The Teaching Profession

			ACCOUNT	ABILITY FO	OR QUALITY						
			Initial * indicate	Licensure Re es requiremen	equirements for nts that do not a	· All Prospectiv llso apply to alt	ve Teachers (200 ternative-route t	09-10) teachers¹	Discouraging Teaching fo		
	GR	ADE	State requires substantial formal	Prospective t	eachers must pas	s written tests	State requires clir during teach		Direct parental	State has ban or cap on the	
			coursework in subject area(s) taught	Basic skills	Subject-specific knowledge	Subject-specific pedagogy	Student- teaching (weeks)	Other clinical experiences (hours)	notification of out-of-field teachers	number of out- of-field teachers	
SOUTH CAROLINA	Α	95.8		V	V		12*	100*		V	
ARKANSAS	B+	88.0		V	~		12*		~		
LOUISIANA	В	84.2	✓	/ *	✓ *		9*	180*			
FLORIDA	В	84.2		✓	~	~	10*		~	~	
MARYLAND	В	83.6	/ *	~	V	V	20*				
NORTH CAROLINA	В	83.5		/ *			10*				
WEST VIRGINIA	B-	82.1		~	✓ *		12*	125*			
GEORGIA	B-	80.9	✓ *	~	✓ *				~		
OKLAHOMA	B-	80.8	/ *	~	V		12*	45*			
PENNSYLVANIA	B-	80.6	/ *	~	~		12*	190*			
NEW YORK	B-	80.3	V	~	V	/ *	8*	100*			
IOWA	B-	80.2	/ *	~			14*	80*			
VIRGINIA	B-	79.6	✓ *	~	V		5*	150*			
OHIO	C+	78.8	✓ *		✓ *		12*	100*			
KENTUCKY	C+	78.4	✓ *		✓		12*			V	
WISCONSIN	C+	77.8	~	~	~		18				
HAWAII	C+	77.1		~	✓				~		
ALABAMA	C+	77.0	✓ *	✓ *	✓ *		15*	150*			
TENNESSEE	C+	76.9	✓	~	~		15*				
CALIFORNIA	С	76.2		~	~		9*				
NEW MEXICO	С	76.1	~	~	~		14*		V		
DELAWARE	С	75.5		~	~						
MASSACHUSETTS	С	75.4		~	V		150-300 hours*				
TEXAS	С	73.9		~	~	~	12*	30*	~		
WASHINGTON	С	73.2		~	V						
MISSOURI	С	72.7		~	V		8 semester hours*	2 semester hours*			
NEVADA	C-	71.1		/ *	V		8 semester hours*				
VERMONT	C-	70.6		~	V		12*	60*			
MONTANA	C-	70.5	V								
NEW JERSEY	C-	70.4	V		V		15*				
MAINE	C-	70.0		~	V						
NEBRASKA	C-	69.8	✓ *	V			14*	100*		~	
MICHIGAN	C-	69.6	V	V	V		12				
NORTH DAKOTA	C-	69.6	V	V	V		10				
ILLINOIS	D+	69.0	V	V	V						
UTAH	D+	69.0			V						
COLORADO	D+	67.7			V		13*	400*			
RHODE ISLAND	D+	67.7		V			12				
MINNESOTA	D+	67.5		V	V		10*				
CONNECTICUT	D+	66.9	✓ *	~	~		10*				
WYOMING	D+	66.6					8				
KANSAS	D	66.3	~		~		12*				
MISSISSIPPI	D	66.2	/ *	V	V		12*				
NEW HAMPSHIRE	D	65.0	/ *	V	V		15*				
INDIANA	D	64.3		/ *	/ *						
ARIZONA	D	63.4			/ *						
SOUTH DAKOTA	D	63.4	/ *		V		10*				
IDAHO	D	62.9	/ *		~		6 semester hours*				
DISTRICT OF COLUMBIA	D-	60.7	~	V	~	~	3222.7704.0				
ALASKA	F	58.7		/ *							
OREGON	F	56.3		V			15				
U.S. ²	С	73.3	27	40	43	5	39	15	6	4	

Note: States are ordered based on unrounded scores.

