

GRADE	ACCOUNTABILITY FOR QUALITY																	
	Initial Licensure Requirements for All Prospective Teachers (2011-12) <small>* Indicates requirements that do not also apply to alternative-route teachers¹</small>							Discouraging Out-of-Field Teaching for All Schools (2011-12)		Evaluation of Teacher Performance (2011-12)				Accountability for Effectiveness of Teacher Education Programs (2011-12)		Data Systems to Monitor Quality (2011)		
	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	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 links teachers to student-growth data	State links teachers and their performance data back to teacher education programs		
		Basic skills	Subject-specific knowledge	Subject-specific pedagogy	Student-teaching (weeks)	Other clinical experiences (hours)												
SOUTH CAROLINA	B+	89.0	✓*	✓		12*	100*			✓	✓	✓	✓	✓	✓	✓		
ARKANSAS	B+	88.0		✓		12*		✓		✓	✓	✓	✓	✓	✓	✓		
MARYLAND	B	83.7	✓*	✓		20*				✓	✓	✓	✓	✓	✓	✓		
FLORIDA	B	82.7		✓	✓	10*		✓	✓	✓	✓	✓	✓	✓	✓	✓		
KENTUCKY	B-	82.1	✓*	✓		12*				✓	✓	✓	✓	✓	✓	✓		
VIRGINIA	B-	81.9	✓*	✓		5*	150*			✓	✓	✓	✓	✓	✓	✓		
NEW YORK	B-	81.5	✓	✓	✓	8*	100*			✓	✓	✓	✓	✓	✓	✓		
WEST VIRGINIA	B-	80.3	✓	✓	✓	12*	125*							✓	✓	✓		
TENNESSEE	B-	80.3	✓*	✓	✓	15*				✓	✓	✓	✓	✓	✓	✓		
GEORGIA	B-	79.8	✓*	✓	✓*			✓		✓	✓	✓	✓	✓	✓	✓		
LOUISIANA	B-	79.6	✓	✓*	✓*	9*	180*			✓	✓	✓	✓	✓	✓	✓		
WISCONSIN	C+	79.1	✓	✓	✓	18				✓		✓	✓	✓	✓	✓		
IOWA	C+	78.7	✓	✓	✓	14*	80*	✓		✓	✓	✓	✓	✓	✓	✓		
MASSACHUSETTS	C+	78.7		✓	✓	150-300 hours*				✓	✓	✓	✓	✓	✓	✓		
TEXAS	C+	78.3		✓	✓	12*	30*	✓		✓	✓	✓	✓	✓	✓	✓		
NORTH CAROLINA	C+	77.8		✓*		10*				✓	✓	✓	✓	✓	✓	✓		
HAWAII	C+	76.7		✓	✓	10*		✓		✓	✓	✓	✓	✓	✓	✓		
OHIO	C	76.4	✓*	✓	✓	12*	100*			✓	✓	✓	✓	✓	✓	✓		
ALABAMA	C	74.8	✓*	✓	✓	15*	150*			✓	✓	✓	✓	✓	✓	✓		
MICHIGAN	C	74.8	✓	✓	✓	12				✓	✓	✓	✓	✓	✓	✓		
PENNSYLVANIA	C	74.6	✓*	✓*	✓	12*	190*			✓	✓	✓	✓	✓	✓	✓		
DELAWARE	C	74.4		✓	✓					✓	✓	✓	✓	✓	✓	✓		
NEW MEXICO	C	74.3	✓	✓	✓	14*		✓		✓	✓	✓	✓	✓	✓	✓		
OKLAHOMA	C-	71.6	✓	✓	✓	12*	45*			✓	✓	✓	✓	✓	✓	✓		
CALIFORNIA	C-	71.6		✓	✓	9*				✓	✓	✓	✓	✓	✓	✓		
WASHINGTON	C-	71.4		✓	✓	15				✓	✓	✓	✓	✓	✓	✓		
RHODE ISLAND	C-	71.1								✓	✓	✓	✓	✓	✓	✓		
NEVADA	C-	71.0		✓*	✓	8 semester hours*				✓	✓	✓	✓	✓	✓	✓		
CONNECTICUT	C-	70.8		✓	✓	10*				✓	✓	✓	✓	✓	✓	✓		
VERMONT	C-	70.6	✓	✓	✓	12*	60*			✓	✓	✓	✓	✓	✓	✓		
NEBRASKA	C-	69.8	✓*	✓	✓	14*	100*	✓		✓	✓	✓	✓	✓	✓	✓		
MONTANA	D+	69.4	✓															
MISSOURI	D+	69.3		✓	✓	8 semester hours*	2 semester hours*			✓	✓	✓	✓	✓	✓	✓		
ILLINOIS	D+	67.9	✓	✓	✓					✓	✓	✓	✓	✓	✓	✓		
MAINE	D+	67.8		✓	✓													
MINNESOTA	D+	67.5		✓	✓	10*				✓	✓	✓	✓	✓	✓	✓		
KANSAS	D+	67.4	✓	✓	✓	12*		✓		✓	✓	✓	✓	✓	✓	✓		
NEW JERSEY	D+	67.2	✓	✓	✓	15*				✓	✓	✓	✓	✓	✓	✓		
WYOMING	D+	66.7				8				✓	✓	✓	✓	✓	✓	✓		
NORTH DAKOTA	D+	66.6	✓	✓	✓	10				✓	✓	✓	✓	✓	✓	✓		
MISSISSIPPI	D	66.5	✓*	✓	✓	12*						✓	✓	✓	✓	✓		
COLORADO	D	66.4		✓	✓	13*	400*			✓	✓	✓	✓	✓	✓	✓		
UTAH	D	64.5		✓	✓					✓	✓	✓	✓	✓	✓	✓		
NEW HAMPSHIRE	D	63.9	✓*	✓	✓	15*						✓	✓	✓	✓	✓		
OREGON	D	63.5		✓	✓	15*						✓	✓	✓	✓	✓		
INDIANA	D	63.1		✓	✓	9						✓	✓	✓	✓	✓		
ARIZONA	D-	62.4			✓*					✓	✓	✓	✓	✓	✓	✓		
DISTRICT OF COLUMBIA	D-	60.9	✓*	✓	✓													
SOUTH DAKOTA	D-	60.8	✓*	✓	✓	10*				✓	✓	✓	✓	✓	✓	✓		
IDAHO	D-	60.5	✓*	✓	✓	6 semester hours*				✓	✓	✓	✓	✓	✓	✓		
ALASKA	D-	60.0		✓	✓					✓	✓	✓	✓	✓	✓	✓		
U.S.²	C	72.5	28	39	43	4	41	15	6	7	45	17	20	29	31	16	26	10

