State Policies Supporting Teachers Across the Career Pipeline

Recruiting and retaining quality teachers is essential to supporting student learning. State policies can support the teacher workforce throughout the career pipeline, as demonstrated through these examples.

**Interest in the Field**
Includes early interest in teaching, financial support and targeted recruitment

**APPRENTICESHIPS**
Registered apprenticeship programs are a popular state policy option to address shortages. The National Registered Apprenticeship in Teaching Network has seven states — California, Florida, Missouri, North Dakota, Texas, West Virginia and Wyoming — as founding members. Additionally, Tennessee and West Virginia have registered teacher apprenticeship programs with the U.S. Department of Labor.

*At least 31 states and the District of Columbia offer a pathway, program or incentive through statute or regulation to recruit high school students into the teaching profession. At least 25 states and D.C. have a policy to recruit paraprofessionals. Colorado established the Teacher Recruitment Education and Preparation program, which allows qualified high school students in a teaching career pathway to concurrently enroll in postsecondary courses for two years. Georgia provides professional development stipends to paraprofessionals to pursue teacher certification.*
Initial Preparation and Certification

Includes financial support, pathways into teaching and quality preparation

The North Carolina Teaching Fellows program is a scholarship program for prospective teachers committed to teaching for at least four years in a public school. Minnesota's Collaborative Urban and Greater Minnesota Educators of Color Program aims to increase teacher diversity by providing grants to eligible teacher candidates. Arkansas allows educator licensure through alternative educator preparation programs, including teacher residency in partnership with an educator preparation program at a higher education institution. Tennessee requires candidates complete one of three clinical practice requirements: student teaching, internship or job-embedded opportunities.

Early Career Support

Includes induction, mentoring and career support

At least 31 states require induction and mentoring support for new teachers in statute or regulation. Delaware provides a four-year induction and mentoring program for new teachers on an initial license, teachers new to the state or teachers who changed their area of licensure. Hawaii provides a three-year induction program, including two years of mentorship.

Career Advancement

Includes professional development, advanced certification and teacher leadership

Oklahoma provides three types of licensure beyond the standard professional license: advanced certificate, lead certificate and master certificate. Each advanced license requires the school district to provide a minimum salary increase to educators that is matched with state dollars. Maine created the Teach to Lead program to collaborate with educators statewide and develop standards to promote teacher leadership opportunities.

WORK ENVIRONMENT

States focus on creating safe and supportive work environments to reduce burnout and retain quality teachers, including providing greater work time opportunities. Louisiana requires that teachers be compensated for any new or additional training, or the new training must be offset by eliminating other requirements to reduce workloads. Mississippi requires that instructional planning time is a minimum 150 minutes per week for each elementary school teacher and a minimum 225 minutes per week for each secondary school teacher.