

THE TEACHING PROFESSION

Efforts to Improve Teaching

The national summary column indicates the number of states that have enacted a particular policy.

From *Quality Counts 2012*

California

Nation

Accountability for Quality

Requirements for initial licensure (2011-12)

(* indicates requirements that do not also apply to alternative-route candidates)

Substantial coursework in subject area(s) taught No 28 states

Test of basic skills Yes 39

Test of subject-specific knowledge Yes 43

Test of subject-specific pedagogy Yes 4

Student-teaching during teacher training Yes* 41

Other clinical experiences during teacher training No 15

Discouraging out-of-field teaching (2011-12)

Direct parental notification of out-of-field teachers No 6

Ban or cap on the number of out-of-field teachers No 7

Evaluating teacher performance (2011-12)

Formal evaluations of all teachers' performance required Yes 45

Student achievement is tied to teacher evaluations No 17

Annual basis for teacher evaluations No 20

All evaluators of teachers receive formal training No 29

Teacher education programs (2011-12)

Rankings/results published for teacher-preparation institutions Yes 31

Programs accountable for graduates' classroom performance No 16

Data systems to monitor quality (2011)

State links teachers to student-growth data No 26

State links teachers and their performance data back to teacher education programs No 10

Incentives and Allocation

Reduction of entry and transfer barriers (2011-12)

Alternative-route program for teacher preparation Yes 50

Teacher-license reciprocity or portability arrangement with other state(s) Yes 44

Teacher-pension portability across state lines No 25

Salaries and incentives

Teacher-pay parity – Teacher salaries at least equal to comparable occupations (2010) Yes 13

Districts report school-level salaries for teachers (2011-12) Yes 12

Pay-for-performance program or pilot rewards teachers for raising student achievement (2011-12) No 11

Differentiated roles for teachers formally recognized by state (2011-12) Yes 22

Incentives for teachers taking on differentiated roles (2011-12) No 15

Financial incentives for teachers to earn national-board certification (2011-12) Yes 24

	California	Nation
Incentives and Allocation (cont.)		
Managing and allocating teaching talent (2011-12)		
Incentives to teachers working in targeted schools	Yes	20 states
Incentives to teachers working in hard-to-staff teaching-assignment areas	No	17
Incentives to board-certified teachers working in targeted schools	Yes	8
Incentives to principals working in targeted schools	No	10
Building and Supporting Capacity		
Supports for beginning teachers (2011-12)		
Induction program for all new teachers funded by state	No	14
Mentoring program for all new teachers funded by state	Yes	16
Mentoring-program standards for selecting, training, and/or matching mentors	Yes	13
Reduced workload for all first-year teachers	No	3
Professional development (2011-12)		
Formal professional-development standards	No	39
Professional development financed by state for all districts	No	23
Districts/schools required to set aside time for professional development	No	16
Professional development aligned with local priorities	No	31
School leadership (2011-12)		
Standards for licensure of school administrators	Yes	46
Required internship for aspiring principals	No	40
Induction or mentoring program for aspiring principals	No	19
School working conditions		
Program to reduce or limit class size implemented by state (2011-12)	No	24
Student-to-teacher ratio median in elementary schools is 15:1 or less (2009-10)	No	28
State tracks condition of school facilities (2011-12)	Yes	25
State posts school-level teacher-survey data on climate, working conditions (2011-12)	No	9
GRADE		C- (rank=25)
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