
Retaining effective teachers	C-
Exiting ineffective teachers	B

NCTQ President Kate Walsh said, "There is little doubt that the past two years have seen major changes in states' teacher policies. Rethinking how teacher performance is evaluated and tying teacher evaluations to student achievement marks an important advance in teacher effectiveness policy. Indiana is a trailblazer. But much work is left to be done by states to design and adopt policies from beginning to end – from entry into the profession to retirement and pensions – to consistently promote teacher quality."

Key findings about Indiana’s teacher policy:

- Indiana is part of an unprecedented effort across the states to adopt policies that use objective measures of student achievement, such as value-added or growth data, as part of teacher evaluations. Indiana is one of 17 states where student achievement is required to be a significant criterion in teacher evaluations, although the state stops short of ensuring that student achievement is the most significant criterion in teacher evaluations.
- Indiana policy ensures that teacher effectiveness in the classroom will become a matter of consequence and performance evaluation will no longer be regarded as simply a formality. Evidence of student learning is a factor in tenure decisions in Indiana, and the state clearly articulates that ineffectiveness in the classroom is grounds for dismissal. Indiana also prevents districts from basing teacher layoffs on seniority alone, mandating that teacher performance be considered.
- Indiana is one of just three innovative states (along with Florida and Idaho) that has adopted policies requiring that teacher performance be factored into the salary schedules for all teachers.
- Indiana has also made progress on teacher preparation. The state has adopted some of the most rigorous standards in the country for the preparation of elementary teachers. In Indiana, secondary teachers are required to pass a content test in every subject they teach.
- Indiana's alternate route policies are weak. The state fails to allow a diversity of providers that allow accelerated, streamlined and flexible pathways into the teaching profession for talented individuals.
- The financial sustainability of Indiana's pension system is questionable. It is significantly underfunded and is not portable, flexible or fair to all teachers.

For copies of the Yearbook

Indiana's *Yearbook*, which includes detailed national comparisons, is immediately available for free download at www.nctq.org/stpy. For questions about the report, please contact Sarah Brody at (202) 393-0020 or sbrody@nctq.org.

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The *State Teacher Policy Yearbook* is funded by private foundations across the United States, including the Bill and Melinda Gates Foundation, Carnegie Corporation of New York, George Gund Foundation, Gleason Family Foundation and the Joyce Foundation.

NCTQ accepts no funding from the federal government.

About NCTQ

The National Council on Teacher Quality is a Washington D.C. based non-profit, non-partisan research and advocacy group, founded in 2000, to build the case for a comprehensive reform agenda that would challenge the current structure and regulation of the profession. NCTQ advocates for reforms in a broad range of teacher policies at the federal, state, and local levels in order to increase the number of effective teachers. NCTQ is committed to lending transparency and increasing public awareness about the four sets of institutions that have the greatest impact on teacher quality: states, teacher preparation programs, school districts and teachers unions. For more information, see www.nctq.org.

	Overall State Grade 2011	Overall State Grade 2009	Progress Ranking 2009-2011
Florida	B	C	9
Oklahoma	B-	D+	13
Rhode Island	B-	D	5
Tennessee	B-	C-	16
Indiana	C+	D	1
Michigan	C+	D-	3
Ohio	C+	D+	11
Arkansas	C	C-	25
Colorado	C	D+	12
Delaware	C	D	6
Georgia	C	C-	23
Illinois	C	D+	4
Massachusetts	C	D+	13
New York	C	D+	13
Alabama	C-	C-	19
Connecticut	C-	D+	25
Louisiana	C-	C-	20
Minnesota	C-	D-	2
Nevada	C-	D-	7
South Carolina	C-	C-	41
Texas	C-	C-	36
Utah	C-	D	9
Washington	C-	D+	25
Arizona	D+	D+	20
California	D+	D+	51
Idaho	D+	D-	8
Kentucky	D+	D+	41
Maryland	D+	D	17
Mississippi	D+	D+	47
New Jersey	D+	D+	36
New Mexico	D+	D+	39
North Carolina	D+	D+	32
Pennsylvania	D+	D	18
Virginia	D+	D+	41
West Virginia	D+	D+	41
Alaska	D	D	47
District of Columbia	D	D-	25
Iowa	D	D	23
Kansas	D	D-	31
Missouri	D	D	47
North Dakota	D	D-	34
South Dakota	D	D	38
Wisconsin	D	D	41
Wyoming	D	D-	20
Hawaii	D-	D-	32
Maine	D-	F	34
Nebraska	D-	D-	39
New Hampshire	D-	D-	25
Oregon	D-	D-	25
Vermont	D-	F	46
Montana	F	F	47