

EFFORTS TO IMPROVE TEACHER QUALITY

		Teacher Education and Qualifications - 35% of grade								
		State requires minimum degree/coursework in the subject area taught for beginning-teacher license (2004-05)		Percent of secondary teachers who majored in the core academic subjects they teach (2000)	State requires clinical experiences during teacher training (2004-05)		State has established an alternative-route program to recruit individuals with at least a B.A. (2004-05)	State requires participants in <i>all</i> alternative routes to demonstrate subject-matter expertise before teaching (2004-05)		
Overall grade for efforts to improve teacher quality		All high school teachers	All middle school teachers		Minimum weeks for student teaching	Minimum hours for other clinical experiences		Through coursework	Through a subject-knowledge test	
Louisiana	A	93	major & minor	minor	48	9 ⁴	180	✓	✓	
South Carolina	A-	92			74	12	100	✓	✓	
Connecticut	A-	91	major	minor	64	10		✓	✓	
Arkansas	B+	89			64	12		✓	✓	
Kentucky	B+	89		minor	60	12		✓		
Indiana	B+	87	major ¹		73	9		✓	✓	
Oklahoma	B	86	major	minor	53	12	45	✓	✓	
North Carolina	B	86			76	10		✓ ⁷	✓ ⁷	
Ohio	B	85	major		61			✓ ⁷	✓ ⁷	
Virginia	B	85	major	minor	66	10 ⁴		✓	✓	
California	B-	82	major ²		59	9		✓ ⁷	✓ ⁷	
Wisconsin	B-	82	major ¹	minor	79	15 ⁴	100	pilot	pilot	
New York	B-	81	major	minor	74	8 ⁴	100	✓ ⁶	✓	
West Virginia	B-	81			59	12		✓	✓	
Missouri	B-	81	major	minor	61	8 semester hours	2 semester hours	✓		
New Jersey	B-	81	major	minor	74	15 ⁴		✓	✓	
New Mexico	B-	81	minor	minor	48	14		✓	✓	
Maryland	C+	79	major		68	20 ⁴		✓	✓	
Tennessee	C+	78	major		57	15		✓ ⁶		
Nebraska	C+	77	major	minor	71	14	100	✓ ⁶	✓	
Kansas	C+	77	major	major	64	12		✓ ⁶	✓	
Pennsylvania	C	76	major		72	12		✓	✓	
Alabama	C	75	2005-06	2005-06	65	15 ⁴	150	✓ ⁶	✓	
Iowa	C	75	major ¹		69	12	50	✓	✓	
Illinois	C	75	major ¹		64			✓	✓	
Colorado	C	75	major		62	13 ⁵	400 ⁵	✓	✓	
Florida	C	74			67	10		✓	✓ ⁷	
Massachusetts	C	74			70	5 ⁴		✓	✓	
Delaware	C	74			55			✓	✓	
Georgia	C	74	major		61			✓		
Nevada	C	73	major ¹		57	8 semester hours		✓ ⁶	✓	
Vermont	C	73	major	minor	65	12	60			
Mississippi	C-	72			58	12		✓	✓	
Texas	C-	72			53	12		✓		
Hawaii	C-	72			62			✓		
Oregon	C-	70			58	15		✓ ⁶		
Rhode Island	C-	70	major		77					
Washington	C-	70			53			✓		
Minnesota	D+	69			86	10		✓		
New Hampshire	D+	69	major		72	15 ⁴		✓		
Montana	D+	67	major & minor		62			✓	✓	
Utah	D+	67	major & minor	minor	61			✓	✓	
Michigan	D	66	major & minor	minor ³	54	6		✓ ⁶		
District of Columbia	D	66			81			✓	✓	
Wyoming	D	66			64	8		✓	✓	
Maine	D	65	major		58	15				
Idaho	D	65	major & minor		56	6 semester hours		✓	✓	
South Dakota	D	63	major ¹	minor	57	10		✓		
North Dakota	D	63	major ¹		65	10				
Arizona	D-	62			52	8 semester hours				
Alaska	D-	61			53			✓ ⁶	✓	
U.S.	—	—	—	—	64	—	—	45	24	25

