

# The Teaching Profession

GRADE			ACCOUNTABILITY FOR QUALITY							
			Initial Licensure Requirements for All Prospective Teachers (2009-10) * indicates requirements that do not also apply to alternative-route teachers <sup>1</sup>						Discouraging Out-of-Field Teaching for All Schools (2009-10)	
			State requires substantial formal coursework in subject area(s) taught	Prospective teachers must pass written tests			State requires clinical experiences during teacher training		Direct parental notification of out-of-field teachers	State has ban or cap on the number of out-of-field teachers
				Basic skills	Subject-specific knowledge	Subject-specific pedagogy	Student-teaching (weeks)	Other clinical experiences (hours)		
SOUTH CAROLINA	A	95.8		✓	✓		12*	100*		✓
ARKANSAS	B+	88.0		✓	✓		12*		✓	
LOUISIANA	B	84.2	✓	✓*	✓*		9*	180*		
FLORIDA	B	84.2		✓	✓	✓	10*		✓	✓
MARYLAND	B	83.6	✓*	✓	✓	✓	20*			
NORTH CAROLINA	B	83.5		✓*			10*			
WEST VIRGINIA	B-	82.1		✓	✓*		12*	125*		
GEORGIA	B-	80.9	✓*	✓	✓*				✓	
OKLAHOMA	B-	80.8	✓*	✓	✓		12*	45*		
PENNSYLVANIA	B-	80.6	✓*	✓	✓		12*	190*		
NEW YORK	B-	80.3	✓	✓	✓	✓*	8*	100*		
IOWA	B-	80.2	✓*	✓			14*	80*		
VIRGINIA	B-	79.6	✓*	✓	✓		5*	150*		
OHIO	C+	78.8	✓*		✓*		12*	100*		
KENTUCKY	C+	78.4	✓*		✓		12*			✓
WISCONSIN	C+	77.8	✓	✓	✓		18			
HAWAII	C+	77.1		✓	✓				✓	
ALABAMA	C+	77.0	✓*	✓*	✓*		15*	150*		
TENNESSEE	C+	76.9	✓	✓	✓		15*			
CALIFORNIA	C	76.2		✓	✓		9*			
NEW MEXICO	C	76.1	✓	✓	✓		14*		✓	
DELAWARE	C	75.5		✓	✓					
MASSACHUSETTS	C	75.4		✓	✓		150-300 hours*			
TEXAS	C	73.9		✓	✓	✓	12*	30*	✓	
WASHINGTON	C	73.2		✓	✓					
MISSOURI	C	72.7		✓	✓		8 semester hours*	2 semester hours*		
NEVADA	C-	71.1		✓*	✓		8 semester hours*			
VERMONT	C-	70.6		✓	✓		12*	60*		
MONTANA	C-	70.5	✓							
NEW JERSEY	C-	70.4	✓		✓		15*			
MAINE	C-	70.0		✓	✓					
NEBRASKA	C-	69.8	✓*	✓			14*	100*		✓
MICHIGAN	C-	69.6	✓	✓	✓		12			
NORTH DAKOTA	C-	69.6	✓	✓	✓		10			
ILLINOIS	D+	69.0	✓	✓	✓					
UTAH	D+	69.0			✓					
COLORADO	D+	67.7			✓		13*	400*		
RHODE ISLAND	D+	67.7		✓			12			
MINNESOTA	D+	67.5		✓	✓		10*			
CONNECTICUT	D+	66.9	✓*	✓	✓		10*			
WYOMING	D+	66.6					8			
KANSAS	D	66.3	✓		✓		12*			
MISSISSIPPI	D	66.2	✓*	✓	✓		12*			
NEW HAMPSHIRE	D	65.0	✓*	✓	✓		15*			
INDIANA	D	64.3		✓*	✓*					
ARIZONA	D	63.4			✓*					
SOUTH DAKOTA	D	63.4	✓*		✓		10*			
IDAHO	D	62.9	✓*		✓		6 semester hours*			
DISTRICT OF COLUMBIA	D-	60.7	✓	✓	✓	✓				
ALASKA	F	58.7		✓*						
OREGON	F	56.3		✓			15			
<b>U.S.<sup>2</sup></b>	<b>C</b>	<b>73.3</b>	<b>27</b>	<b>40</b>	<b>43</b>	<b>5</b>	<b>39</b>	<b>15</b>	<b>6</b>	<b>4</b>

Note: States are ordered based on unrounded scores.

