

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

### ***New Report from NCTQ Finds Idaho 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 Idaho.

Idaho 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. Idaho's grade is an improvement from the D+ earned in 2013.

<b>Yearbook Goal Areas</b>	<b>Idaho's 2015 Grades</b>
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	D-
Area 5: Dismissing Ineffective Teachers	C
Average Overall Grade	C-

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, Idaho has plenty of room for improvement."

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

- *Admission requirements.* Idaho 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.
- *Middle school licensing.* Idaho is one of 19 states that still offer a generalist K-8 license. Candidates for this license only need to pass elementary content tests for licensing.
- *Secondary teacher preparation.* Idaho has significant loopholes in its licensing requirements for secondary teachers.
- *Special education teachers.* Idaho still 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.
- *Elementary teacher preparation.* Idaho does require content tests for elementary school licensure that provide separate passing scores for each subject, which helps to ensure teachers know all of the core content they will teach.

### **Idaho requires evaluations of teacher effectiveness and teacher performance informs policy and practice:**

- *Teacher evaluation.* Idaho 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.* Idaho is one of 23 states that require districts to consider some evidence of teacher performance in granting tenure.

- *Dismissing ineffective teachers.* Twenty-eight states, including Idaho, articulate that classroom ineffectiveness is grounds for a teacher's dismissal.

**Idaho has plenty of room to improve on other several critical teacher policy fronts:**

- *Teacher prep accountability.* Idaho does not connect student achievement or collect other performance data and does not set any program performance standards for teacher preparation programs.
- *Professional support.* Idaho does not require that all teachers receive feedback on their evaluations and does not direct districts to connect professional development to teachers' identified needs. The state also does not require structured improvement plans for teachers who receive poor evaluations.
- *Prohibiting "last in, first out" policies.* Idaho 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.* Idaho does not support performance pay or differential pay for teachers in high-need schools or shortage subject areas. Unfortunately, the state is also one of 15 that continue to require increased pay for teachers earning advanced degrees, even though there is no evidence that such degrees have an impact on teacher effectiveness.
- *Alternate routes.* Idaho's alternative pathways to teacher certification are in need of significant improvement.

The *2015 Idaho 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