Educator Workforce Diversification and Modernization
A Snapshot of State Policies on Modernizing and Diversifying the Teacher Workforce

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Building a Modern and Diverse Teacher Workforce

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Who we are.

The essential, indispensable member of any team addressing education policy.
What we do.

We believe in the power of learning from experience and we know informed policymakers create better education policy.
How we do it.

We research, report, convene and counsel.
Efforts in building a robust teacher workforce

• Create better alignment between teacher preparation and school district needs
• Improve compensation
• Alleviate intense workloads and demanding working conditions
• Provide helpful professional development and support
• Provide opportunities for career advancement
• Increase diversity of teacher candidates
Teacher Pipeline

Recruitment

Initial preparation and certification

Early career support

Career advancement

Continuous development and support
Recruitment

WASHINGTON

Recruiting Washington Teachers Program (Grow Your Own Program)

CALIFORNIA

Classified School Employee Teacher Credentialing Program

MINNESOTA

Introduction to Teaching Concurrent Enrollment Programs
Initial preparation and certification

NEW JERSEY
Alternative preparation program

LOUISIANA
Believe and Prepare Residency Program

NEW MEXICO
Loan repayment and scholarship program
Early career support

**HAWAII**
Induction and mentoring

**NORTH CAROLINA**
Reduced teaching load for new teachers
Continuous development and support

**TENNESSEE**
Micro-credentials for teachers

**CONNECTICUT**
Teacher mortgage assistance
Career advancement

**GEORGIA**
Tiered licensure system

**IOWA**
Teacher Leader Compensation System
Adapting to the pandemic

MAINE
Licensure reciprocity for out-of-state teachers

VIRGINIA
Expanded use of Virtual Virginia platform for students and teachers

SOUTH CAROLINA
Free online learning for teachers and principals