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

<sup>2</sup>The 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

Evaluation of Teacher Performance (2009-10)				Accountability for Effectiveness of Teacher Education Programs (2009-10)		Data Systems to Monitor Quality (2009)			
	State requires all teachers' performance to be formally evaluated	Teacher evaluation is tied to student achievement	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	
✓	✓	✓	✓	✓	✓	✓	✓	✓	SOUTH CAROLINA
✓			✓	✓	✓		✓	✓	ARKANSAS
✓				✓	✓	✓	✓	✓	LOUISIANA
✓	✓	✓	✓	✓	✓	✓	✓	✓	FLORIDA
✓					✓	✓	✓		MARYLAND
✓	✓	✓	✓	✓	✓	✓	✓		NORTH CAROLINA
✓				✓	✓		✓	✓	WEST VIRGINIA
✓	✓	✓	✓	✓	✓		✓		GEORGIA
✓	✓	✓	✓	✓	✓		✓	✓	OKLAHOMA
✓			✓	✓	✓		✓	✓	PENNSYLVANIA
✓	✓	✓	✓	✓	✓	✓	✓		NEW YORK
✓	✓	✓		✓	✓		✓		IOWA
✓	✓	✓		✓	✓	✓	✓		VIRGINIA
✓	✓	✓		✓	✓	✓	✓	✓	OHIO
✓				✓	✓	✓	✓		KENTUCKY
✓				✓		✓	✓		WISCONSIN
✓							✓	✓	HAWAII
✓				✓	✓	✓	✓	✓	ALABAMA
✓	✓	✓		✓	✓	✓	✓	✓	TENNESSEE
✓				✓	✓		✓	✓	CALIFORNIA
✓	✓	✓		✓	✓		✓	✓	NEW MEXICO
✓	✓	✓		✓	✓		✓	✓	DELAWARE
✓	✓	✓		✓	✓		✓		MASSACHUSETTS
✓	✓	✓		✓	✓		✓		TEXAS
✓			✓	✓	✓	✓	✓	✓	WASHINGTON
✓					✓	✓	✓	✓	MISSOURI
✓			✓			✓	✓		NEVADA
✓				✓	✓		✓		VERMONT
✓							✓		MONTANA
✓			✓	✓			✓		NEW JERSEY
✓							✓		MAINE
✓							✓		NEBRASKA
✓					✓		✓		MICHIGAN
✓			✓		✓		✓		NORTH DAKOTA
✓				✓	✓		✓		ILLINOIS
✓	✓	✓					✓	✓	UTAH
✓				✓			✓		COLORADO
✓					✓		✓	✓	RHODE ISLAND
✓					✓		✓		MINNESOTA
✓			✓	✓	✓		✓		CONNECTICUT
✓			✓				✓	✓	WYOMING
✓					✓		✓		KANSAS
					✓	✓	✓	✓	MISSISSIPPI
					✓		✓		NEW HAMPSHIRE
					✓	✓	✓		INDIANA
✓			✓		✓		✓		ARIZONA
							✓		SOUTH DAKOTA
✓			✓				✓		IDAHO
				✓			✓		DISTRICT OF COLUMBIA
							✓		ALASKA
							✓		OREGON
44	13	15	27	33	17	51	20	U.S.	

