

January 30, 2014

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HAWAII EARNS “D+” FOR TEACHER EFFECTIVENESS POLICIES

New report from the National Council on Teacher Quality gives Hawaii poor grades for lack of 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 Hawaii.

Hawaii has made improvements in its efforts to identify effective teachers, raising its overall grade to a D+, up from a D- in 2011, the last year the state’s full portfolio of teacher policies was graded. However, in other areas, Hawaii has consistently earned low grades in the *Yearbook*. The average grade across all 50 states and the District of Columbia is an improving “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 across the states:

- *Teacher evaluation.* Hawaii 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.
- *Dismissing ineffective teachers.* Twenty-nine states, including Hawaii, now articulate that classroom ineffectiveness is grounds for a teacher’s dismissal.
- *Tying performance to tenure.* In Hawaii, however, teachers are granted tenure virtually automatically after three years with no attention to teacher effectiveness.
- *Prohibiting “last in, first out” policies.* Hawaii does not consider teacher performance (rather than only seniority) in making layoff decisions.

In many states, progress is being made in setting higher standards for the preparation of teachers, but Hawaii receives an F:

- *Elementary teacher preparation.* Hawaii is one of four states that does not require elementary teacher candidates to pass a content knowledge test to ensure that teachers have mastered the content they are required to teach.

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

- *Science of reading.* Hawaii is one of 34 states that does not ensure elementary teachers' knowledge of effective reading instruction.
- *Secondary teacher preparation.* Hawaii is one of nine states that does not require secondary teachers to pass a content test in every subject for licensure or to add an endorsement.
- *Raising admission requirements.* Hawaii 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.
- *Special education teachers.* Hawaii offers 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.* Hawaii requires that teachers receive feedback on their evaluation ratings and improvement plans for teachers with poor evaluating ratings. The state's policy would be improved if it specified that professional development should be informed by evaluations.
- *Support for performance pay.* Unlike most states, Hawaii is one of 6 states that requires teacher performance to be factored into all teacher salaries.
- *Pay for advanced degrees.* Unfortunately, however, Hawaii is one of 15 states that requires teachers to be compensated for earning advanced degrees which have little or no impact on student achievement.

Very few states provide truly flexible pathways into teaching:

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

The *2013 Hawaii 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 New York, 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