

## Appendix B: State Indicators Influencing Supply and Demand

This table highlights a number of key factors that reflect and influence teacher supply and attrition, and signal whether states are likely to have an adequate supply of qualified teachers to fill their classrooms. Based on these data—which treat compensation, teacher turnover, working conditions, and qualifications—each state is assigned a “teaching attractiveness rating,” indicating how supportive it appears to be of teacher recruitment and retention. The data are drawn from national data sources (listed in the footnotes), representing the most recent data available for analysis. Interpretations of the data should keep in mind that, depending on the specific statistic, these sources are from 2012, 2013, or 2014. Some states may have recently experienced changes in policies or conditions that would change the statistic reported if it were collected today. In addition, in some cases, sample sizes are relatively small. We do not report data for states where the samples are too small to meet NCES guidelines for reporting.



State	Compensation		Teacher Turnover			Working Conditions					Teacher Qualifications		Teaching Attractiveness Rating <sup>13</sup>
	Average Starting Salary <sup>1</sup> (2013)	Wage Competitiveness Ratio <sup>2</sup> (Teachers to Non-teachers) (2012)	% of Teachers Planning to Leave as Soon as Possible <sup>3</sup> (2012)	Teacher Attrition (Leavers) <sup>4</sup> (2013)	Teacher Turnover (Movers and Leavers) <sup>5</sup> (2013)	% of Teachers Who Feel Supported by Their Administrator <sup>6</sup> (2012)	% of Teachers Worried about Job Security Because of Testing <sup>7</sup> (2012)	% of Teachers Who Report Staff Cooperation <sup>8</sup> (2012)	% of Teachers Who Feel They Have Control in Their Classroom <sup>9</sup> (2012)	Pupil-Teacher Ratio <sup>10</sup> (2014)	% of Teachers Not Certified <sup>11</sup> (2014)	% of Teachers Inexperienced <sup>12</sup> (2014)	
Alabama	\$36,198	71	6.0%	6.8%	13.8%	57%	9%	39.2%	71%	15.8	0.87%	10.7%	3.33
Alaska	\$44,166	85	4.7%	†	16.8%	50%	3%	39.6%	77%	16.6	0.88%	10.5%	3.73
Arizona	\$31,874	62	11.9%	18.8%	23.6%	46%	15%	39.2%	71%	22.8	5.04%	15.1%	1.50
Arkansas	\$32,691	74	5.3%	4.6%	13.7%	58%	8%	43.2%	78%	14	1.45%	11.5%	3.67
California	\$41,259*	75	4.4%	4.6%	10.6%	48%	8%	39.3%	72%	24.3	1.49%	8.9%	3.67
Colorado	\$32,126	68	8.4%	6.3%	14.6%	46%	15%	38.1%	76%	17.5	11.33%	17.6%	2.00
Connecticut	\$42,924	71	4.1%	6.1%	10.9%	37%	9%	35.9%	73%	12.6	1.18%	9.3%	3.42
Delaware	\$39,338	75	7.0%	†	17.3%	45%	15%	37.9%	54%	14	1.10%	11.0%	2.73
District of Columbia	\$51,539*	68	14.8%	†	23.1%	24%	20%	27.9%	77%	13	17.84%	17.9%	1.91
Florida	\$35,166	73	9.3%	6.6%	14.1%	52%	25%	38.0%	58%	15.3	4.20%	28.6%	2.25
Georgia	\$33,664	68	5.4%	5.5%	12.7%	55%	11%	43.4%	66%	15.8	2.08%	5.9%	3.25
Hawaii	\$41,027	77	†	†	20.5%	51%	†	†	81%	15.9	3.58%	15.3%	2.75
Idaho	\$31,159	72	8.9%	†	13.2%	57%	15%	43.3%	79%	19.8	0.66%	14.1%	2.82
Illinois	\$37,166	73	2.9%	5.3%	9.6%	44%	9%	36.1%	81%	15.2	0.60%	12.4%	3.42
Indiana	\$34,696	70	7.9%	9.3%	15.4%	45%	26%	38.1%	76%	17.5	0.55%	14.8%	2.17
Iowa	\$33,226	85	4.2%	7.0%	13.4%	39%	7%	37.2%	83%	14.2	0.01%	9.8%	3.58
Kansas	\$33,386	70	7.7%	8.2%	15.1%	55%	7%	40.8%	83%	13	1.29%	12.8%	3.17
Kentucky	\$35,166	71	4.2%	14.8%	15.8%	49%	11%	39.7%	71%	16.2	0.65%	9.8%	2.92
Louisiana	\$38,655	75	7.0%	9.9%	21.4%	54%	21%	36.8%	61%	15.3	4.33%	12.7%	2.42
Maine	\$31,835	81	7.6%	†	10.3%	47%	6%	38.5%	81%	11.9	2.10%	9.1%	3.64

