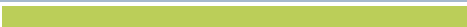
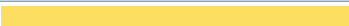

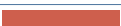




California

School Management	B	
Finance	C	
Staffing: Hiring & Evaluation	C	
Staffing: Removing Ineffective Teachers	F	
Data	C	
Pipeline to Postsecondary	B	
Technology	D	
State Reform Environment	?	
Gold Stars		

School Management. California does a solid job managing its schools in a way that encourages thoughtful innovation. While 90% of teachers report that routine duties and paperwork interfere with their teaching, the state has strong academic standards and a very good charter school law.

Finance. Overall, California earns a mediocre grade in this category. While the state gets a very low mark for the simplicity of its state funding mechanism, districts in California have full authority over teacher pay. California does not have a performance pay program for teachers.

Staffing: Hiring & Evaluation. California receives an average mark for its teacher hiring and evaluation system. Thirteen percent of teachers enter the profession through an alternative certification program, the same as the national average. While the state requires incoming teachers to pass basic skills tests, it does not require them to pass subject-knowledge tests.

Staffing: Removing Ineffective Teachers. California receives a dismal score on the ability to remove poor-performing teachers from the classroom. Eighty-two percent of principals say that teacher unions or associations are a barrier to the removal of ineffective teachers, worse than the national average of 61%. In addition, 87% of principals report that tenure is a barrier to removing poor-performing teachers.

Data. California gets a middling mark for its state data system. Although the state provides educators with access to an interactive school-level database for analysis, it does not have a P-20 longitudinal data system.

Pipeline to Postsecondary. California receives an above-average mark for its efforts to improve college and career readiness. Seventy-two percent of California schools report offering work-based internships. That is 7 percentage points above the national average of 65%. However, only 50% of its schools report offering dual-enrollment programs, which allow students to earn high school and college credits simultaneously. That is 15 percentage points below the national average of 65%.

Technology. California receives a low grade in this category. The state has not established a virtual school and does not offer a computer-based assessment. California needs to significantly improve how it evaluates its return on investments in technology.

State Reform Environment. There are few reliable state-by-state data on local education advocacy and research efforts—a reflection of the lack of overall commitment to this issue. As a result, we are unable to issue a meaningful grade. However, the California-based Education Trust-West and EdVoice are members of the forward-thinking Policy Innovators in Education Network.
