

DELAWARE TEACHER EFFECTIVENESS POLICIES STRONGER THAN MOST OTHER STATES; STATE EARNS SOLID B- GRADE

New Report from NCTQ Finds Delaware Supports Effective Teaching

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 Delaware.

Delaware earned a B- this year, improving from a C+ 2013, despite the fact that NCTQ raised expectations in several key policy areas, including aligning teacher licensing with the requirements of states' college- and career-readiness standards. The average grade across all 50 states and the District of Columbia for 2015 is a "C-".

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

NCTQ Senior Vice President for State and District Policy Sandi Jacobs said, "Most states still have plenty of room for improvement, including Delaware, but on the whole the glass is really starting to look half full on states' efforts to drive teacher effectiveness through smarter policy. Delaware is among the national leaders."

Key Yearbook Findings

Teacher licensing requirements are becoming more in step with teacher effectiveness:

- *Admission standards.* Delaware requires that teacher preparation programs admit candidates with strong academic records, a practice that could help get teacher effectiveness right from the start.
- *Elementary teacher preparation.* Delaware'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.
- *Middle school preparation.* Delaware does not offer a generic K-8 license and requires middle school teachers to pass content tests in every subject they will teach.
- *Student teaching.* Delaware 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.* In Delaware, teacher preparation programs are accountable to a number of measures of effectiveness, including the effectiveness of program graduates as measured by student achievement. Information on program performance is shared publicly.

Delaware is implementing evaluations of teacher effectiveness and using results to inform policy and practice:

- *Teacher evaluation.* Delaware is one of 27 states that require annual evaluations for all teachers and is one of 16 states that require student achievement/growth to be the preponderant criterion in evaluating teacher effectiveness.
- *Tying performance to tenure and licensure.* Evidence of student learning is required to be the preponderant criterion for making tenure decisions in Delaware.
- *Dismissing ineffective teachers.* Delaware is one of 28 states that articulate that classroom ineffectiveness is grounds for a teacher's dismissal.

Delaware has some promising policies aimed at recruiting and retaining effective teachers:

- *Professional support.* Delaware has strong requirements for teacher induction. In addition, Delaware 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 poor evaluations.
- *Performance pay.* Delaware is one of 16 states that support performance pay and the state also provides differential pay for teachers in high-need schools.
- *Reciprocity.* Delaware is one of only two states that require teachers transferring into state to demonstrate evidence of effectiveness for licensure.
- *Alternate routes.* Delaware is one of just six states that have high-quality alternative routes into the teaching profession.

Delaware still has room to improve on several critical teacher policy fronts:

- *Strengthening secondary teacher preparation.* Delaware should require that all secondary teachers, including general science and social studies teachers, to pass a content test in every subject they are licensed or have an endorsement to teach.
- *Science of reading.* Delaware is one of 33 states that does not administer an adequate test to ensure elementary teachers' knowledge of effective reading instruction.
- *Special education teachers.* Delaware 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.
- *Prohibiting "last in, first out" policies.* Delaware makes no effort to require districts to consider teacher performance (rather than only seniority) in making layoff decisions.

The *2015 Delaware State Teacher Policy Yearbook* is immediately available for free download [here](#). The 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 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