Note: States are ordered based on unrounded scores.
¹North Dakota does 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, 2012

INCENTIVES AND ALLOCATION

	Reducing Entry and Transfer Barriers (2011-12)			Teacher Salaries		Incentives for Teacher Leadership and Performance (2011-12)				Managing the Allocation of Talent (2011-12)				
	State 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 (2010)	State requires all districts to report average teacher salaries at the school level (2011-12)	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	State provides incentives to teachers who work in targeted hard-to-staff assignments		State provides incentives for national-board-certified teachers to work in targeted schools	State provides incentives to principals who work in targeted schools	
										Targeted schools	Hard-to-staff teaching-assignment areas			
SOUTH CAROLINA	✓	✓	✓	95.6%	✓	✓	✓	✓	✓	✓	✓	✓	✓	
ARKANSAS	✓	✓	✓	94.1		✓	✓	✓	✓	✓	✓		✓	
MARYLAND	✓	✓	✓	95.0			✓		✓		✓		✓	
FLORIDA	✓	✓		84.7	✓	✓	✓	✓		✓			✓	
KENTUCKY	✓	✓	✓	98.7			✓	✓	✓		✓			
VIRGINIA	✓	✓		86.2		✓	✓		✓		✓			
NEW YORK	✓			106.7					✓		✓		✓	
WEST VIRGINIA	✓	✓	✓	84.0	✓		✓	✓	✓					
TENNESSEE	✓	✓	✓	82.0			✓	✓						
GEORGIA	✓	✓	✓	94.2			✓				✓		✓	
LOUISIANA	✓	✓	✓	86.7		✓	✓	✓					✓	
WISCONSIN	✓	✓		100.8			✓	✓	✓		✓			
IOWA	✓	✓	✓	98.6			✓	✓				✓		
MASSACHUSETTS	✓		✓	100.0							✓		✓	
TEXAS	✓		✓	86.1	✓	✓				✓	✓		✓	
NORTH CAROLINA	✓	✓	✓	80.7		✓		✓	✓		✓			
HAWAII	✓	✓	✓	100.0			✓	✓	✓		✓		✓	
OHIO	✓	✓	✓	107.1	✓		✓							
ALABAMA	✓	✓	✓	91.5					✓					
MICHIGAN	✓	✓		115.8		✓								
PENNSYLVANIA	✓		✓	105.9										
DELAWARE	✓	✓	✓	87.2	✓		✓	✓						
NEW MEXICO	✓	✓	✓	88.8			✓	✓						
OKLAHOMA	✓	✓	✓	87.6		✓					✓			
CALIFORNIA	✓	✓		103.3	✓		✓		✓		✓			
WASHINGTON	✓	✓		101.9			✓	✓	✓		✓			
RHODE ISLAND	✓	✓	✓	125.0					✓					
NEVADA	✓	✓		90.9					✓		✓		✓	
CONNECTICUT	✓			96.9			✓	✓						
VERMONT	✓	✓		113.0	✓									
NEBRASKA	✓	✓		91.3	✓						✓		✓	
MONTANA	✓	✓		95.5					✓		✓			
MISSOURI	✓	✓		85.4	✓									
ILLINOIS	✓	✓	✓	91.2			✓		✓		✓			
MAINE	✓	✓	✓	91.3					✓					
MINNESOTA	✓			91.6		✓	✓	✓						
KANSAS	✓	✓		88.4					✓					
NEW JERSEY	✓	✓		92.3										
WYOMING	✓	✓		131.4					✓		✓			
NORTH DAKOTA		✓	✓	88.2					✓		✓			
MISSISSIPPI	✓	✓		83.3					✓		✓			
COLORADO	✓	✓		84.9					✓					
UTAH	✓	✓		90.7			✓				✓			
NEW HAMPSHIRE	✓	✓		99.2										
OREGON	✓	✓		97.2	✓				✓					
INDIANA	✓	✓		93.2	✓									
ARIZONA	✓	✓	✓	83.4		✓								
DISTRICT OF COLUMBIA	✓	✓		65.3										
SOUTH DAKOTA	✓	✓		89.3										
IDAHO	✓	✓		92.7										
ALASKA	✓		✓	101.8										
U.S.	50	44	25	13^a	12	11	22	15	24		20	17	8	10

