








North Dakota

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

School Management. North Dakota does a disappointing job managing its schools in a way that encourages thoughtful innovation. The state has below-average academic standards, and 90% of teachers report that routine duties and paperwork interfere with teaching. In addition, the state does not sanction low-performing schools or have a charter school law.

Finance. Overall, North Dakota earns a high grade in this category. The state gets excellent marks for the simplicity of its state funding mechanism and for the online accessibility of its financial data. However, North Dakota does not have a performance pay program for teachers.

Staffing: Hiring & Evaluation. North Dakota receives a low mark for its teacher hiring and evaluation system. Two percent of teachers enter the profession through an alternative certification program, compared with the national average of 13%. Also, only 39% of principals report a major influence over teacher hiring.

Staffing: Removing Ineffective Teachers. North Dakota receives a high score on the ability to remove poor-performing teachers from the classroom. Thirty-one percent of principals report that tenure is a barrier to removing poor-performing teachers. That is 41 percentage points below the national average. In addition, only 6% of principals report that resistance from parents is a barrier to dismissal. Still, 63% of principals say that teacher unions or associations are a barrier to the removal of ineffective teachers.

Data. North Dakota gets a below-average mark for its state data system. The state does not publicly report college remediation data nor does it have a teacher-identifier system with the ability to match teachers to students.

Pipeline to Postsecondary. North Dakota receives a high score on the ability to remove poor-performing teachers from the classroom. Thirty-one percent of principals report that tenure is a barrier to removing poor-performing teachers. That is 41 percentage points below the national average. In addition, only 6% of principals report that resistance from parents is a barrier to dismissal. Still, 63% of principals say that teacher unions or associations are a barrier to the removal of ineffective teachers.

Technology. North Dakota receives an average grade in this category. The state has established a virtual school, but it does not offer a computer-based assessment. North Dakota also 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, North Dakota supports common academic standards and factors a reliable graduation rate into its accountability system.