

STATE POLICIES ON THE TEACHING PROFESSION

ACCOUNTABILITY FOR QUALITY											
	Initial Licensure Requirements for All Prospective Teachers (2007-08)					Discouraging Out-of-Field Teaching for All Schools (2007-08)		Evaluation of Teacher Performance (2007-08)			
	State requires substantial formal coursework in subject area(s) taught	Prospective teachers must pass written tests			State requires clinical experiences during teacher training		Parental notification of out-of-field teachers	State has ban or cap on the number of out-of-field teachers	State requires all teachers' performance to be formally evaluated		Teacher evaluation is tied to student achievement
		Basic skills	Subject-specific knowledge	Subject-specific pedagogy	Student teaching (weeks)	Other clinical experiences (hours)					
SOUTH CAROLINA		✓	✓		12	100		✓	✓		
ARKANSAS		✓	✓	✓	12		✓		✓		
NORTH CAROLINA		✓			10				✓	✓	
FLORIDA		✓		✓	10		✓	✓	✓	✓	
GEORGIA	✓	✓	✓		10		✓		✓	✓	
LOUISIANA	✓	✓	✓		9	180			✓		
VIRGINIA	✓	✓	✓		5	150			✓	✓	
ALABAMA	✓	✓	✓		15	150			✓		
KENTUCKY	✓		✓		12			✓	✓		
OKLAHOMA	✓	✓	✓		12	45			✓	✓	
IOWA	✓	✓			12	50			✓	✓	
NEW YORK	✓	✓	✓	✓	8	100			✓	✓	
WEST VIRGINIA		✓	✓		12	125			✓		
OHIO	✓		✓		12	100			✓	✓	
PENNSYLVANIA	✓	✓	✓		12				✓		
HAWAII		✓	✓				✓		✓		
NEW MEXICO	✓	✓	✓		14		✓		✓		
WISCONSIN	✓	✓	✓		18				✓		
DELAWARE		✓	✓						✓		
MASSACHUSETTS		✓	✓		150-300 hours				✓		
TENNESSEE	✓	✓	✓		15				✓	✓	
MISSOURI		✓	✓		8 semester hours	2 semester hours			✓		
TEXAS		✓	✓	✓	12				✓	✓	
WASHINGTON		✓	✓						✓		
NEW JERSEY	✓		✓		15				✓		
MARYLAND	✓	✓	✓	✓	20				✓		
NEVADA		✓	✓		8 semester hours				✓		
INDIANA		✓	✓								
UTAH			✓								
CALIFORNIA		✓			9				✓		
CONNECTICUT	✓	✓	✓		10				✓		
VERMONT		✓	✓		12	60			✓		
NEBRASKA	✓	✓	✓		14	100		✓		✓	
NORTH DAKOTA	✓	✓	✓		10				✓		
ILLINOIS	✓	✓	✓						✓		
COLORADO			✓		13	400			✓		
MICHIGAN	✓	✓	✓		12				✓		
KANSAS	✓		✓		12				✓		
MINNESOTA		✓	✓		10				✓		
ARIZONA			✓						✓		
MONTANA	✓								✓		
NEW HAMPSHIRE	✓	✓	✓		15						
MAINE		✓	✓						✓		
MISSISSIPPI	✓	✓	✓		12						
IDAHO	✓		✓		6 semester hours				✓		
SOUTH DAKOTA	✓		✓		10						
RHODE ISLAND											
DISTRICT OF COLUMBIA	✓	✓	✓	✓							
WYOMING					8						
ALASKA		✓							✓		
OREGON		✓			15						
U.S.	27	39	42	6	39	13	5	4	43	12	

SOURCE: EPE Research Center, *Quality Counts 2008: Tapping Into Teaching*.

