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## Iowa

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

**School Management.** Iowa does a poor job managing its schools in a way that encourages thoughtful innovation. Ninety-three percent of teachers report that routine duties and paperwork interfere with their teaching, and the state has a very weak charter school law.

**Finance.** Overall, Iowa earns a good grade in this category. The state gets an above-average mark for the simplicity of its state funding mechanism, and it has a performance pay program for teachers.

**Staffing: Hiring & Evaluation.** Iowa receives a disappointing mark for its teacher hiring and evaluation system. One percent of teachers enter the profession through an alternative certification program, compared with the national average of 13%. Also, the state receives a very low mark for its participation in national programs to recruit nontraditional teachers.

**Staffing: Removing Ineffective Teachers.** Iowa receives an average score on the ability to remove poor-performing teachers from the classroom. Seventy-eight percent of principals say that teacher unions or associations are a barrier to the removal of ineffective teachers, 17 percentage points above the national average of 61%. However, only 33% of principals report that tight deadlines for completing documentation are a barrier to removing poor-performing teachers.

**Data.** Iowa gets a higher-than-average mark for its state data system. The state has a P-20 longitudinal data system and has the ability to match individual students' test records from year to year. However, Iowa does not have a teacher-identifier system with the ability to match teachers to students.

**Pipeline to Postsecondary.** Iowa receives a middling mark for its efforts to improve college and career readiness. Ninety-eight percent of its schools report offering dual-enrollment programs, which allow students to earn high school and college credits simultaneously. That is 33 percentage points above the national average of 65%. However, the state does not require a college- and career-ready diploma and does not have high school exams that gauge college and career readiness.

**Technology.** Iowa receives a solid grade in this category. While the state needs to significantly improve how it evaluates its return on investments in technology, Iowa has established a virtual school and requires technology testing for teachers.

**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, Iowa factors a reliable graduation rate into its accountability system and supports common academic standards.

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