 1 North Dakota and Oregon do not have an alternative-route teacher-preparation program.

²The U.S. row reports the grade and score for the average state and the numbers of states receiving credit for policies in the respective columns.

Source: EPE Research Center, 2010

		cher Performance 19-10)		Accountability for of Teacher Educe (2009)	ation Programs		Monitor Quality
State requires all teachers' performance to be formally evaluated		Teacher evaluation occurs on an annual basis	State requires all evaluators to receive formal training	State publishes pass rates/ rankings of teacher- preparation institutions	Programs accountable for graduates' performance in classroom setting	State assigns a unique identification number to each teacher	Teacher and student records can be matched by course/subject and state assessment results
V	achievement /	✓	training ✓	Institutions /	setting /	teacher	✓
~	•	~	~	~	V	~	~
~		·	~	~	V	~	~
~	~	~	~	~	~	~	~
V				V	V	V	
~	✓	✓	V	✓	V	V	
V			✓	V		✓	V
~	✓	✓	✓	✓		✓	
V	~	V	✓	~		✓	V
<i>V</i>		~	V	<i>V</i>		<i>V</i>	~
V	<i>V</i>	✓	<i>V</i>	✓	V	V	
<i>V</i>	<i>V</i>		<i>V</i>			<i>V</i>	
~	~		V	<i>V</i>	V	~	V
~			V	~	~	~	_
~			~	•	~	~	
~			·			~	V
V			V	~	V	V	V
✓	V		V	~	V	V	V
~				~		✓	✓
V			✓	~		~	V
✓	✓		~			~	✓
~			✓	V		✓	
~	~		V	~		~	
V		✓	~	~	<i>V</i>	V	V
<i>V</i>		~			V	<i>V</i>	~
<i>V</i>		V	V	~	V	<i>V</i>	
~			V			<i>V</i>	
~		~	~			~	
~		·	·			V	
~						~	
V				✓		V	
~		✓		~		~	
✓			V	~		V	
~	~					~	~
✓			✓			V	
				V		V	~
<i>V</i>				<i>V</i>		<i>V</i>	
<i>V</i>		~	~	~		<i>V</i>	V
~				~		~	
•				~	V	~	V
				~		~	
				~	V	~	
V		~		~		~	
						V	
~		~				V	
						✓	
✓			~			~	
						V	
44	13	15	27	33	17	51	20