Evaluation of Teacher Performance (2007-08)				
Evaluation of Teacher Performance (2007-08)		Data Systems to Monitor Quality (2007)		
Teacher evaluation occurs on an annual basis	State requires evaluators to receive formal training	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
	✓	✓		NORTH CAROLINA
✓	✓	✓	✓	FLORIDA
✓	✓	✓		GEORGIA
	✓	✓	✓	LOUISIANA
	✓	✓		VIRGINIA
	✓	✓	✓	ALABAMA
	✓	✓		KENTUCKY
✓	✓	✓		OKLAHOMA
	✓	✓		IOWA
✓	✓	✓		NEW YORK
	✓	✓	✓	WEST VIRGINIA
	✓	✓	✓	OHIO
✓	✓	✓		PENNSYLVANIA
	✓	✓		HAWAII
	✓	✓	✓	NEW MEXICO
	✓	✓		WISCONSIN
	✓	✓	✓	DELAWARE
	✓	✓		MASSACHUSETTS
	✓	✓	✓	TENNESSEE
	✓	✓		MISSOURI
	✓	✓		TEXAS
✓	✓	✓		WASHINGTON
✓		✓		NEW JERSEY
✓		✓		MARYLAND
		✓		NEVADA
		✓	✓	INDIANA
		✓		UTAH
	✓	✓		CALIFORNIA
	✓	✓		CONNECTICUT
	✓	✓		VERMONT
		✓		NEBRASKA
✓		✓		NORTH DAKOTA
	✓	✓		ILLINOIS
	✓	✓		COLORADO
		✓		MICHIGAN
		✓		KANSAS
		✓		MINNESOTA
✓		✓		ARIZONA
		✓		MONTANA
		✓		NEW HAMPSHIRE
		✓		MAINE
✓		✓	✓	MISSISSIPPI
✓		✓		IDAHO
		✓		SOUTH DAKOTA
		✓		RHODE ISLAND
		✓	✓	DISTRICT OF COLUMBIA
	✓	✓		WYOMING
		✓		ALASKA
		✓		OREGON
12	26	46	12	U.S.

STATE POLICIES ON THE TEACHING PROFESSION

INCENTIVES & ALLOCATION											
Reducing Entry and Transfer Barriers (2007-08)			Teacher Salaries		Incentives for Teacher Leadership and Performance (2007-08)				Monitoring the Distribution of Teaching Talent (2007-08)		
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 (2006)	State requires all districts to report average teacher salaries at the school level (2007-08)	State has pay-for-performance program or pilot rewarding teachers for raising student achievement	State formally recognizes differentiated roles for teacher leaders	State provides incentives or rewards to teachers taking on leadership roles	State provides incentives for teachers to earn National Board certification	State maintains information about the numbers of teachers by school-poverty level for particular categories of teachers		
									Fully licensed teachers	Highly qualified teachers	
SOUTH CAROLINA	✓	✓	✓	88.9	✓		✓	✓	✓	✓	✓
ARKANSAS	✓	✓	✓	88.4		✓	✓	✓	✓	✓	✓
NORTH CAROLINA	✓	✓	✓	78.8		✓	✓	✓	✓	✓	✓
FLORIDA	✓	✓		85.3	✓	✓	✓	✓	✓	✓	✓
GEORGIA	✓	✓	✓	89.0		✓	✓	✓	✓	✓	✓
LOUISIANA	✓	✓	✓	80.0		✓	✓	✓	✓	✓	✓
VIRGINIA	✓	✓		82.8		✓		✓	✓	✓	✓
ALABAMA	✓	✓	✓	88.0				✓	✓	✓	✓
KENTUCKY	✓			94.3		✓		✓	✓	✓	✓
OKLAHOMA	✓	✓	✓	82.1		✓	✓	✓	✓	✓	✓
IOWA	✓	✓	✓	92.9		✓	✓	✓	✓	✓	✓
NEW YORK	✓			100.0				✓	✓	✓	✓
WEST VIRGINIA	✓	✓	✓	87.5				✓	✓	✓	✓
OHIO	✓		✓	100.0	✓			✓	✓	✓	✓
PENNSYLVANIA	✓		✓	101.5				✓	✓	✓	✓
HAWAII	✓	✓	✓	93.8			✓	✓	✓	✓	✓
NEW MEXICO	✓	✓	✓	87.4		✓	✓	✓	✓	✓	✓
WISCONSIN	✓	✓		97.8		✓	✓	✓	✓	✓	✓
DELAWARE	✓	✓	✓	97.8	✓	✓	✓	✓	✓	✓	✓
MASSACHUSETTS	✓		✓	96.4		✓	✓	✓	✓	✓	✓
TENNESSEE	✓	✓		85.1		✓	✓	✓	✓	✓	✓
MISSOURI	✓	✓		79.3	✓			✓	✓	✓	✓
TEXAS	✓	✓	✓	80.8	✓	✓		✓	✓	✓	✓
WASHINGTON	✓	✓		96.0		✓		✓	✓	✓	✓
NEW JERSEY	✓			86.7				✓	✓	✓	✓
MARYLAND	✓	✓		87.6				✓	✓	✓	✓
NEVADA	✓	✓		87.1				✓	✓	✓	✓
INDIANA	✓	✓		102.3	✓			✓	✓	✓	✓
UTAH	✓	✓		86.7		✓		✓	✓	✓	✓
CALIFORNIA	✓	✓		100.0	✓	✓	✓	✓	✓	✓	✓
CONNECTICUT	✓			91.7				✓	✓	✓	✓
VERMONT	✓	✓		95.6	✓			✓	✓	✓	✓
NEBRASKA	✓	✓		89.4	✓			✓	✓	✓	✓
NORTH DAKOTA			✓	86.9				✓	✓	✓	✓
ILLINOIS	✓	✓	✓	88.0	✓		✓	✓	✓	✓	✓
COLORADO	✓	✓		82.8	✓			✓	✓	✓	✓
MICHIGAN	✓	✓		107.8				✓	✓	✓	✓
KANSAS	✓	✓		86.0				✓	✓	✓	✓
MINNESOTA	✓			94.0		✓		✓	✓	✓	✓
ARIZONA	✓	✓	✓	80.8		✓		✓	✓	✓	✓
MONTANA	✓	✓		110.2				✓	✓	✓	✓
NEW HAMPSHIRE	✓	✓		99.0				✓	✓	✓	✓
MAINE	✓	✓	✓	89.8				✓	✓	✓	✓
MISSISSIPPI	✓	✓		83.7				✓	✓	✓	✓
IDAHO	✓	✓		96.6				✓	✓	✓	✓
SOUTH DAKOTA	✓			82.1				✓	✓	✓	✓
RHODE ISLAND	✓	✓		111.8				✓	✓	✓	✓
DISTRICT OF COLUMBIA	✓	✓		83.2				✓	✓	✓	✓
WYOMING	✓			100.9				✓	✓	✓	✓
ALASKA				100.6		✓			✓	✓	✓
OREGON				97.9							
U.S.	47	38	20	10	12	7	20	17	38	42	31

