

# 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	to work in targeted schools	work in targeted schools
✓	✓	✓	✓	✓	✓
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✓					
35	25	20	16	10	10