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## TEXAS EARNS “C-” FOR TEACHER EFFECTIVENESS POLICIES

### New report from the National Council on Teacher Quality gives Texas average 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 Texas.

Texas’ overall grade of C-, unchanged since 2009, used to put the state ahead of the curve on teacher policy. But that is no longer the case. In 2013 the average grade across all 50 states and the District of Columbia is now also 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, but not in Texas:

- *Teacher evaluation.* Texas is one of 23 states that does not require annual evaluations of all teachers. Texas also is one of only 10 states in the nation that does not require objective measures of student achievement to be included in evaluations of teacher effectiveness.
- *Tying performance to tenure.* Unfortunately in Texas teacher tenure decisions are made virtually automatically after three years without any consideration of teacher effectiveness.
- *Dismissing ineffective teachers.* Texas is one of 22 states that does not articulate that classroom ineffectiveness is grounds for a teacher’s dismissal.
- *Prohibiting “last in, first out” policies.* However, Texas is one of 18 states that requires districts to consider teacher performance 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:

- *Admission requirements.* Texas is one of only three states that requires a more rigorous test of academic proficiency for entry into teacher preparation programs.

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

- *Elementary teacher preparation.* Texas's content tests for elementary school licensure provide separate passing scores for each subject which helps to ensure teachers know all of the core content they will teach.
- *Special education teachers.* Commendably, Texas is one of 16 states that does not offer 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.
- *Science of reading.* Unfortunately, Texas is one of 34 states that does not administer an adequate test to ensure elementary teachers' knowledge of effective reading instruction.
- *Secondary teacher preparation.* Texas also has significant loopholes in its secondary teacher licensing requirements. Texas should require that all secondary teachers pass a content test in every subject they are licensed or have an endorsement to teach.

**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.* While Texas requires that all teachers receive feedback on their evaluations, the state does not require that professional development for all teachers to be informed by evaluation findings or improvement plans for teachers with poor evaluation ratings.
- *Support for performance pay.* Texas is one of 26 states that does not support performance pay.

**Very few states are providing flexible pathways into teaching:**

- *Alternate routes.* Texas's alternative pathways to teacher certification are in need of significant improvement.

*The 2013 Texas State Teacher Policy Yearbook* is immediately available for free download at: [www.nctq.org/statepolicy](http://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.

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The *State Teacher Policy Yearbook* was funded by private foundations across the United States, including the Bill and Melinda Gates Foundation, Carnegie Corporation of Texas, 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](http://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