# The Teaching Profession

## INCENTIVES AND ALLOCATION

	Reducing Entry and Transfer Barriers (2009-10)			Teacher 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	State has teacher-license reciprocity or portability agreement with other state(s)	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 formally recognizes differentiated roles for teachers	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	✓	✓	✓	89.4%	✓	✓	✓	✓	✓
ARKANSAS	✓	✓	✓	87.2		✓	✓	✓	✓
LOUISIANA	✓	✓	✓	82.6		✓	✓	✓	✓
FLORIDA	✓	✓		84.0	✓	✓	✓	✓	✓
MARYLAND	✓	✓	✓	83.3			✓		✓
NORTH CAROLINA	✓	✓	✓	80.0		✓	✓	✓	✓
WEST VIRGINIA	✓	✓	✓	94.0	✓		✓	✓	✓
GEORGIA	✓	✓	✓	90.4			✓		
OKLAHOMA	✓	✓	✓	80.0		✓	✓	✓	✓
PENNSYLVANIA	✓		✓	96.2					✓
NEW YORK	✓			100.0					✓
IOWA	✓	✓	✓	91.1			✓	✓	✓
VIRGINIA	✓	✓		81.8			✓		✓
OHIO	✓	✓	✓	100.0	✓		✓		
KENTUCKY	✓			85.4			✓	✓	✓
WISCONSIN	✓	✓		94.0			✓	✓	✓
HAWAII	✓	✓	✓	94.3					✓
ALABAMA	✓	✓	✓	91.7					✓
TENNESSEE	✓	✓		83.3			✓	✓	
CALIFORNIA	✓	✓		100.0	✓		✓	✓	✓
NEW MEXICO	✓	✓	✓	93.8			✓	✓	
DELAWARE	✓	✓	✓	83.3			✓	✓	✓
MASSACHUSETTS	✓		✓	91.7					✓
TEXAS	✓		✓	83.0	✓	✓			
WASHINGTON	✓	✓		94.5			✓	✓	✓
MISSOURI	✓	✓		82.4	✓				
NEVADA	✓	✓		81.8					✓
VERMONT	✓	✓		90.0	✓				✓
MONTANA	✓	✓		100.0					✓
NEW JERSEY	✓	✓		84.6					
MAINE	✓	✓	✓	83.3					✓
NEBRASKA	✓	✓		86.2	✓				
MICHIGAN	✓	✓		109.4					✓
NORTH DAKOTA		✓	✓	102.6					✓
ILLINOIS	✓	✓	✓	83.9	✓		✓		
UTAH	✓	✓		90.0		✓			
COLORADO	✓	✓		79.2	✓				
RHODE ISLAND	✓	✓		116.4					✓
MINNESOTA	✓			87.3		✓	✓	✓	
CONNECTICUT	✓			92.3			✓		
WYOMING	✓			100.0					✓
KANSAS	✓	✓		91.1					✓
MISSISSIPPI	✓	✓		84.4					✓
NEW HAMPSHIRE	✓	✓		96.0					
INDIANA	✓	✓		96.0	✓				
ARIZONA	✓	✓	✓	78.4		✓			
SOUTH DAKOTA	✓	✓		80.9					
IDAHO	✓	✓		86.9					✓
DISTRICT OF COLUMBIA	✓	✓		84.0					
ALASKA	✓			125.0					
OREGON				90.6					
<b>U.S.</b>	<b>49</b>	<b>41</b>	<b>21</b>	<b>9<sup>3</sup></b>	<b>12</b>	<b>10</b>	<b>22</b>	<b>16</b>	<b>31</b>

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



# The Teaching Profession

## BUILDING AND SUPPORTING CAPACITY

	Supports for Beginning Teachers (2009-10)				Professional Development (2009-10)			
	All new teachers are required to participate in a state-funded induction program	Mentoring programs for all beginning teachers		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
		All new teachers are required to participate in a state-funded mentoring program	State has standards for selecting, training, and/or matching mentors					
SOUTH CAROLINA	✓	✓	✓	✓	✓	✓	✓	✓
ARKANSAS	✓	✓	✓		✓	✓	✓	✓
LOUISIANA	✓	✓	✓		✓	✓	✓	✓
FLORIDA					✓			✓
MARYLAND	✓	✓	✓	✓	✓	✓		✓
NORTH CAROLINA	✓	✓	✓	✓	✓	✓		✓
WEST VIRGINIA	✓	✓	✓		✓	✓	✓	✓
GEORGIA					✓	✓	✓	✓
OKLAHOMA		✓	✓		✓	✓		✓
PENNSYLVANIA	✓	✓			✓	✓		✓
NEW YORK					✓		✓	✓
IOWA	✓	✓	✓		✓	✓		✓
VIRGINIA		✓	✓		✓	✓		✓
OHIO	✓	✓	✓		✓	✓		✓
KENTUCKY	✓	✓	✓		✓	✓	✓	✓
WISCONSIN	✓	✓	✓			✓		✓
HAWAII					✓	✓		✓
ALABAMA		✓	✓		✓	✓	✓	✓
TENNESSEE					✓		✓	✓
CALIFORNIA	✓	✓	✓					✓
NEW MEXICO	✓	✓			✓			✓
DELAWARE	✓	✓	✓		✓	✓	✓	✓
MASSACHUSETTS	✓	✓	✓		✓			✓
TEXAS								
WASHINGTON					✓	✓		
MISSOURI		✓			✓	✓		✓
NEVADA						✓		✓
VERMONT					✓		✓	✓
MONTANA					✓	✓	✓	✓
NEW JERSEY	✓	✓	✓		✓			✓
MAINE	✓	✓	✓		✓			
NEBRASKA						✓	✓	
MICHIGAN	✓	✓			✓		✓	✓
NORTH DAKOTA					✓	✓	✓	
ILLINOIS								
UTAH		✓	✓		✓			✓
COLORADO					✓			
RHODE ISLAND					✓			✓
MINNESOTA					✓	✓		✓
CONNECTICUT					✓		✓	
WYOMING								✓
KANSAS					✓			✓
MISSISSIPPI					✓			
NEW HAMPSHIRE					✓			
INDIANA					✓			✓
ARIZONA					✓			
SOUTH DAKOTA								
IDAHO								
DISTRICT OF COLUMBIA								
ALASKA								
OREGON					✓			
<b>U.S.</b>	<b>18</b>	<b>23</b>	<b>19</b>	<b>3</b>	<b>40</b>	<b>24</b>	<b>16</b>	<b>31</b>

