

# State Policies Supporting Teachers Across the Career Pipeline

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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

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.

### 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.

## 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.