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UTAH EARNS “C” FOR TEACHER EFFECTIVENESS POLICIES

New report from the National Council on Teacher Quality gives Utah 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 Utah.

Utah received an overall grade of C, improved from a C- 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.* Utah 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 – although the state hasn’t specified any guidelines for this policy.
- *Prohibiting “last in, first out” policies.* Utah is one of 18 states that requires districts to consider teacher performance in making layoff decisions.
- *Tying performance to tenure.* Unfortunately, however, in Utah teacher tenure decisions are made virtually automatically after three years without any consideration of teacher effectiveness.
- *Dismissing ineffective teachers.* Utah also is one of 22 states that does not articulate that classroom ineffectiveness is grounds for a teacher’s dismissal.

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

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

- *Teacher preparation admissions.* Utah is one of only seven states requiring a minimum GPA of 3.0 for admission to teacher preparation programs.

- *Elementary teacher preparation.* Utah'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.
- *Science of reading.* Unfortunately, however, Utah is one of 34 states that does not administer an adequate test to ensure elementary teachers' knowledge of effective reading instruction.
- *Secondary teacher preparation.* Utah has significant loopholes in its secondary teacher licensing requirements. Utah 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, Utah also 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, but Utah is a leader:

- *Use of evaluations for improving practice.* Unlike most states, Utah requires that all teachers receive feedback on their evaluations and mandates improvement plans for teachers with poor evaluation ratings. The state's policy would be improved if it also required professional development for all teachers to be informed by evaluation findings.
- *Support for performance pay.* Utah also is one of just six states that requires performance to be factored into teacher pay for all teachers.

Very few states are providing flexible pathways into teaching:

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

The 2013 Utah 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 Utah, 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