The Teaching Profession

	INCENTIVES A	AND ALLOCA	TION							
	Reducing Entry	and Transfer Bar	riers (2009-10)	Teache	er Salaries	Incentives for Teacher Leadership and Performance (2009-10)				
	State finances/ regulates an alternative-route teacher-preparation program to recruit candidates with at least a B.A. degree	or portability	State policy allows portability of teacher pension across state lines	Pay parity— teacher earnings as a percentage of salaries in comparable occupations (2008)	State requires all districts to report average teacher salaries at the school level (2009-10)	State has pay-for- performance program or pilot rewarding teachers for raising student achievement		State provides incentives or rewards to teachers for taking on differentiated roles	State provides financial incentives for teachers to earn national board certification	
SOUTH CAROLINA	V	V	V	89.4%	V	V	V	V	V	
ARKANSAS	✓	~	✓	87.2		~	~	~	~	
LOUISIANA	V	V	V	82.6		~	~	~	~	
FLORIDA	~	~		84.0	~	~	~	~	~	
MARYLAND	V	~	~	83.3			V		~	
NORTH CAROLINA	~	~	<i>V</i>	80.0		~	V	~	~	
WEST VIRGINIA	V	V	V	94.0	✓		V	~	~	
GEORGIA	<i>V</i>	<i>V</i>	<i>V</i>	90.4			/			
OKLAHOMA	<i>V</i>	~	<i>V</i>	80.0		~	V	V	<i>V</i>	
PENNSYLVANIA	<i>V</i>		~	96.2					V	
NEW YORK	V	4	4	100.0					V	
IOWA	<i>V</i>	<i>V</i>	~	91.1			V	~	V	
VIRGINIA	V	V	4	81.8			V		✓	
OHIO	V	~	~	100.0	~		V			
KENTUCKY	V	. 4		85.4			V	V	V	
WISCONSIN	<i>V</i>	<i>V</i>	. 4	94.0 94.3			~	~	V	
HAWAII ALABAMA	<i>V</i>	<i>V</i>	<i>V</i>	94.3					V	
TENNESSEE	~	~	•	83.3			V	V		
CALIFORNIA	~	~		100.0	~		~	~	V	
NEW MEXICO	~	~	~	93.8			V	~		
DELAWARE	~	~	~	83.3			~	~	~	
MASSACHUSETTS	~		~	91.7					V	
TEXAS	~		~	83.0	~	~			•	
WASHINGTON	~	V	·	94.5	·	·	~	~	~	
MISSOURI	~	~		82.4	~		•	•	·	
NEVADA	V	V		81.8	·				~	
VERMONT	V	~		90.0	V				~	
MONTANA	V	V		100.0	-				V	
NEW JERSEY	V	V		84.6						
MAINE	V	V	V	83.3					V	
NEBRASKA	V	V		86.2	V					
MICHIGAN	V	V		109.4					V	
NORTH DAKOTA		V	~	102.6					V	
ILLINOIS	✓	V	V	83.9	✓		V			
UTAH	~	~		90.0		~				
COLORADO	~	~		79.2	V					
RHODE ISLAND	~	~		116.4					V	
MINNESOTA	V			87.3		~	~	V		
CONNECTICUT	~			92.3			~			
WYOMING	V			100.0					✓	
KANSAS	~	~		91.1					✓	
MISSISSIPPI	~	✓		84.4					V	
NEW HAMPSHIRE	~	~		96.0						
INDIANA	V	~		96.0	~					
ARIZONA	~	~	~	78.4		~				
SOUTH DAKOTA	V	~		80.9						
IDAHO	~	~		86.9					✓	
RICT OF COLUMBIA	V	~		84.0						
ALASKA	~			125.0						
OREGON				90.6						
U.S.	49	41	21	9 ³	12	10	22	16	31	

³States receive credit if teacher salaries reach parity with comparable occupations (a score of 100 or higher).

Managing the Allocation of Talent (2009-10) State provides incentives State provides State to teachers who work in targeted incentives for provides hard-to-staff assignments national-boardincentives to certified principals Hard-to-staff teachers to who work in teaching-**Targeted** work in targeted targeted assignment schools schools schools areas

