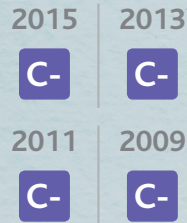


Summary of Texas Teacher Policies:



- ★ Best Practice
- Meets Goal
- ◐ Nearly Meets Goal
- ◑ Partly Meets Goal
- ◒ Meets a Small Part of Goal
- Does Not Meet Goal

Progress on Goals Since 2015

- ▲ Progress Increased: 1
- ▼ Progress Decreased: 0

A state's progress on policy was tracked solely for goals that remained constant between 2015 and 2017.

<b>AREA 1: General Teacher Preparation</b>	<b>B-</b>
Program Entry	◐
Teacher Shortages and Surpluses	○
Program Performance Measures	◑
Program Reporting Requirements	★
Student Teaching/Clinical Practice	◐
<b>AREA 2: Elementary Teacher Preparation</b>	<b>B-</b>
Content Knowledge	◑
Teaching Mathematics	●
Teaching Reading	◐
Licensure Deficiencies	NA
<b>AREA 3: Secondary Teacher Preparation</b>	<b>B</b>
Middle School Content Knowledge	●
Middle School Licensure Deficiencies	●
Adolescent Literacy	●
Secondary Content Knowledge	●
Secondary Licensure Deficiencies	○
<b>AREA 4: Special Education Teacher Preparation</b>	<b>D-</b>
Content Knowledge	○
Teaching Reading	◐
Licensure Deficiencies	◑
<b>AREA 5: Alternative Route Teacher Preparation</b>	<b>C</b>
Program Entry	● ▲
Preparation for the Classroom	◐

<b>AREA 6: Hiring</b>	<b>C-</b>
Requirements for Out-of-State Teachers	◐
Provisional and Emergency Licensure	◐
<b>AREA 7: Teacher and Principal Evaluation</b>	<b>C-</b>
Measures of Student Growth	◐
Measures of Professional Practice	◐
Frequency of Evaluation and Observation	◑
Linking Evaluation to Professional Growth	◑
Data Systems Needed for Evaluation	●
Distributing Teacher Talent Equitably	○
Principal Effectiveness	◑
Principal Evaluation and Observation	◑
<b>AREA 8: Teacher Compensation</b>	<b>C-</b>
Performance	◐
High-Need Schools and Subjects	◐
Prior Work	◐
<b>AREA 9: Retaining Effective Teachers</b>	<b>D+</b>
Licensure Advancement	○
Tenure	○
Leadership Opportunities	●
Dismissal	○
Layoffs	●

# Teacher Policy Strengths and Areas for Growth Texas

POLICY AREA	TEXAS'S STRENGTHS	TEXAS'S OPPORTUNITIES FOR GROWTH
<b>AREA 1: GENERAL TEACHER PREPARATION</b>		
Program Entry		The state should require that all teacher preparation programs limit admission to individual applicants with either a minimum 3.0 GPA or those who have scored in the top half of all college-going students on tests of academic proficiency.
Teacher Shortages and Surpluses		The state should publish data on teacher production that connect program completion, certification, and district hiring statistics, and also provide guidance regarding program acceptance numbers.
Program Performance Measures	The state collects objective, meaningful data on program graduates to measure teacher preparation program performance.	
Program Reporting Requirements	The state holds teacher preparation programs accountable for meeting performance standards and for the quality of teachers they produce.	
Student Teaching/ Clinical Practice		The state should require that cooperating teachers are selected based on evidence of effectiveness and that the clinical practice experience for candidates for licenses with broad grade spans takes place in at least two developmental grade levels.
<b>AREA 2: ELEMENTARY TEACHER PREPARATION</b>		
Content Knowledge	The state requires elementary teacher candidates to pass a content test with individually scored subtests in each of the core content areas.	
Teaching Mathematics	The state's elementary content test includes an independently scored math subtest.	
Teaching Reading		The state should require elementary teacher candidates to pass a science of reading test to ensure knowledge of effective reading instruction.
Licensure Deficiencies	Not applicable; the state's early childhood certification, which allows candidates to teach from grades PreK-6, is the de facto license to teach elementary grades.	
<b>AREA 3: SECONDARY TEACHER PREPARATION</b>		
Middle School Content Knowledge	The state requires middle school teachers to pass a rigorous single-subject content test.	
Middle School Licensure Deficiencies	The state does not allow middle school teachers to teach on a K-8 generalist license.	
Adolescent Literacy	The state requires that middle school and secondary candidates are prepared to meet the instructional shifts associated with college- and career-readiness standards.	
Secondary Content Knowledge	The state requires all secondary teachers to pass a single-subject content test as a condition of initial licensure and to add an endorsement to an existing license.	
Secondary Licensure Deficiencies		The state should require secondary general science teachers and secondary social studies teachers to pass a single-subject content test for each discipline they are licensed to teach.
<b>AREA 4: SPECIAL EDUCATION TEACHER PREPARATION</b>		
Content Knowledge		The state should require elementary special education teachers to pass the same content test as general elementary education teachers and require that secondary special education teachers demonstrate content knowledge in core subjects at the secondary level.

