

KANSAS TEACHER EFFECTIVENESS POLICIES INADEQUATE

New Report from NCTQ Finds Kansas 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 Kansas.

Kansas received an overall grade of D+, slightly improved 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

Yearbook Goal Areas	Kansas’ 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	D+
Area 5: Dismissing Ineffective Teachers	C-
Average Overall Grade	D+

standards. Kansas still 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 states’ efforts to drive teacher effectiveness through smarter policy. Kansas has made some strides but otherwise has not kept pace with the progress being made on teacher effectiveness policy across the country.”

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

- *Teacher prep admission policy.* Kansas does not set a high academic bar for admission to teacher preparation programs.
- *Elementary teacher preparation.* Kansas’ content assessments for elementary teacher licensure do not ensure that candidates have mastered all content areas they are required to teach. This includes teachers who can teach elementary grades on an early childhood license.
- *Science of reading.* Kansas does not require elementary teaching candidates to demonstrate their knowledge of the science of reading.
- *Secondary teacher preparation.* Kansas has some significant loopholes in secondary teacher licensing.

Kansas requires evaluations of teacher effectiveness but they don’t inform teacher policies:

- *Teacher evaluation.* Kansas 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.
- *Licensure advancement.* Kansas does not consider teacher performance before conferring professional licensure.
- *Dismissal policy.* Kansas does not articulate that ineffectiveness is grounds for teacher dismissal.

- “*Last in, first out*” policies. Kansas also makes no effort to require districts to consider teacher performance (rather than only seniority) in making layoff decisions.

Teacher effectiveness also does not inform teacher practice or pay in Kansas:

- *Professional development and support.* Kansas requires that teachers receive feedback on their evaluation ratings, but the state doesn’t specify that professional development should be informed by evaluations or require improvement plans for teachers with poor evaluation ratings.
- *Support for performance pay.* Kansas does not support performance pay or differential pay in high-need schools or subject shortage areas.

Kansas needs improvement on several other critical teacher policies:

- *Teacher prep accountability.* Kansas collects performance data on teacher preparation programs but doesn’t use data to hold programs accountable by setting minimum program performance standards. The state also does not connect student achievement to teacher preparation programs.
- *Special education teachers.* Kansas 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.
- *Alternate routes.* Alternate routes to teacher certification are in need of significant improvement in Kansas.

The *2015 Kansas 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