Teacher Supply and Demand Issues: Averting a State-wide Shortage

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Fall 2015 Supply and Demand Survey

• Surveys are sent each fall to all public school districts and special schools in SC.

• The results are compiled and a Report is prepared and disseminated, along with a Key Data Chart

• The Report and Chart can be accessed at: http://cerra.org/research/supplyanddemand/overview.aspx
Key Data - Recruitment

- Districts have been adding new teaching positions each year.
- The number of teachers leaving their classrooms has been rising.
- The number of graduates of SC teacher education programs has been declining.

<table>
<thead>
<tr>
<th></th>
<th>Newly hired certified teachers</th>
<th>Certified teachers who did not return</th>
<th>SC teacher education program graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012-2013</td>
<td>5,739.5</td>
<td>3,503</td>
<td>2,050 (2011-12)</td>
</tr>
<tr>
<td>2013-2014</td>
<td>5,797.7</td>
<td>3,880.5</td>
<td>2,447 (2012-13)</td>
</tr>
<tr>
<td>2015-2016</td>
<td>6,555.1</td>
<td>4,074.3</td>
<td>1,954 (2014-15)</td>
</tr>
</tbody>
</table>
Addressing Recruitment Issues

• Expand and incentivize “home-grown” programs such as ProTeam, Teacher Cadet, and Teaching Fellows

• Expand teacher loan forgiveness programs

• Subsidize alternative certification programs and develop programs for classified employees

Key Data - Retention

• The number of teachers leaving after or within their first five years of teaching has been rising.

• The number of teachers leaving after or before the conclusion of their first year of teaching also has been rising.
### Percent of teachers who did not return after 5 or fewer years

<table>
<thead>
<tr>
<th>Year</th>
<th>Percent of teachers who did not return after 5 or fewer years</th>
<th>Percent of teachers who did not return after 1 year or less</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012-2013</td>
<td>33.9%</td>
<td>11.5%</td>
</tr>
<tr>
<td>2013-2014</td>
<td>29.8%</td>
<td>11.3%</td>
</tr>
<tr>
<td>2014-2015</td>
<td>31.9%</td>
<td>12.9%</td>
</tr>
<tr>
<td>2015-2016</td>
<td>37.0%</td>
<td>14.2%</td>
</tr>
</tbody>
</table>

### Addressing Retention Issues

- Expand/fund Mentoring and Induction programs
- Pay salary supplements to critical need subject teachers, particularly in STEM and Special Education areas, and subsidize coursework to become a critical need subject teacher
- Subsidize coursework in areas that increase job satisfaction
Other State-wide Initiatives

- Rural Teacher Recruiting Incentive Legislative Proviso
- Equity Lawsuit Legislative Resolutions
- SC Department of Education State Equity Plan

QUESTIONS?
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