Note: A dash (—) indicates data were not available or, in U.S. row, that a total was not appropriate. States are ranked by number grade to the nearest decimal; ties are ranked alphabetically.
¹State requires a major in the subject taught, but teachers can receive additional content-area endorsements by obtaining a minimum of a minor.
²California requires teacher-candidates to demonstrate subject-matter competency either by obtaining a major in the subject taught or by passing a content test. State does not receive credit for the coursework column, but does receive credit and count in

the U.S. total for the subject-knowledge-test column.
³Michigan requires elementary and middle school teachers who are seeking the K-8 certificate to complete either a major or three minors.
⁴Education Week converted clock hour, day, or semester requirements into weeks.
⁵Colorado requires 800 hours of student teaching and other kinds of clinical experiences. Education Week converted 400 of those hours to estimate the minimum number of weeks required for student teaching.

	Teacher Education and Qualifications - 35% of grade				Teacher Assessment - 30% of grade								
	State finances and/or regulates <i>one or more</i> alternative-route programs that include (2004-05):				State requires written tests for beginning-teacher license (2004-05)			State requires performance assessment for second stage of certification (2004-05)			State requires evaluations to be tied to student achievement (2004-05)		
	Preservice training		Mentoring	Local team evaluation	Subject knowledge		State performance assessment						
Minimum duration of preservice ⁸	Practice teaching/fieldwork	Basic skills			All high school teachers	All middle school teachers	Subject-specific pedagogy	Classroom observation	Videotaped lesson	Portfolio			
Louisiana	✓	9 credit hours	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
South Carolina	✓	2 weeks		✓	✓	✓	✓	✓	✓		✓		
Connecticut	✓	8 weeks	✓	✓	✓	✓	✓		✓	✓			
Arkansas	✓	2 weeks		✓	✓	✓ ¹⁰	✓		✓		✓		
Kentucky	✓	8 weeks	✓	✓	✓	✓	✓	✓	✓		✓		
Indiana	✓	18 credit hours	✓	✓	✓	✓	✓			✓	✓		
Oklahoma				✓	✓	✓	✓ ¹¹	✓				✓	
North Carolina	✓	2 weeks		✓	✓	✓	✓	✓					
Ohio	✓	6 credit hours	✓	✓	✓	✓			✓		✓		
Virginia	✓	180 hours	✓	✓	✓	✓	✓ ¹¹					✓	
California	✓	120 hours		✓	✓	✓ ^{2,10}	✓						
Wisconsin	pilot	6 credit hours		pilot	✓	✓ ¹⁰					✓		
New York	✓	200 hours	✓	✓	✓	✓ ¹⁰							
West Virginia	✓	4 weeks	✓	✓	✓	✓							
Missouri	✓	2 weeks		✓	✓	✓	✓						
New Jersey	✓	4 weeks	✓	✓	✓	✓							
New Mexico	✓			✓	✓	✓			✓		✓	✓	
Maryland	✓	135 hours		✓	✓	✓	✓						
Tennessee	✓			✓	✓	✓	✓		✓		✓	✓	
Nebraska	✓			✓	✓	✓							
Kansas	✓	2 credit hours		✓		pilot	pilot	pilot			✓		
Pennsylvania					✓	✓	✓						
Alabama				✓	✓	✓	✓						
Iowa	✓	12 credit hours	✓	✓					✓				
Illinois	✓		✓	✓	✓	✓ ¹⁰	✓ ¹¹						
Colorado	✓			✓	✓	✓							
Florida	✓			✓	✓	✓ ¹⁰						✓	
Massachusetts	✓	7 weeks	✓	✓	✓	✓	✓ ¹¹						
Delaware	✓	120 hours	✓	✓	✓	✓			✓			under development	
Georgia	✓	4 weeks	✓	✓	✓	✓	✓						
Nevada	✓	3 weeks		✓	✓	✓	✓						
Vermont					✓	✓							
Mississippi	✓	90 hours		✓	✓	✓	✓						
Texas	✓			✓	✓	✓ ¹⁰	✓					✓	
Hawaii	✓			✓	✓	✓	✓						
Oregon				✓	✓	✓					✓		
Rhode Island					✓	✓							
Washington	✓		✓ ⁹	✓	✓	✓					✓		
Minnesota	✓			✓	✓	✓							
New Hampshire	✓	1 week		✓	✓	✓							
Montana	✓	6 credit hours		✓									
Utah				✓		pilot	pilot						
Michigan				✓	✓	✓							
District of Columbia	✓	8 weeks	✓	✓	✓	✓							
Wyoming	✓	9 credit hours		✓			pilot						
Maine					✓								
Idaho	✓	9 credits & 30 hours		✓		✓							
South Dakota	✓	9 credit hours		✓									
North Dakota					✓								
Arizona						✓							
Alaska				✓	✓	✓							
U.S.	38	—	16	44	37	37	24	24	5	9	2	13	7

