

## HAWAII TEACHER EFFECTIVENESS POLICIES INADEQUATE

### *New Report from NCTQ Finds Hawaii Falling Behind Most States in Efforts to Enact Policies that Support Effective Teaching; State Earns a Grade of “D+”*

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 Hawaii.

Hawaii received an overall grade of D+, holding steady since 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

<b>Yearbook Goal Areas</b>	<b>Hawaii’s 2015 Grades</b>
Area 1: Delivering Well-Prepared Teachers	D-
Area 2: Expanding the Teacher Pool	F
Area 3: Identifying Effective Teachers	B-
Area 4: Retaining Effective Teachers	B
Area 5: Dismissing Ineffective Teachers	D
Average Overall Grade	D+

standards. Hawaii falls below the average grade across all 50 states and the District of Columbia, which is a C- this year.

NCTQ Senior Vice President for State and District Policy Sandi Jacobs said, "Nationwide the glass is really starting to look half full on state efforts to drive teacher effectiveness through smarter policy. Hawaii has made some strides on teacher evaluation but otherwise has not kept pace with the progress being made on teacher effectiveness policy across the country."

### **Hawaii does not promote teacher effectiveness or college- and career-readiness as part of the state’s preparation and licensing policies:**

- *Elementary teacher preparation.* Hawaii is one of only 5 states in the nation that does not require candidates to pass content tests for elementary school licensure.
- *Science of reading.* Hawaii does not require early childhood or elementary teaching candidates to demonstrate their knowledge of the science of reading.
- *Secondary teacher preparation.* Hawaii does not require any content assessments for secondary teacher licensing.
- *Teacher prep admission policy.* However, Hawaii is one of 24 states that set a high academic bar for admissions to teacher preparation programs by requiring both testing and strong grade point average.

### **Teacher effectiveness informs some teacher policies in Hawaii:**

- *Teacher evaluation.* Hawaii does not require annual evaluations for all teachers. However, it is one of 16 states that require evidence of student achievement/growth to be the preponderant criterion in teacher evaluations.
- *Tenure.* Hawaii is one of 23 states that require teacher performance to be considered in tenure decisions.
- *Dismissal policy.* Hawaii is one of 28 states that articulate that ineffectiveness is grounds for teacher dismissal.

## **Teacher effectiveness informs Hawaii’s efforts to retain effective teachers once they are in the classroom:**

- *Professional development and support.* Hawaii requires that teachers receive feedback on their evaluation ratings. The state also specifies that professional development should be informed by evaluations and requires improvement plans for teachers with poor evaluation ratings.
- *Support for performance pay.* Hawaii is one of just seven states where performance impacts teacher salary and the state supports differential pay in high-need schools. Unfortunately, the state also continues to require increased pay for teachers earning advanced degrees, even though there is no evidence that such degrees have an impact on teacher effectiveness.

## **In addition to strengthening teacher preparation, Hawaii needs to improve on several critical teacher policy fronts:**

- *Teacher prep accountability.* Hawaii does not collect performance data on teacher preparation programs. The state should hold teacher preparation programs accountable by collecting performance data and setting minimum program performance standards.
- *Special education teachers.* Hawaii continues to 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.

The *2015 Hawaii 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](http://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