

## **LOUISIANA TEACHER EFFECTIVENESS POLICIES AMONG NATION’S STRONGEST; STATE EARNS B**

### ***New Report from NCTQ Finds Louisiana Is 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 Louisiana.

Louisiana earned a B this year, holding steady from a B in 2013, despite NCTQ raising expectations in several key policy areas, including aligning teacher licensing policies with the requirements of states’ college- and career-readiness standards. Louisiana also earned the *Yearbook’s* only A grade for its efforts to identify effective teachers. The average grade across all 50 states and the District of Columbia for 2015 is a “C-”.

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

### **Key Yearbook Findings**

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

- *Admission standards.* Louisiana is one of 24 states that set a high academic bar for admissions to teacher preparation programs.
- *Elementary teacher preparation.* Louisiana’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.
- *Special education.* Louisiana is one of only 14 states that, appropriately, do not offer a K-12 general license for special education teachers.
- *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. Louisiana is one of those few states.

#### **Louisiana earned the only A in the nation for its evaluations of teacher effectiveness:**

- *Teacher evaluation.* Louisiana 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 most important criterion in evaluating teacher effectiveness.

- *Tying performance to tenure.* Evidence of student learning is the preponderant criterion used to grant teachers tenure in Louisiana. Louisiana is one of just nine states that have such a requirement.
- *Dismissing ineffective teachers.* Twenty-eight states, including Louisiana, now articulate that classroom ineffectiveness is grounds for a teacher’s dismissal.
- *Prohibiting “last in, first out” policies.* Louisiana 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 Louisiana is a leader:**

- *Professional support.* Louisiana 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.
- *Support for performance pay.* Louisiana is one of just seven states that require performance to be factored into teacher pay for all teachers. Louisiana also supports differential pay for teachers in high-needs schools and subject area shortages.

**Louisiana still has room to improve in several critical policy fronts:**

- *Science of reading.* Louisiana should ensure elementary teacher know the science of reading by requiring all elementary teachers to pass a rigorous test measuring that knowledge.
- *Strengthening secondary teacher preparation.* Louisiana should require that all secondary teachers pass a content test in every subject they are licensed or have an endorsement to teach.
- *Alternate routes.* Louisiana could do more to ensure the quality of all alternate routes to teacher certification in the state.

The *2015 Louisiana 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