⁶At least one of the state's alternative routes requires participants to complete a traditional teacher-preparation program while teaching.

⁷State requires all alternative-route participants to either pass a subject-matter exam or complete coursework.

⁸Column reflects the minimum length of preservice that the state requires for one or more of its alternative routes. State may have other alternative routes that require a longer preservice component.

⁹Participants in Washington state's alternative route are required to teach with their mentor teachers for at least a semester.

¹⁰State requires at least some of its middle school teachers to pass one test that covers all core academic-content areas, instead of tests specific to each subject area.

¹¹State requires only teachers of certain subjects, such as reading or technology, to pass subject-specific-pedagogy tests.

EFFORTS TO IMPROVE TEACHER QUALITY

	Professional Support and Training - 20% of grade							Accountability for Teacher Quality - 15% of grade					
	State requires and finances mentoring for all novice teachers (2004-05)	Minimum years of state-financed mentoring (2004-05)	State encourages or supports ongoing professional development for all teachers (2004-05)				State provides incentives to earn National Board certification (2004-05)		Number of National Board-certified teachers (2004)	State holds teacher education programs accountable (2004-05)			
			State has written professional development standards	State requires districts/schools to set aside time for professional development	State finances professional development	State finances professional development for all districts	Licensure	Financial		By publishing pass rates/rankings of institutions	By publishing report cards for institutions	For graduates' performance in classroom setting	By identifying low-performing programs
Louisiana	✓	2	✓		✓	✓		✓	578	✓	✓	✓	✓
South Carolina	✓	1	✓	✓	✓	✓	✓	✓	3,866	✓	✓	✓	✓
Connecticut	✓	1	✓	✓	✓		✓		107	2005-06		✓	✓
Arkansas	✓	1		✓	✓	✓	✓	✓	239	✓			✓
Kentucky	✓	1	✓	✓	✓	✓	✓	✓	729	✓	✓	✓	✓
Indiana	✓	1	✓		✓		✓	✓	121	✓		✓	✓
Oklahoma	✓	1	✓		✓	✓	✓	✓	1,084	✓		✓	✓
North Carolina	✓	2	✓		✓	✓	✓	✓	8,280	✓	✓	✓	✓
Ohio	✓	1			✓		✓	✓	2,376	✓	✓	✓	✓
Virginia	✓	1	✓		✓	✓	✓	✓	723	✓			✓
California	✓	2	✓		✓		✓	✓	3,083	✓			✓
Wisconsin	2005-06				✓		✓	✓	267				✓
New York			✓		✓		✓	✓	477	✓			✓
West Virginia	✓	1	✓	✓	✓	✓	✓	✓	203	✓	✓		✓
Missouri					✓	✓	✓	✓	248	✓		✓	✓
New Jersey	✓	30 weeks	✓		✓	✓	✓	✓	97				✓
New Mexico	✓	1			✓		✓	✓	145				✓
Maryland			draft		✓	✓	✓	✓	498	✓			✓
Tennessee			✓	✓	✓	✓	✓	✓	127	✓	✓		✓
Nebraska				✓	✓	✓	✓	✓	41		✓		✓
Kansas			✓				✓	✓	177	✓	✓		✓
Pennsylvania			✓		✓	✓	✓	✓	180				✓
Alabama			✓	✓	✓	✓	✓	✓	780	✓	✓	✓	✓
Iowa	✓	2	✓				✓	✓	461				✓
Illinois							✓	✓	1,239	✓	✓		✓
Colorado			✓		✓		✓		203				✓
Florida			✓		✓	✓	✓	✓	6,370			✓	✓
Massachusetts			✓				✓		422	✓			✓
Delaware	✓	3	✓	✓	✓	✓	✓	✓	250				
Georgia			✓	✓	✓	✓	✓	✓	1,780	✓	✓		✓
Nevada					✓	✓	✓	✓	183			✓	✓
Vermont			✓				✓	✓	77	✓			✓
Mississippi			✓				✓	✓	2,113			✓	✓
Texas					✓				194	✓			✓
Hawaii			✓	✓	✓	✓	✓	✓	79				✓
Oregon			✓				✓		147				✓
Rhode Island			✓		✓	✓	✓	✓	164	✓			✓
Washington			✓		✓	✓	✓	✓	577			✓	✓
Minnesota			✓				✓		255				✓
New Hampshire			✓				✓	✓	12	✓			✓
Montana				✓	✓	✓	✓	✓	40				✓
Utah			✓		✓	✓	✓	✓	77				
Michigan			✓	✓			✓	✓	167	✓			
District of Columbia							✓		12				✓
Wyoming			✓		✓	✓	✓	✓	53				✓
Maine			✓		✓	✓	✓	✓	72				✓
Idaho							✓	✓	317				
South Dakota					✓		✓	✓	31				✓
North Dakota			✓				✓	✓	23				✓
Arizona							✓		237				
Alaska					✓	✓	✓	✓	52				
U.S.	16	—	35	13	37	27	49	39	40,033	25	12	14	45

