

WYOMING TEACHER EFFECTIVENESS POLICIES INADEQUATE

New Report from NCTQ Finds Wyoming 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 Wyoming.

Wyoming 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 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. Wyoming has not kept pace with the progress being made on teacher effectiveness policy across the country."

Yearbook Goal Areas	Wyoming'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

Wyoming does not promote teacher effectiveness as part of the state's preparation and licensing policies:

- *Teacher prep admission policy.* Wyoming does not set a high academic bar for admission to teacher preparation programs.
- *Elementary teacher preparation.* Wyoming'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. However, the state does not require teachers with early childhood certification who teach in the elementary grades to pass the same tests.
- *Science of reading.* Wyoming does not require early childhood or elementary teachers to demonstrate their knowledge of the science of reading.
- *Middle school licensing.* Wyoming does not require middle school teachers to pass tests in every subject they are licensed to teach.
- *Secondary teacher preparation.* Wyoming is one of nine states that do not require secondary teachers to pass a content test in every subject area for licensure.
- *Special education.* Wyoming still offers 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.

Wyoming's evaluations don't emphasize teacher effectiveness:

- *Teacher evaluation.* Wyoming requires annual evaluations for all teachers but only requires that some objective measures of student achievement are included in teacher evaluations.
- *Tenure.* Wyoming requires some evidence of teacher performance to be considered in granting teachers tenure.

- *Licensure advancement.* Teacher performance is not considered in decisions to confer professional licensure in Wyoming.
- *Dismissal policy.* Wyoming is one of 28 states that articulate that ineffectiveness is grounds for teacher dismissal.
- *“Last in, first out” policies.* Wyoming 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 Wyoming:

- *Professional development and support.* While Wyoming requires that teachers receive feedback on evaluations ratings and specifies that professional development should be informed by evaluations, the state does not require teachers with poor ratings to have improvement plans.
- *Performance pay.* Wyoming 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.

The *2015 Wyoming 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