Monitoring the Distribution of Teaching Talent (2007-08)		Managing the Allocation of Talent (2007-08)			
State maintains information about the numbers of teachers by school-poverty level for particular categories of teachers		State provides incentives to teachers who work in targeted assignments		State provides incentives for national-board-certified teachers to work in targeted schools	State provides incentives to principals who work in targeted schools
First-year teachers	National-board-certified teachers	Targeted schools	Targeted teaching-assignment areas		
✓	✓	✓	✓	✓	✓
✓	✓	✓	✓		✓
✓	✓	✓			
✓	✓	✓	✓		✓
✓	✓			✓	✓
✓	✓	✓	✓	✓	✓
✓			✓		
✓	✓		✓	✓	
✓	✓	✓	✓		
✓			✓		
✓	✓			✓	
✓	✓	✓	✓	✓	✓
✓	✓			✓	
✓	✓	✓		✓	✓
✓	✓			✓	
✓	✓				✓
✓	✓	✓			
✓	✓			✓	
✓					
✓	✓	✓			✓
✓	✓	✓	✓		✓
✓	✓		✓		
✓			✓	✓	
✓	✓				
✓	✓				
✓					
✓	✓				
✓	✓				
✓			✓		
		✓			
✓	✓	✓			✓
✓	✓				
✓	✓		✓		
✓					
35	25	20	16	10	10

STATE POLICIES ON THE TEACHING PROFESSION

BUILDING AND SUPPORTING CAPACITY								
Supports for Beginning Teachers (2007-08)				Professional Development (2007-08)				
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	✓	✓	✓	✓	✓	✓	✓	
NORTH CAROLINA	✓	✓	✓	✓	✓		✓	
FLORIDA				✓			✓	
GEORGIA				✓	✓	✓	✓	
LOUISIANA	✓	✓	✓	✓	✓	✓	✓	
VIRGINIA				✓	✓			
ALABAMA	✓	✓	✓	✓	✓	✓		
KENTUCKY	✓	✓	✓	✓	✓	✓	✓	
OKLAHOMA	✓	✓	✓	✓			✓	
IOWA	✓	✓	✓	✓	✓		✓	
NEW YORK		✓		✓		✓	✓	
WEST VIRGINIA	✓	✓	✓	✓	✓	✓	✓	
OHIO	✓	✓	✓	✓				
PENNSYLVANIA	✓	✓		✓	✓		✓	
HAWAII				✓	✓		✓	
NEW MEXICO	✓	✓		✓			✓	
WISCONSIN	✓	✓	✓		✓		✓	
DELAWARE	✓	✓	✓	✓	✓	✓		
MASSACHUSETTS	✓	✓	✓	✓			✓	
TENNESSEE				✓		✓	✓	
MISSOURI		✓		✓	✓		✓	
TEXAS								
WASHINGTON				✓	✓			
NEW JERSEY	✓	✓	✓	✓			✓	
MARYLAND				✓	✓		✓	
NEVADA					✓		✓	
INDIANA	✓	✓	✓	✓			✓	
UTAH	✓	✓		✓	✓		✓	
CALIFORNIA	✓	✓	✓	✓				
CONNECTICUT	✓	✓	✓	✓		✓	✓	
VERMONT				✓		✓	✓	
NEBRASKA					✓	✓		
NORTH DAKOTA				✓	✓	✓	✓	
ILLINOIS								
COLORADO				✓				
MICHIGAN	✓	✓		✓		✓	✓	
KANSAS				✓			✓	
MINNESOTA				✓	✓		✓	
ARIZONA				✓				
MONTANA				✓	✓	✓	✓	
NEW HAMPSHIRE				✓				
MAINE	✓	✓	✓	✓				
MISSISSIPPI				✓				
IDAHO								
SOUTH DAKOTA								
RHODE ISLAND				✓	✓		✓	
DISTRICT OF COLUMBIA								
WYOMING				✓				
ALASKA								
OREGON				✓				
U.S.	22	25	20	2	41	24	16	30

