

WISCONSIN TEACHER EFFECTIVENESS POLICIES INADEQUATE

New Report from NCTQ Finds Wisconsin 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 Wisconsin.

Wisconsin received an overall grade of D, which is a drop in grade from a D+ in 2013. The average grade across all 50 states and the District of Columbia for 2015 is a “C-”.

Yearbook Goal Areas	Wisconsin’s 2015 Grades
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	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. Wisconsin has not kept pace with the progress being made on teacher effectiveness policy across the country."

Wisconsin has made some strides to promote teacher effectiveness as part of the state’s preparation and licensing policies:

- *Science of reading.* Wisconsin requires both early childhood and elementary teachers to demonstrate their knowledge of the science of reading.
- *Special education.* Wisconsin is one of only 14 states in the nation that, appropriately, does not offer a K-12 general license for special education teachers.
- *Teacher prep admission policy.* However, Wisconsin does not set a high academic bar for admissions to teacher preparation programs.
- *Elementary teacher preparation.* Wisconsin’s content assessments for elementary teacher licensure do not ensure that candidates have mastered all content areas they are required to teach.
- *Middle school licensing.* Wisconsin is one of 19 states that still allow a generic K-8 teaching license.
- *Secondary teacher preparation.* Wisconsin has significant loopholes in its licensing requirements for secondary teachers.

Wisconsin does not require evaluations to be tied to teacher effectiveness:

- *Teacher evaluation.* Wisconsin does not require annual evaluations for all teachers but the state requires some objective measures of student achievement/growth to be included in teacher evaluations.
- *Tenure.* Teachers in Wisconsin are granted tenure virtually automatically after three years without consideration of teacher performance.
- *Licensure advancement.* Teacher performance is not considered in decisions to confer professional licensure in Wisconsin.

- *Dismissal policy.* Wisconsin does not articulate that ineffectiveness is grounds for teacher dismissal.
- *“Last in, first out” policies.* Wisconsin makes no effort to require districts to consider teacher performance (rather than only seniority) in making layoff decisions.

Teacher effectiveness does not consistently inform teacher pay or practice in Wisconsin:

- *Professional development and support.* While Wisconsin requires that teachers receive feedback on evaluations ratings, the state 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.* Wisconsin does not support performance pay for effective teachers or differential pay for teachers in shortage-subject areas. However, the state does provide incentives for teaching in high-need schools.

Wisconsin needs improvement on several other critical teacher policies:

- *Teacher prep accountability.* Wisconsin 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 are in need of significant improvement in Wisconsin.

The *2015 Wisconsin 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