EFFORTS TO IMPROVE TEACHER QUALITY

Accountability for Teacher Quality - 15% of grade											Additional Information		
Number of programs identified as at-risk or low-performing (2003-04)	State discourages out-of-field teaching (2004-05)			School report cards include information on the number and/or percent of (2004-05): ¹⁵							State has policies encouraging pay-for-performance programs (2004-05)	Average teacher salaries (2003)	
	State has a ban or cap on the number of out-of-field teachers	State has a ban or cap on the number of teachers with emergency licenses	State requires parent notification of out-of-field or uncertified teachers in all schools	Fully licensed/certified teachers	New teachers	Teachers with emergency licenses	Out-of-field teachers	Highly qualified teachers ¹⁹	Classes taught by highly qualified teachers ¹⁹	Beginning teachers		All teachers	
Louisiana	1	✓		✓ ¹⁶		✓ ¹⁶				✓	✓ ²⁰	\$29,288	\$37,116
South Carolina	1	✓		✓							✓ ²⁰	\$28,672	\$40,362
Connecticut	0			✓					✓ ¹⁶			\$28,848	\$53,962
Arkansas	0		✓	✓							✓ ²⁰	\$24,972	\$37,536
Kentucky	2	✓		✓			✓					\$28,886	\$38,486
Indiana	1 ¹²											\$29,144	\$44,966
Oklahoma	0	✓										\$27,684	\$33,277
North Carolina	0			✓	✓	✓				✓	✓	\$27,572	\$42,411
Ohio	0			✓		✓				✓	✓ ²⁰	\$28,866	\$45,515
Virginia	0					✓				✓		\$31,414	\$42,778
California	0	✓		✓		✓	✓ ¹⁸					\$34,805	\$55,693
Wisconsin	0			✓	✓	✓	✓	✓				\$27,277	\$41,617
New York	6		✓ ¹³			✓ ¹⁷	✓ ¹⁷			✓ ¹⁷		\$35,259	\$53,017
West Virginia	0					✓						\$26,692	\$38,497
Missouri	0	✓		✓		✓				✓		\$28,075	\$37,641
New Jersey	0	✓	✓			✓						\$35,673	\$53,872
New Mexico	0	✓ ¹³	✓ ¹³	✓							✓	\$28,120	\$37,054
Maryland	1			✓		✓						\$32,939	\$50,410
Tennessee	1											\$29,045	\$39,186
Nebraska	0	✓ ¹⁴					✓					\$27,127	\$37,896
Kansas	4	2005-06		✓		✓		✓	✓	✓		\$26,855	\$38,030
Pennsylvania	0					✓			✓			\$32,897	\$51,425
Alabama	9 ¹²	✓					✓					\$31,000	\$39,524
Iowa	0										✓	\$26,967	\$38,000
Illinois	3	✓				✓				✓		\$34,522	\$51,496
Colorado	—					✓	✓					\$32,063	\$42,679
Florida	1		✓				✓				✓	\$30,491	\$40,281
Massachusetts	0						✓	✓				\$33,168	\$51,942
Delaware						✓					✓	\$33,811	\$49,821
Georgia	1											\$33,919	\$45,414
Nevada	0	2005-06 ¹³	2005-06 ¹³			✓				✓		\$32,169	\$41,795
Vermont	0											\$25,240	\$42,038
Mississippi	—	✓							✓	✓		\$26,120	\$35,135