Maryland	\$43,235	75	10.9%	†	11.9%	41%	15%	26.9%	59%	14.8	3.16%	14.3%	2.18
Massachusetts	\$40,600	69	3.5%	3.0%	13.4%	45%	7%	36.8%	78%	13.6	2.39%	13.8%	3.17
Michigan	\$35,901	78	6.5%	10.0%	12.7%	44%	18%	39.5%	76%	18.1	0.49%	9.4%	3.08
Minnesota	\$34,505	71	5.6%	10.2%	16.0%	42%	6%	36.5%	83%	15.6	1.72%	11.4%	2.75
Mississippi	\$31,184	72	7.1%	†	17.4%	51%	14%	34.5%	75%	15.3	1.70%	12.7%	2.18
Missouri	\$30,064	68	5.3%	5.9%	14.0%	53%	11%	44.2%	80%	13.8	0.86%	11.5%	3.33
Montana	\$27,274	74	6.8%	†	18.7%	48%	†	31.6%	89%	14	7.68%	11.3%	2.50
Nebraska	\$30,844	77	4.2%	†	10.4%	47%	7%	38.2%	76%	13.7	0.20%	12.6%	3.55
Nevada	\$35,358	82	11.5%	†	19.8%	48%	14%	30.9%	68%	20.6	0.26%	14.1%	2.27
New Hampshire	\$34,280	73	5.7%	†	9.7%	40%	6%	34.1%	82%	12.6	1.14%	7.0%	3.55
New Jersey	\$48,631	76	4.4%	8.8%	9.2%	49%	15%	38.0%	73%	12	1.48%	11.2%	3.42
New Mexico	\$31,960	78	7.2%	†	23.2%	48%	20%	30.4%	73%	15.3	2.09%	13.8%	2.18
New York	\$43,839	81	†	8.2%	11.1%	44%	16%	34.7%	80%	13.2	0.53%	7.9%	3.45
North Carolina	\$30,778	67	9.2%	5.5%	17.4%	53%	9%	42.6%	69%	15.4	0.33%	11.5%	2.67
North Dakota	\$32,019	70	4.0%	†	14.6%	46%	2%	38.0%	88%	11.8	1.42%	12.9%	3.27
Ohio	\$33,096	75	4.0%	4.1%	12.9%	47%	15%	37.6%	78%	16.3	0.69%	10.4%	3.33
Oklahoma	\$31,606	67	7.8%	5.6%	17.9%	53%	13%	40.8%	86%	16.2	1.55%	13.2%	2.50
Oregon	\$33,549	75	5.6%	†	11.9%	56%	6%	46.2%	82%	22.2	0.40%	9.8%	4.09
Pennsylvania	\$41,901	80	4.4%	4.5%	9.3%	45%	13%	40.9%	76%	14.5	0.54%	7.5%	3.92
Rhode Island	\$39,196	78	†	†	7.4%	44%	23%	37.9%	63%	14.5	0.94%	6.9%	3.00
South Carolina	\$32,306	73	8.9%	13.9%	17.3%	55%	8%	43.9%	71%	15.5	3.10%	11.6%	2.75
South Dakota	\$29,851	68	2.8%	†	12.5%	51%	5%	43.3%	86%	13.8	0.26%	12.1%	3.82
Tennessee	\$34,098	66	7.8%	†	13.2%	56%	22%	44.0%	69%	15.1	0.48%	10.0%	3.09
Texas	\$38,091	69	10.7%	14.9%	20.7%	46%	12%	38.0%	67%	15.4	1.53%	14.4%	2.00
Utah	\$33,081	71	5.8%	†	8.5%	56%	11%	44.2%	78%	23	2.27%	15.7%	3.00
Vermont	\$35,541	75	5.2%	†	9.9%	45%	2%	34.1%	88%	10.6	0.90%	8.8%	3.82
Virginia	\$37,848	63	10.2%	8.0%	14.6%	48%	8%	36.0%	65%	14.1	3.52%	10.4%	2.58
Washington	\$36,335	69	7.7%	7.2%	9.7%	51%	9%	40.7%	80%	19.3	0.19%	6.8%	3.50
West Virginia	\$32,533	77	†	†	8.7%	53%	6%	38.3%	69%	14.1	3.45%	10.5%	3.40
Wisconsin	\$33,546	76	6.2%	10.5%	16.2%	41%	15%	38.2%	82%	15.1	1.07%	15.1%	2.42
Wyoming	\$43,269	94	3.7%	†	10.5%	51%	9%	37.7%	79%	12.3	0.19%	13.2%	4.00
United States	\$36,141	74†	6.6%	7.7%	14.2%	48%	12%	38%	77%	16.1	1.9%	13%	—