School Leadership (2006)										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 (2007-08)	Median student-teacher ratio in primary-level schools (2005)	State tracks condition of all school facilities (2007-08)	State collects and publicly reports school-level information on school climate and working conditions (2007-08)	State policy imposes penalties for incidents of school violence (2007-08)	State finances program to reduce school violence (2007-08)										
	Supervised internship	Participation in induction or mentoring program																
✓	✓		✓	14.4	✓	✓	✓	✓			SOUTH CAROLINA							
✓	✓	✓	✓	15.6	✓		✓	✓			ARKANSAS							
✓	✓		✓	14.3	✓	✓	✓	✓			NORTH CAROLINA							
✓				15.3	✓		✓	✓			FLORIDA							
✓			✓	14.3	✓		✓	✓			GEORGIA							
✓	✓		✓	15.0			✓	✓			LOUISIANA							
✓	✓		✓	12.8			✓	✓			VIRGINIA							
✓	✓		✓	14.3	✓		✓	✓		✓	ALABAMA							
✓	✓	✓		15.0	✓		✓	✓		✓	KENTUCKY							
✓			✓	15.9							OKLAHOMA							
		✓		13.3			✓	✓		✓	IOWA							
✓	✓	✓		13.8	✓		✓	✓		✓	NEW YORK							
✓		✓	✓	14.5	✓		✓	✓			WEST VIRGINIA							
✓	✓	✓		17.5			✓	✓		✓	OHIO							
✓	✓			15.7	✓		✓	✓		✓	PENNSYLVANIA							
✓	✓	✓	✓	16.1	✓		✓	✓			HAWAII							
✓	✓			14.3	✓						NEW MEXICO							
✓		✓		14.2						✓	WISCONSIN							
✓	✓		✓	15.4			✓	✓		✓	DELAWARE							
✓	✓	✓		13.7	✓						MASSACHUSETTS							
✓		✓	✓	15.2	✓		✓	✓		✓	TENNESSEE							
✓		✓	✓	13.4	✓		✓	✓		✓	MISSOURI							
✓		✓	✓	15.2			✓	✓		✓	TEXAS							
✓	✓			18.6			✓	✓		✓	WASHINGTON							
✓				13.6	✓		✓	✓		✓	NEW JERSEY							
✓	✓			15.4	✓					✓	MARYLAND							
✓			✓	17.3				✓			NEVADA							
✓	✓	✓		17.5			✓	✓		✓	INDIANA							
✓	✓			20.3				✓		✓	UTAH							
✓				19.9	✓		✓	✓		✓	CALIFORNIA							
✓				17.4			✓	✓			CONNECTICUT							
✓				11.2						✓	VERMONT							
✓	✓			12.2						✓	NEBRASKA							
✓				11.1							NORTH DAKOTA							
✓		✓		16.5				✓			ILLINOIS							
✓	✓	✓		16.5			✓	✓			COLORADO							
				17.9			✓	✓			MICHIGAN							
✓				13.7							KANSAS							
✓				16.2				✓		✓	MINNESOTA							
✓				17.9	✓		✓	✓		✓	ARIZONA							
✓			✓	12.2	✓						MONTANA							
✓	✓		✓	12.8							NEW HAMPSHIRE							
✓	✓		✓	11.7				✓			MAINE							
✓				16.8			✓	✓		✓	MISSISSIPPI							
✓	✓			18.3			✓	✓		✓	IDAHO							
✓				11.5							SOUTH DAKOTA							
				11.1	✓		✓				RHODE ISLAND							
✓				14.4							DISTRICT OF COLUMBIA							
✓				11.8	✓						WYOMING							
✓	✓			16.1				✓			ALASKA							
✓	✓			19.8				✓			OREGON							
48	28	14	18	26	22	3	36	28			U.S.							