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ARIZONA KEEPS PACE WITH OTHER STATES ON TEACHER EFFECTIVENESS POLICY OVERALL; BUT STATE EFFORTS ARE UNEVEN

New Report from NCTQ Finds Arizona Could Do More to Consistently Enact Policies that Support Effective Teaching; State Earns C-

December 8, 2015 (Washington, DC) — The National Council on Teacher Quality today released its ninth 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 Arizona.

Arizona received an overall grade of C-, which is the same as the average grade for 2015 across all 50 states and the District of Columbia.

NCTQ Senior Vice President for State and District Policy Sandi Jacobs said, "Nationwide the glass is

really starting to look half full on states' efforts to drive teacher effectiveness through smarter policy. Like most states, however, Arizona has plenty of room for improvement."

Yearbook Goal Areas	Arizona's 2015 Grades
Area 1: Delivering Well-Prepared Teachers	D+
Area 2: Expanding the Teacher Pool	D+
Area 3: Identifying Effective Teachers	C
Area 4: Retaining Effective Teachers	C-
Area 5: Dismissing Ineffective Teachers	D+
Average Overall Grade	C-

On teacher preparation and licensing, Arizona hasn't done enough to ensure that teachers are prepared for the demands of college- and career-readiness standards:

- *Admission requirements.* Arizona does not require that teacher preparation programs admit candidates with strong academic records. The state has no requirements for candidates to demonstrate academic proficiency, such as a minimum GPA or test requirement.
- *Elementary teacher preparation.* Arizona's tests for elementary teacher licensure do not ensure that candidates have mastered the content for all of the subjects they are required to teach.
- *Science of reading.* Arizona does not ensure elementary teachers' knowledge of effective reading instruction.
- *Secondary teacher preparation.* Arizona has loopholes in its licensing requirements for secondary teachers.
- *Special education teachers.* Arizona is one of 21 states that offer 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.
- *Student teaching.* Despite other licensing weaknesses, Arizona has relatively strong policies for ensuring that teaching candidates have a high-quality student teaching experience. It is one of only 13 states that require student teachers to be assigned to effective teachers.
- *Teacher prep accountability.* While Arizona collects some performance data on teacher preparation programs, it does not set any program performance standards.

Arizona requires evaluations of teacher effectiveness and teacher performance informs policy and practice:

- *Teacher evaluation.* Arizona requires annual evaluations for all teachers and is one of 35 states requiring student achievement/growth to be included as an important criterion in teacher evaluations.
- *Tying performance to tenure.* Arizona is one of 23 states that require districts to consider teacher performance in granting tenure.
- *Dismissing ineffective teachers.* Twenty-eight states, including Arizona, articulate that classroom ineffectiveness is grounds for a teacher's dismissal.
- *Professional support.* Arizona requires that all teachers receive feedback on their evaluations and directs districts to connect professional development to teachers' identified needs. The state also requires structured improvement plans for teachers who receive unsatisfactory evaluations.

Arizona has plenty of room to improve on other teacher policy fronts:

- *Prohibiting "last in, first out" policies.* Arizona makes no effort to require districts to consider teacher performance (rather than only seniority) in making layoff decisions. Such decisions should be informed by teacher effectiveness.
- *Support for performance pay.* Arizona does not support performance pay or differential pay for teachers in high-need schools or shortage subject areas.
- *Alternate routes.* Arizona could do more to ensure the quality of all alternate routes in the state.

The *2015 Arizona 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.

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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, The Joyce Foundation and The Walton Family Foundation. NCTQ accepts no funding from the federal government.

The National Council on Teacher Quality is a nonpartisan research and policy group committed to modernizing the teaching profession based on the belief that all children deserve effective teachers. We recognize that it is not teachers who bear responsibility for their profession's many challenges, but the institutions with the greatest authority and influence over teachers. To that end we work to achieve fundamental changes in the policy and practices of teacher preparation programs, school districts, state governments, and teachers unions. Our Board of Directors and Advisory Board come from a broad range of backgrounds and perspectives, and they all believe that policy changes are overdue in the recruitment and retention of teachers. More information about NCTQ can be found on our website, www.nctq.org.

	Overall State Grade 2015	Overall State Grade 2013	Overall State Grade 2011	Overall State Grade 2009
Florida	B+	B+	B	C
Indiana	B	B-	C+	D
Louisiana	B	B	C-	C-
New York	B	B-	C	D+
Tennessee	B	B	B-	C-
Arkansas	B-	B-	C	C-
Connecticut	B-	B-	C-	D+
Delaware	B-	C+	C	D
Georgia	B-	B-	C	C-
Massachusetts	B-	B-	C	D+
Ohio	B-	B-	C+	D+
Oklahoma	B-	B-	B-	D+
Rhode Island	B-	B	B-	D
Illinois	C+	C+	C	D+
Michigan	C+	B-	C+	D-
New Jersey	C+	B-	D+	D+
Utah	C+	C	C-	D
Virginia	C+	C+	D+	D+
Colorado	C	C+	C	D+
Kentucky	C	C	D+	D+
Mississippi	C	C	D+	D+
New Mexico	C	D+	D+	D+
South Carolina	C	C-	C-	C-
Arizona	C-	C-	D+	D+
Idaho	C-	D+	D+	D-
Maine	C-	C-	D-	F
Minnesota	C-	C-	C-	D-
Missouri	C-	C-	D	D
Nevada	C-	C-	C-	D-
North Carolina	C-	C	D+	D+
Pennsylvania	C-	C-	D+	D
Texas	C-	C-	C-	C-
Washington	C-	C-	C-	D+
West Virginia	C-	C-	D+	D+
Alabama	D+	C-	C-	C-
District of Columbia	D+	D+	D	D-
Hawaii	D+	D+	D-	D-
Kansas	D+	D	D	D-
Maryland	D+	D+	D+	D
California	D	D+	D+	D+
Iowa	D	D	D	D
Nebraska	D	D-	D-	D-
New Hampshire	D	D	D-	D-
North Dakota	D	D	D	D-
Oregon	D	D	D-	D-
Wisconsin	D	D+	D	D
Wyoming	D	D	D	D-
Alaska	D-	D	D	D
South Dakota	D-	D-	D	D
Vermont	D-	D-	D-	F
Montana	F	F	F	F