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

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Jane Turner, Executive Director
SC Center for Educator Recruitment, Retention and Advancement



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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>**



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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.



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	Newly hired certified teachers	Certified teachers who did not return	SC teacher education program graduates
2012-2013	5,739.5	3,503	2,050 (2011-12)
2013-2014	5,797.7	3880.5	2,447 (2012-13)
2014-2015	6,217.9	4,108.1	2,219 (2013-14)
2015-2016	6,555.1	4,074.3	1,954 (2014-15)



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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



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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.



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	Percent of teachers who did not return after 5 or fewer years	Percent of teachers who did not return after 1 year or less
2012-2013	33.9%	11.5%
2013-2014	29.8%	11.3%
2014-2015	31.9%	12.9%
2015-2016	37.0%	14.2%

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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**

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Other State-wide Initiatives

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



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QUESTIONS?



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