Texas	0					✓						\$31,874	\$39,972
Hawaii	0			✓		✓				✓ ¹⁶		\$34,000	\$42,768
Oregon	0					✓				✓		\$32,804	\$47,463
Rhode Island	0					✓						\$31,025	\$52,879
Washington	0											\$29,118	\$44,961
Minnesota	0			✓	✓	✓					✓	\$28,600	\$44,745
New Hampshire	0											\$26,479	\$41,909
Montana	0	✓				✓			✓	✓		\$23,052	\$35,754
Utah		✓					✓					\$27,135	\$38,268
Michigan		✓	✓									\$33,596	\$54,020
District of Columbia	0											\$35,260	\$53,194
Wyoming	0	✓				✓			✓			\$25,694	\$37,789
Maine	1											\$24,631	\$38,518
Idaho		✓										\$26,072	\$39,784
South Dakota	0					✓				✓		\$24,311	\$32,414
North Dakota	0											\$23,591	\$33,869
Arizona						✓					✓	\$23,548	\$39,955
Alaska												\$37,401	\$49,694
U.S.	22	17	4	3	14	7	22	10	8	14	11	\$29,564	\$45,771

¹²In Indiana and Alabama, the numbers of programs identified are for 2002-03. The numbers do not count in the U.S. total. Alabama identifies at-risk or low-performing program areas by institution (such as science education) instead of at-risk or low-performing institutions overall.

¹³State does not allow teachers with out-of-field permits or emergency licenses to be employed in failing schools or those that receive Title I aid.

¹⁴While Nebraska sets a limit on out-of-field teaching, that limit is high.

¹⁵Education Week used the most recently available school report cards in each state as of Oct. 22, 2004. Please see the Sources and Notes on Page 105 for report card years by state.

¹⁶State has separate school report cards and No Child Left Behind Act report cards with teacher-qualification data. Data are on No Child Left Behind report cards only.

¹⁷Most school report cards in New York include this information. However, New York City schools have their own report cards with different teacher-qualification data.

¹⁸California requires its School Accountability Report Cards to report on out-of-field teachers, but not all of the school report cards include the information.

¹⁹Highly qualified teachers" refers to the No Child Left Behind law's definition.

However, not all of the states' data for this indicator match the federal definition.

²⁰State uses the Milken Family Foundation's Teacher Advancement Program (TAP).

Arizona, Florida, and Minnesota use TAP, but also have their own pay-for-performance programs.