Teaching Reading		The state should require that elementary special education candidates pass a rigorous assessment in the science of reading instruction and are fully prepared to meet the instructional shifts associated with college- and career-readiness standards.
Licensure Deficiencies		The state should eliminate its K-12 special education certification.
<b>AREA 5: ALTERNATIVE ROUTE TEACHER PREPARATION</b>		
Program Entry	The state maintains high academic standards for admission to alternate route programs.	
Preparation for the Classroom		The state should require that all alternate route programs prepare new teachers for the classroom through manageable and relevant coursework, intensive mentoring and induction, and a supervised practice teaching experience.
<b>AREA 6: HIRING</b>		
Requirements for Out-of-State Teachers		The state should require evidence of effective teaching during previous employment for licensure reciprocity, and offer a standard license to certified out-of-state teachers without unnecessary requirements.
Provisional and Emergency Licensure		The state should ensure teachers' subject-matter knowledge before granting emergency licensure, and restrict emergency licensure to no more than one year.
<b>AREA 7: TEACHER AND PRINCIPAL EVALUATION</b>		
Measures of Student Growth		The state should ensure objective evidence of student growth is the determinative factor in teacher evaluations.
Measures of Professional Practice	The state requires that all teacher evaluations include observations, and be conducted by trained and certified teacher evaluators.	
Frequency of Evaluation and Observation		The state should require that all teachers are evaluated annually and observed multiple times, and that new teachers are supported with feedback early in the year.
Linking Evaluation to Professional Growth	The state requires that teachers are supported with adequate evaluation feedback and aligned professional development, under a system with five rating categories.	
Data Systems Needed for Evaluation	The state adequately defines teacher of record, has a process in place for teacher roster verification, has the capacity to link student-level data and teacher performance, and publishes teacher mobility data.	
Distributing Teacher Talent Equitably		The state should report school-level data about teacher performance to help support the equitable distribution of teacher talent.
Principal Effectiveness	The state requires that principal effectiveness is determined, in part, by objective measures of student growth and teacher effectiveness/instructional leadership; survey data are explicitly allowed.	
Principal Evaluation and Observation	The state requires all principals to be annually evaluated by trained and certified evaluators.	
<b>AREA 8: TEACHER COMPENSATION</b>		
Performance		The state should support performance pay based on evidence of effectiveness.
High-Need Schools and Subjects	The state enables teachers to earn additional pay for working in high-need schools.	
Prior Work		The state should encourage additional compensation for all new teachers with relevant prior work experience.
<b>AREA 9: RETAINING EFFECTIVE TEACHERS</b>		
Licensure Advancement		The state should base licensure advancement and renewal on teacher effectiveness.
Tenure		The state should connect tenure decisions to evidence of teacher effectiveness.
Leadership Opportunities	The state supports teacher leadership opportunities.	
Dismissal		The state should enable ineffective classroom performance to be a basis for dismissal, and not allow multiple appeals for teachers who are dismissed.
Layoffs	The state requires evidence of effectiveness to be the primary criterion districts use in determining which continuing contract teachers are laid off during reductions in force.	

