

## NEW HAMPSHIRE TEACHER EFFECTIVENESS POLICIES INADEQUATE

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

New Hampshire received an overall grade of D, which holds steady from its grade in 2013. The average grade across all 50 states and the District of Columbia for 2015 is a “C-”.

NCTQ Vice President Sandi Jacobs said, "Nationwide the glass is really starting to look half full on states' efforts to drive teacher effectiveness through smarter policy. New Hampshire has not kept pace with the progress being made on teacher effectiveness policy across the country."

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

### **New Hampshire has made some strides in promoting teacher effectiveness as part of the state's preparation and licensing policies:**

- *Elementary teacher preparation.* New Hampshire'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.* New Hampshire requires all early childhood and elementary teachers to demonstrate their knowledge of the science of reading.

### **New Hampshire does not require evaluations of teacher effectiveness:**

- *Teacher evaluation.* New Hampshire does not require annual evaluations for all teachers and is one of only 8 states in the nation that does not require objective measures of student achievement to be included in teacher evaluations.
- *Tenure policy.* Teachers are granted tenure virtually automatically in New Hampshire after five years without consideration of teacher performance.
- *Dismissal policy.* New Hampshire also does not articulate that ineffectiveness is grounds for teacher dismissal.
- *“Last in, first out” policies.* New Hampshire 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 New Hampshire:**

- *Professional development and support.* New Hampshire does not require that teachers receive feedback on evaluations ratings, does not specify that professional development should be informed by evaluations, and does not require teachers with poor ratings to have improvement plans.
- *Performance pay.* New Hampshire does not support performance pay for effective teachers or differential pay for teachers in high-need schools or shortage-subject areas.

### **New Hampshire needs improvement on several other critical teacher policies:**

- *Teacher prep admission policy.* New Hampshire does not set a high academic bar for admission to teacher preparation programs.
- *Middle school licensing.* New Hampshire is one of 19 states that still allow a generic K-8 teaching license.
- *Secondary teacher preparation.* New Hampshire has significant loopholes in its licensing requirements for secondary teachers.
- *Special education.* New Hampshire still offers a K-12 general license for special education teachers, a license that wrongly presumes special education teachers do not need to master grade and subject specific content knowledge.
- *Alternate routes.* Alternate routes to certification are in need of significant improvement in New Hampshire.

The *2015 New Hampshire 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