

INDIANA EARNS ITS HIGHEST TEACHER POLICY GRADE TO DATE; STATE GRADE IS A SOLID B FOR TEACHER EFFECTIVENESS

New Report from NCTQ Finds Indiana a Leader on Policies that Support 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 Indiana.

Indiana received one of the highest grades in the nation, earning a B, improving from a B- in 2013, despite NCTQ raising expectations in several key policy areas. The average grade across all 50 states and the District of Columbia for 2015 is a “C-”.

Yearbook Goal Areas	Indiana’s 2015 Grades
Area 1: Delivering Well-Prepared Teachers	B+
Area 2: Expanding the Teacher Pool	C+
Area 3: Identifying Effective Teachers	C+
Area 4: Retaining Effective Teachers	C
Area 5: Dismissing Ineffective Teachers	B
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 Indiana, but on the whole the glass is really starting to look half full on states’ efforts to drive teacher effectiveness through smarter policy. Indiana is a national leader.”

Key Yearbook Findings

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

- *Admission standards.* Indiana is one of 24 states that set a high academic bar for admission to teacher preparation programs.
- *Elementary teacher preparation.* Indiana’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.* Indiana is one of 18 states that help to ensure elementary teacher know the science of reading by requiring all elementary teachers to pass a test measuring that knowledge.
- *Secondary teacher preparation.* Indiana is one of only five states in the nation requiring secondary teachers to pass a content test in each and every subject they are licensed to teach.
- *Student teaching.* Indiana is one of just 13 states that require that cooperating teachers that mentor future teachers have demonstrated that they are effective in the classroom.
- *Teacher prep accountability.* Only seven states hold teacher preparations accountable by collecting objective program data, setting minimum performance standards and making performance data publicly available. Indiana is one of those few states.

Indiana requires evaluations of teacher effectiveness:

- *Teacher evaluation.* Indiana is one of 27 states that require annual evaluations for all teachers and is one of 35 states that require student achievement/growth to be an important criterion in evaluating teacher effectiveness.
- *Tying performance to tenure.* Indiana is one of 23 states that require some evidence of teacher performance to be considered in granting tenure.
- *Dismissing ineffective teachers.* Twenty-eight states, including Indiana, now articulate that classroom ineffectiveness is grounds for a teacher's dismissal.
- *Prohibiting "last in, first out" policies.* Indiana is one of 19 states that require districts to consider teacher performance (rather than only seniority) in making layoff decisions.

There has been much less progress nationwide on policies aimed at recruiting and retaining the best teachers in the profession across the states, but Indiana is a leader:

- *Support for performance pay.* Indiana is one of just seven states that require performance to be factored into teacher pay for all teachers.

Indiana still has room to improve in several critical policy fronts:

- *Discontinuing K-12 licenses for special education teachers.* Indiana 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.
- *Professional support.* While Indiana requires that all teachers receive evaluation feedback, it is one of 20 states that do not require professional development to be informed by evaluation results. The state also does not support new teachers with strong induction programs.
- *Alternate routes.* Indiana could do more to ensure the quality of all alternative pathways to certification in the state.

The *2015 Indiana 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 *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