## State Grades

### State Grades 2009 – 2017

	2009	2011	2013	2015	2017
ALABAMA	C-	C-	C-	D+	C
ALASKA	D	D	D	D-	D-
ARIZONA	D+	D+	C-	C-	D
ARKANSAS	C-	C	B-	B-	C+
CALIFORNIA	D+	D+	D+	D	D+
COLORADO	D+	C	C+	C	D+
CONNECTICUT	D+	C-	B-	B-	C+
DELAWARE	D	C	C+	B-	B-
DISTRICT OF COLUMBIA	D-	D	D+	D+	D+
FLORIDA	C	B	B+	B+	B+
GEORGIA	C-	C	B-	B-	B-
HAWAII	D-	D-	D+	D+	D+
IDAHO	D-	D+	D+	C-	C
ILLINOIS	D+	C	C+	C+	C+
INDIANA	D	C+	B-	B	B-
IOWA	D	D	D	D	D+
KANSAS	D-	D	D	D+	D+
KENTUCKY	D+	D+	C	C	C-
LOUISIANA	C-	C-	B	B	B+
MAINE	F	D-	C-	C-	D+
MARYLAND	D	D+	D+	D+	D+
MASSACHUSETTS	D+	C	B-	B-	B-
MICHIGAN	D-	C+	B-	C+	C
MINNESOTA	D-	C-	C-	C-	C-
MISSISSIPPI	D+	D+	C	C	C
MISSOURI	D	D	C-	C-	C
MONTANA	F	F	F	F	F
NEBRASKA	D-	D-	D-	D	D
NEVADA	D-	C-	C-	C-	C-
NEW HAMPSHIRE	D-	D-	D	D	D+
NEW JERSEY	D+	D+	B-	C+	B
NEW MEXICO	D+	D+	D+	C	C
NEW YORK	D+	C	B-	B	B
NORTH CAROLINA	D+	D+	C	C-	C+
NORTH DAKOTA	D-	D	D	D	D
OHIO	D+	C+	B-	B-	B-
OKLAHOMA	D+	B-	B-	B-	D+
OREGON	D-	D-	D	D	D-
PENNSYLVANIA	D	D+	C-	C-	C
RHODE ISLAND	D	B-	B	B-	B
SOUTH CAROLINA	C-	C-	C-	C	C+
SOUTH DAKOTA	D	D	D-	D-	F
TENNESSEE	C-	B-	B	B	B
TEXAS	C-	C-	C-	C-	B-
UTAH	D	C-	C	C+	C
VERMONT	F	D-	D-	D-	D
VIRGINIA	D+	D+	C+	C+	C+
WASHINGTON	D+	C-	C-	C-	C-
WEST VIRGINIA	D+	D+	C-	C-	C+
WISCONSIN	D	D	D+	D	D+
WYOMING	D-	D	D	D	D

## Best Practices

### AREA 1: General Teacher Preparation

Program Entry - *None*

Teacher Shortages and Surpluses - *None*

Program Performance Measures - *Alabama, Florida*

Program Reporting Requirements - *Delaware, Florida, Missouri, North Carolina, Tennessee, Texas*

Student Teaching/Clinical Practice - *Georgia, Massachusetts, New Jersey, Tennessee*

### AREA 2: Elementary Teacher Preparation

Content Knowledge - *None*

Teaching Mathematics - *Massachusetts*

Teaching Reading - *Arkansas, California*

Licensure Deficiencies - *None*

### AREA 3: Secondary Teacher Preparation

Middle School Content Knowledge - *Arkansas, Georgia, Ohio*

Middle School Licensure Deficiencies - *None*

Adolescent Literacy - *Arkansas, Florida, Louisiana*

Secondary Content Knowledge - *Indiana, Minnesota*

Secondary Licensure Deficiencies - *Minnesota*

### AREA 4: Special Education Teacher Preparation

Content Knowledge - *None*

Teaching Reading - *California*

Licensure Deficiencies - *None*

### AREA 5: Alternate Route Teacher Preparation

Program Entry - *Illinois, Michigan*

Preparation for the Classroom - *Delaware, New Jersey*

### AREA 6: Hiring

Requirements for Out-of-State Teachers - *None*

Provisional and Emergency Licensure - *Mississippi, New Jersey, Rhode Island, South Carolina*

### AREA 7: Teacher and Principal Evaluation

Measures of Student Growth - *Indiana*

Measures of Professional Practice - *Iowa*

Frequency of Evaluation and Observation - *Idaho, New Jersey, Washington*

Linking Evaluation to Professional Growth - *Louisiana, New York, North Carolina*

Data Systems Needed for Evaluation - *Georgia*

Distributing Teacher Talent Equitably - *None*

Principal Effectiveness - *Connecticut, Florida, South Dakota*

Principal Evaluation and Observation - *New York*

### AREA 8: Teacher Compensation

Performance - *None*

High-Need Schools and Subjects - *Florida, New Mexico, Utah*

Prior Work - *Louisiana, North Carolina*

### AREA 9: Retaining Effective Teachers

Licensure Advancement - *Louisiana*

Tenure - *Hawaii, Indiana, Nevada, New York*

Leadership Opportunities - *Ohio, Utah*

Dismissal - *Nevada, New York*

Layoffs - *Colorado, Georgia, Louisiana*