

Appendix C: Distribution of Uncertified and Inexperienced Teachers by State

Drawing on data from the Office of Civil Rights, this table identifies the extent to which uncertified or inexperienced teachers are hired within states and the extent to which they are disproportionately assigned to students of color. Each state is assigned a “teacher equity rating,” indicating the extent to which students, in particular students of color, are assigned uncertified or inexperienced teachers.

Quintile



State	Percent of Teachers Not Certified in High-Minority Schools* (2014)	Percent of Teachers Not Certified in Low-Minority Schools* (2014)	Ratio of the % Uncertified Teachers in High-Minority to Low-Minority Schools (2014)	Percent of Inexperienced Teachers in High-Minority Schools* (2014)	Percent of Inexperienced Teachers in Low-Minority Schools* (2014)	Ratio of the % Inexperienced Teachers in High-Minority to Low-Minority Schools (2014)	Teacher Equity Rating ¹
Alabama	1.569%	0.246%	6.38	12.76%	8.77%	1.45	3.7
Alaska	4.938%	0.806%	6.12	19.70%	7.26%	2.71	2.2
Arizona	7.225%	8.408%	0.86	22.48%	12.59%	1.79	1.8
Arkansas	3.671%	3.026%	1.21	16.61%	9.56%	1.74	2.5
California	2.067%	0.452%	4.57	10.80%	8.49%	1.27	3.7
Colorado	20.964%	4.544%	4.61	25.54%	13.72%	1.86	1.3
Connecticut	5.281%	0.378%	13.97	15.18%	6.53%	2.32	2.5
Delaware	2.070%	0.785%	2.64	15.02%	8.36%	1.8	3
District of Columbia	22.884%	20.686%	1.11	19.47%	18.09%	1.08	2.3
Florida	5.422%	3.964%	1.37	36.67%	29.20%	1.26	2
Georgia	3.336%	1.383%	2.41	8.46%	3.11%	2.72	3
Hawaii	5.030%	4.086%	1.23	14.22%	15.58%	0.91	2.7
Idaho	0.713%	0.522%	1.36	15.82%	12.42%	1.27	3.7
Illinois	1.116%	0.082%	13.54	17.00%	9.91%	1.72	3
Indiana	1.222%	0.472%	2.59	25.61%	10.74%	2.38	2.5
Iowa	0.040%	0.000%	N/A	12.37%	9.69%	1.28	4.2
Kansas	1.538%	1.346%	1.14	16.82%	10.90%	1.54	3
Kentucky	0.538%	0.335%	1.6	9.35%	8.76%	1.07	4.5
Louisiana	11.749%	1.492%	7.87	17.27%	8.71%	1.98	2
Maine	2.175%	3.964%	0.55	12.04%	9.35%	1.29	3.5
Maryland	5.995%	0.501%	11.97	25.39%	6.78%	3.75	2.2
Massachusetts	4.423%	1.343%	3.29	22.89%	10.29%	2.22	2
Michigan	1.179%	0.649%	1.82	13.88%	8.64%	1.61	3.7
Minnesota	2.383%	1.867%	1.28	14.60%	12.39%	1.18	3.2
Mississippi	4.045%	0.685%	5.91	18.88%	9.06%	2.09	2.3
Missouri	2.051%	1.384%	1.48	14.64%	12.91%	1.13	3
Montana	1.820%	0.711%	2.56	17.47%	20.33%	0.86	3
Nebraska	0.884%	0.446%	1.98	15.45%	9.41%	1.64	3.5
Nevada	0.184%	0.620%	0.3	21.67%	9.10%	2.38	3
New Hampshire	2.355%	0.859%	2.74	9.66%	8.82%	1.1	3.8






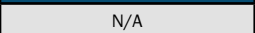
New Jersey	2.748%	0.638%	4.31	13.90%	9.48%	1.47	3
New Mexico	2.088%	1.440%	1.45	15.04%	12.02%	1.25	3
New York	2.285%	0.099%	23.08	16.72%	5.43%	3.08	3
North Carolina	0.811%	0.297%	2.73	15.46%	8.80%	1.76	3.7
North Dakota	1.898%	0.294%	6.44	12.44%	13.31%	0.93	3.3
Ohio	1.789%	0.172%	10.4	16.62%	9.94%	1.67	3.2
Oklahoma	4.138%	0.319%	12.98	16.31%	10.45%	1.56	2.7
Oregon	0.855%	1.079%	0.79	11.71%	10.72%	1.09	4
Pennsylvania	1.823%	0.170%	10.72	9.47%	7.02%	1.35	4
Rhode Island	3.207%	0.036%	88.99	12.40%	4.62%	2.68	3
South Carolina	7.043%	2.845%	2.48	16.86%	9.27%	1.82	2
South Dakota	0.497%	0.676%	0.74	16.78%	11.29%	1.49	3.3
Tennessee	1.971%	0.308%	6.41	12.55%	8.99%	1.4	3.5
Texas	3.661%	0.776%	4.72	18.80%	11.51%	1.63	2.3
Utah	4.009%	2.355%	1.7	16.82%	13.17%	1.28	2.3
Vermont	0.722%	0.784%	0.92	7.43%	8.19%	0.91	4.7
Virginia	4.180%	0.960%	4.36	14.39%	7.59%	1.9	2.8
Washington	1.003%	0.245%	4.1	9.63%	4.85%	1.99	4
West Virginia	3.664%	4.642%	0.79	11.78%	11.13%	1.06	3.3
Wisconsin	2.897%	0.527%	5.49	21.30%	13.26%	1.61	2.3
Wyoming	0.169%	1.277%	0.13	18.53%	10.75%	1.72	3
United States	3.6%	0.9%	4.0	16.6%	9.9%	1.7	—

* "High-minority schools" are schools in the top quartile of minority enrollment in each state. "Low-minority schools" are those in the bottom quartile of minority enrollment in each state.

Source: LPI Analysis of the Civil Rights Data Collection, Public-Use Data File 2013-14, National Center for Education Statistics.

Note: The Office of Civil Rights defines certified teachers as those who have "met all applicable state teacher certification requirements for a standard certificate" for a beginning teacher or one who has completed the state-required probationary period. "A teacher who is working toward certification by way of alternative routes, or a teacher with an emergency, temporary, or provisional credential is not considered to have met state requirements."

¹Teacher Equity ratings are calculated by assigning point values for each indicator according to the quintile: 5 points for quintile 5, 4 points for quintile 4, and so on. (Note: Percent of Teachers Not Certified in High-Minority Schools, Percent of Teachers Not Certified in Low-Minority Schools, Percent of Inexperienced Teachers in High-Minority Schools, and Percent of Inexperienced Teachers in Low-Minority Schools are reverse coded such that the 1st quintile is always the least desirable response.) Each state's point total was then divided by the number of indicators to generate an average Teacher Equity score for each state. This rating represents the average quintile rank for each state.

KEY	
Color	Quintile
	1st Quintile
	2nd Quintile
	3rd Quintile
	4th Quintile
	5th Quintile
	Undefined (not able to divide by zero)

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