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	Su	ipports for Begini	ning Teachers (2009	-10)		Professional Dev	relopment (2009-10)	
		Mentoring	programs for					Chattan
	All new teachers are required to participate in a state-funded induction program	all beginni All new teachers are required to participate in a state-funded mentoring program	State has standards for selecting, training, and/or matching mentors	State has a reduced-workload policy for first- year teachers	State has formal professional- development standards	State finances professional development for all districts	State requires districts/schools to set aside time for professional development	State requires districts to align professional development with local priorities and goals
JTH CAROLINA	V	V	V	✓ ×	✓ ✓	V	✓ ✓	y
	-	~	~	<i>V</i>	~	~	~	~
ARKANSAS LOUISIANA	<i>V</i>	V	~		~	V	<i>V</i>	~
FLORIDA	•	V	V		~	V	V	~
			V		~			~
MARYLAND RTH CAROLINA	<i>V</i>	V	~	<i>V</i>	*	<i>V</i>		
	<i>V</i>	V	-	<i>V</i>	<i>V</i>	<i>V</i>	. 4	V
WEST VIRGINIA	~	✓	~		V	V	V	V
GEORGIA					<i>V</i>	<i>V</i>	~	<i>V</i>
OKLAHOMA		V	~		V	V		V
PENNSYLVANIA	~	~			<i>V</i>	~		<i>V</i>
NEW YORK					V		~	~
IOWA	~	<i>V</i>	<i>V</i>		V	<i>V</i>		V
VIRGINIA		V	<i>V</i>		V	V		~
OHIO	V	V	V		V	<i>V</i>		
KENTUCKY	✓	V	V		✓	V	~	✓
WISCONSIN	✓	~	~			~		✓
HAWAII					✓	~		V
ALABAMA		✓	✓		✓	✓	✓	
TENNESSEE					✓		✓	~
CALIFORNIA	✓	~	✓					
NEW MEXICO	✓	V			✓			✓
DELAWARE	✓	~	~		✓	~	✓	
SSACHUSETTS	✓	V	V		✓			✓
TEXAS								
WASHINGTON					V	✓		
MISSOURI		✓			V	✓		~
NEVADA						V		V
VERMONT					✓		~	✓
MONTANA					V	V	V	V
NEW JERSEY	~	V	~		~			~
MAINE	V	V	V		V			
NEBRASKA						V	V	
MICHIGAN	~	V			✓		V	V
ORTH DAKOTA					~	V	~	
ILLINOIS							-	
UTAH		~	V		~			~
COLORADO					~			·
RHODE ISLAND					~			~
MINNESOTA					~	V		~
CONNECTICUT					~	·	~	·
WYOMING					•		•	V
KANSAS					V			~
MISSISSIPPI					~			•
W HAMPSHIRE					~			
INDIANA					~			~
ARIZONA					~			•
ARIZONA DUTH DAKOTA					•			
IDAHO								
OF COLUMBIA								
ALASKA OREGON					V			
					4/			

⁴Because of concerns about data-reporting accuracy, the data used to calculate the student-teacher ratio for the District of Columbia are from 2005-06. ⁵States with student-teacher ratios of 15 or lower receive credit.

Scho	ool Leadership (2009	P-10)	School Working Conditions						
State has standards for licensure of school administrators	State requirem administrato Supervised internship	ents for initial or licensure Participation in induction or mentoring program	State has implemented a class-size-reduction program or regulations to limit class size (2009-10)	Median student- teacher ratio in primary-level schools (2007)	State tracks condition of facilities for all schools (2009-10)	State collects and publicly reports school-level teacher- survey data on school climate and working conditions (2009-10)			
V	V	V	V	14.8	V	V			
~	~	~	~	13.6	~				
V	~	·	~	14.6	·				
V	·		~	14.2	V				
~	V		·	14.4	~				
~	~		V	14.9	~	V			
~	·	V	~	14.9	V	·			
~	~	~	~	13.9	~				
~	·	•	~	15.6	•				
~	~	V	•	14.5	V				
~	~	V		13.4	V				
~		~	V	13.3	·				
V	V	į.	~	16.3					
~	~		~	18.8	V				
~	~	V	•	15.7	V				
V	V	V		14.5					
V	V	V	✓	15.6	~	✓			
V	V		V	14.3	V				
V	V	V	V	14.8	V				
~	•		•	17.6	~				
V			✓	13.8	V				
~		V	~	15.1	•				
~	~	V	•	14.3	V				
V		V	✓	14.9					
V	V			18.4					
~		V	V	13.1	✓				
V	✓		✓	16.8					
V			✓	11.0					
V			✓	11.9	V				
✓	✓	V		15.7	V				
V	V		V	8.8	V				
✓	✓			12.8					
V				17.7					
~			✓	11.1					
V		V		18.6					
✓	✓			23.3					
V	V	✓		16.5					
✓	✓			13.4	✓				
V	V			16.0					
✓				14.3	✓				
V	~			11.9	V				
✓				14.4		✓			
V				15.9					
~	✓		✓	12.4					
V	V	✓		17.4					
✓				17.7	✓				
V	✓			11.5					
✓	✓			18.9					
				14.44					
✓				45 (
<i>V</i>	✓			15.6					
	<i>V</i>	19		19.2	25				