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## Utah

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

**School Management.** Utah does a disappointing job managing its schools in a way that encourages thoughtful innovation. The state has below-average academic standards, and 92% of teachers report that routine duties and paperwork interfere with teaching. The state also does not sanction low-performing schools.

**Finance.** Overall, Utah earns a good grade in this category. While the state gets a low mark for the simplicity of its state funding mechanism, it gives districts full authority over teacher pay. The state also has a performance pay program for teachers.

**Staffing: Hiring & Evaluation.** Utah receives a mediocre mark for its teacher hiring and evaluation system. Eight percent of teachers enter the profession through an alternative certification program, compared with the national average of 13%. But Utah requires incoming teachers to pass subject-knowledge tests, and 87% of principals report a major influence over teacher hiring.

**Staffing: Removing Ineffective Teachers.** Utah receives a below-average score on the ability to remove poor-performing teachers from the classroom. Fifty-five percent of principals say that teacher unions or associations are a barrier to the removal of ineffective teachers, which is 6 percentage points below the national average of 61%. But 38% of principals report that the stress of dismissal is a barrier to removing poor-performing teachers. That is 24 percentage points greater than the national average.

**Data.** Utah gets a high score for its state data system. The state publicly reports college remediation data, and it has a teacher-identifier system with the ability to match teachers with students. Utah also has a P-20 longitudinal data system.

**Pipeline to Postsecondary.** Utah receives a below-average mark for its efforts to improve college and career readiness. Fifty-three percent of its schools report offering dual-enrollment programs, which allow students to earn high school and college credits simultaneously. That is 12 percentage points below the national average of 65%. Also, Utah does not have high school exams that gauge college and career readiness.

**Technology.** Utah receives a low grade in this category. The state has established a virtual school, but it does not offer a computer-based assessment. Utah 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, Utah supports common academic standards.

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