

NORTH DAKOTA TEACHER EFFECTIVENESS POLICIES INADEQUATE

New Report from NCTQ Finds North Dakota 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 North Dakota.

North Dakota 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-”.

Yearbook Goal Areas	North Dakota’s 2015 Grades
Area 1: Delivering Well-Prepared Teachers	D-
Area 2: Expanding the Teacher Pool	F
Area 3: Identifying Effective Teachers	D+
Area 4: Retaining Effective Teachers	D+
Area 5: Dismissing Ineffective Teachers	D
Average Overall Grade	D

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. North Dakota has not kept pace with the progress being made on teacher effectiveness policy across the country.”

North Dakota does not promote teacher effectiveness as part of the state’s preparation and licensing policies:

- *Teacher prep admission policy.* North Dakota does not set a high academic bar for admission to teacher preparation programs.
- *Elementary teacher preparation.* North Dakota’s content assessments for elementary teacher licensure do not ensure that candidates have mastered all content areas they are required to teach.
- *Science of reading.* North Dakota does not require all early childhood and elementary teachers to demonstrate their knowledge of the science of reading.
- *Middle school licensing.* North Dakota is one of 19 states that still allow a generic K-8 teaching license.
- *Secondary teacher preparation.* North Dakota has significant loopholes in its licensing requirements for secondary teachers.
- *Special education.* North Dakota is one of 21 states that still offer only 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.

North Dakota does not require evaluations to be tied to other teacher effectiveness policies:

- *Teacher evaluation.* North Dakota requires annual evaluations for all teachers and requires some objective measures of student achievement to be included in teacher evaluations.
- *Licensure advancement.* Teacher performance is not considered in decisions to confer professional licensure in North Dakota.
- *Dismissal policy.* North Dakota does not articulate that ineffectiveness is grounds for teacher dismissal.

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

Teacher effectiveness also does not consistently inform teacher practice or pay in North Dakota:

- *Professional development and support.* On the positive side, North Dakota has strong requirements for teacher induction. The state requires that teachers receive feedback on evaluations ratings and specifies that professional development should be informed by evaluations, but does not require teachers with poor ratings to have improvement plans.
- *Performance pay.* North Dakota does not support performance pay for effective teachers or differential pay for teachers in high-need schools or shortage-subject areas.

North Dakota needs improvement on several other critical teacher policies:

- *Teacher prep accountability.* North Dakota collects performance data on teacher preparation programs but does not set minimum program performance standards and does not connect student achievement to teacher preparation programs.
- *Alternate routes.* Alternate routes to certification are in need of significant improvement in North Dakota.

The *2015 North Dakota 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