<sup>4</sup>Because of concerns about data-reporting accuracy, the data used to calculate the student-teacher ratio for the District of Columbia are from 2005-06.

<sup>5</sup>States with student-teacher ratios of 15 or lower receive credit.

School Leadership (2009-10)								School Working Conditions			
State has standards for licensure of school administrators	State requirements for initial administrator licensure		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)					
	Supervised internship	Participation in induction or mentoring program									
✓	✓	✓	✓	14.8	✓	✓	SOUTH CAROLINA				
✓	✓	✓	✓	13.6	✓		ARKANSAS				
✓	✓		✓	14.6			LOUISIANA				
✓	✓		✓	14.2	✓		FLORIDA				
✓	✓			14.4	✓		MARYLAND				
✓	✓		✓	14.9	✓	✓	NORTH CAROLINA				
✓		✓	✓	14.9	✓		WEST VIRGINIA				
✓	✓		✓	13.9	✓		GEORGIA				
✓			✓	15.6			OKLAHOMA				
✓	✓	✓	✓	14.5	✓		PENNSYLVANIA				
✓	✓	✓	✓	13.4	✓		NEW YORK				
✓			✓	13.3			IOWA				
✓	✓		✓	16.3			VIRGINIA				
✓	✓		✓	18.8	✓		OHIO				
✓	✓	✓	✓	15.7	✓		KENTUCKY				
✓	✓	✓	✓	14.5			WISCONSIN				
✓	✓	✓	✓	15.6	✓	✓	HAWAII				
✓	✓		✓	14.3	✓		ALABAMA				
✓	✓	✓	✓	14.8	✓		TENNESSEE				
✓				17.6	✓		CALIFORNIA				
✓			✓	13.8	✓		NEW MEXICO				
✓		✓	✓	15.1			DELAWARE				
✓	✓	✓	✓	14.3	✓		MASSACHUSETTS				
✓	✓		✓	14.9			TEXAS				
✓	✓			18.4			WASHINGTON				
✓	✓	✓	✓	13.1	✓		MISSOURI				
✓	✓			16.8			NEVADA				
✓				11.0			VERMONT				
✓			✓	11.9	✓		MONTANA				
✓	✓	✓	✓	15.7	✓		NEW JERSEY				
✓	✓			8.8	✓		MAINE				
✓	✓			12.8			NEBRASKA				
✓				17.7			MICHIGAN				
✓			✓	11.1			NORTH DAKOTA				
✓		✓		18.6			ILLINOIS				
✓	✓			23.3			UTAH				
✓	✓	✓	✓	16.5			COLORADO				
✓	✓			13.4	✓		RHODE ISLAND				
✓	✓			16.0			MINNESOTA				
✓	✓			14.3	✓		CONNECTICUT				
✓	✓			11.9	✓		WYOMING				
✓				14.4		✓	KANSAS				
✓	✓			15.9			MISSISSIPPI				
✓	✓		✓	12.4	✓		NEW HAMPSHIRE				
✓	✓	✓	✓	17.4			INDIANA				
✓	✓			17.7	✓		ARIZONA				
✓	✓			11.5			SOUTH DAKOTA				
✓	✓			18.9			IDAHO				
✓				14.4 <sup>4</sup>			DISTRICT OF COLUMBIA				
✓	✓			15.6			ALASKA				
✓	✓			19.2			OREGON				
<b>51</b>	<b>32</b>	<b>19</b>	<b>24</b>	<b>30<sup>5</sup></b>	<b>25</b>	<b>4</b>	<b>U.S.</b>				