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

BUILDING AND SUPPORTING CAPACITY															
Supports for Beginning Teachers (2011-12)				Professional Development (2011-12)				School Leadership (2011-12)				School Working Conditions			
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	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 (2011-12)	Median student-teacher ratio in primary-level schools (2009-10)	State tracks condition of facilities for all schools (2011-12)	State collects and publicly reports school-level teacher-survey data on school climate and working conditions (2011-12)	
	All new teachers are required to participate in a state-funded mentoring program	State has standards for selecting, training, and/or matching mentors							Supervised internship	Participation in induction or mentoring program					
SOUTH CAROLINA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	15.6	✓	✓	
ARKANSAS	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	14.3	✓	✓	
MARYLAND	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	14.8	✓	✓	
FLORIDA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	14.7	✓	✓	
KENTUCKY	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	19.4	✓	✓	
VIRGINIA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	16.6	✓	✓	
NEW YORK	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	13.4	✓	✓	
WEST VIRGINIA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	14.9	✓	✓	
TENNESSEE	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	14.7	✓	✓	
GEORGIA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	14.3	✓	✓	
LOUISIANA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	14.3	✓	✓	
WISCONSIN	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	14.8	✓	✓	
IOWA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	13.7	✓	✓	
MASSACHUSETTS	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	14.4	✓	✓	
TEXAS	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	15.2	✓	✓	
NORTH CAROLINA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	15.0	✓	✓	
HAWAII	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	15.6	✓	✓	
OHIO	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	18.3	✓	✓	
ALABAMA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	15.5	✓	✓	
MICHIGAN	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	17.8	✓	✓	
PENNSYLVANIA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	14.3	✓	✓	
DELAWARE	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	14.9	✓	✓	
NEW MEXICO	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	14.7	✓	✓	
OKLAHOMA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	15.6	✓	✓	
CALIFORNIA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	21.1	✓	✓	
WASHINGTON	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	18.7	✓	✓	
RHODE ISLAND	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	13.5	✓	✓	
NEVADA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	17.3	✓	✓	
CONNECTICUT	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	14.4	✓	✓	
VERMONT	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	10.6	✓	✓	
NEBRASKA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	13.1	✓	✓	
MONTANA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	12.2	✓	✓	
MISSOURI	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	13.4	✓	✓	
ILLINOIS	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	16.5	✓	✓	
MAINE	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	11.7	✓	✓	
MINNESOTA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	15.4	✓	✓	
KANSAS	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	13.8	✓	✓	
NEW JERSEY	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	14.7	✓	✓	
WYOMING	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	12.2	✓	✓	
NORTH DAKOTA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	10.9	✓	✓	
MISSISSIPPI	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	16.4	✓	✓	
COLORADO	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	16.6	✓	✓	
UTAH	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	23.5	✓	✓	
NEW HAMPSHIRE	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	12.3	✓	✓	
OREGON	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	19.8	✓	✓	
INDIANA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	17.3	✓	✓	
ARIZONA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	17.8	✓	✓	
DISTRICT OF COLUMBIA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	11.1	✓	✓	
SOUTH DAKOTA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	11.8	✓	✓	
IDAHO	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	18.6	✓	✓	
ALASKA	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	15.5	✓	✓	
U.S.	14	16	13	3	39	23	16	31	46	40	19	24	28*	25	9

* States with unrounded student-teacher ratios of 15 or lower receive credit.