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

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1

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

CERRA

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.

3



| | 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) |



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

5



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.% | 14.2% |



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

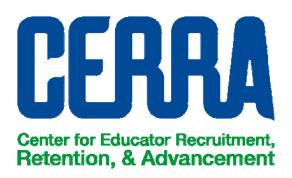
- Rural Teacher Recruiting Incentive Legislative Proviso
- Equity Lawsuit Legislative Resolutions
- SC Department of Education State Equity Plan

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QUESTIONS?





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