

**OHIO TEACHER EFFECTIVENESS POLICIES STRONG;  
STATE EARNS SOLID B- GRADE**

*New Report from NCTQ Finds Ohio 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 Ohio.

Ohio 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. The average grade across all 50 states and the District of Columbia for 2015 is a “C-”.

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

**Key Yearbook Findings**

**Ohio does not ensure that teacher licensing requirements are in step with teacher effectiveness:**

- *Admission standards.* Ohio does not set a high academic bar for admission to teacher preparation programs.
- *Elementary teacher preparation.* Ohio is one of only five states in the nation that does not require content tests in core subject areas for all elementary school teachers.
- *Secondary licensure.* Ohio has significant loopholes in its licensing requirements for secondary teachers.
- *Special education.* Ohio is one of 21 states that 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.
- *Science of reading.* However, Ohio is one of 18 states that ensure elementary teachers know the science of reading instruction.
- *Middle school licensure.* Ohio does not allow K-8 generalist licenses and does require middle school teacher to pass content tests in all the subjects they are licensed to teach.
- *Teacher prep accountability.* Ohio collects objective program data on teacher prep programs and connects student achievement data to those programs.

**Ohio is implementing evaluations of teacher effectiveness and connects teacher performance to some policies of consequence:**

- *Teacher evaluation.* Ohio 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 a significant criterion in evaluating teacher effectiveness.
- *Tying performance to tenure.* Despite a longer probationary period than most other states, tenure is granted virtually automatically in Ohio without evidence of teacher performance or student learning.
- *Dismissing ineffective teachers.* However, 28 states, including Ohio, now articulate that classroom ineffectiveness is grounds for a teacher's dismissal.
- *Reporting on teacher effectiveness.* Ohio is one of 13 states that require public reporting of school level teacher effectiveness data.
- *Prohibiting "last in, first out" policies.* Ohio also is one of 19 states that required districts to consider teacher performance (rather than only seniority) in making layoff decisions.

**Ohio has made progress on policies aimed at recruiting and retaining the best teachers in the profession across the states, but Ohio is a leader:**

- *Professional support.* Ohio has strong induction program requirements. The state also 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.* Ohio supports performance bonuses for teachers as well as differential pay for teachers in high-needs schools and subject area shortages.

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

- *Compensation for advanced degrees.* Ohio is one of 15 states that continue to require increased pay for teachers earning advanced degrees, even though there is no evidence that such degrees have an impact on teacher effectiveness.
- *Alternate routes.* Ohio could do more to ensure the quality of all alternate routes to certification in the state.

The *2015 Ohio 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