

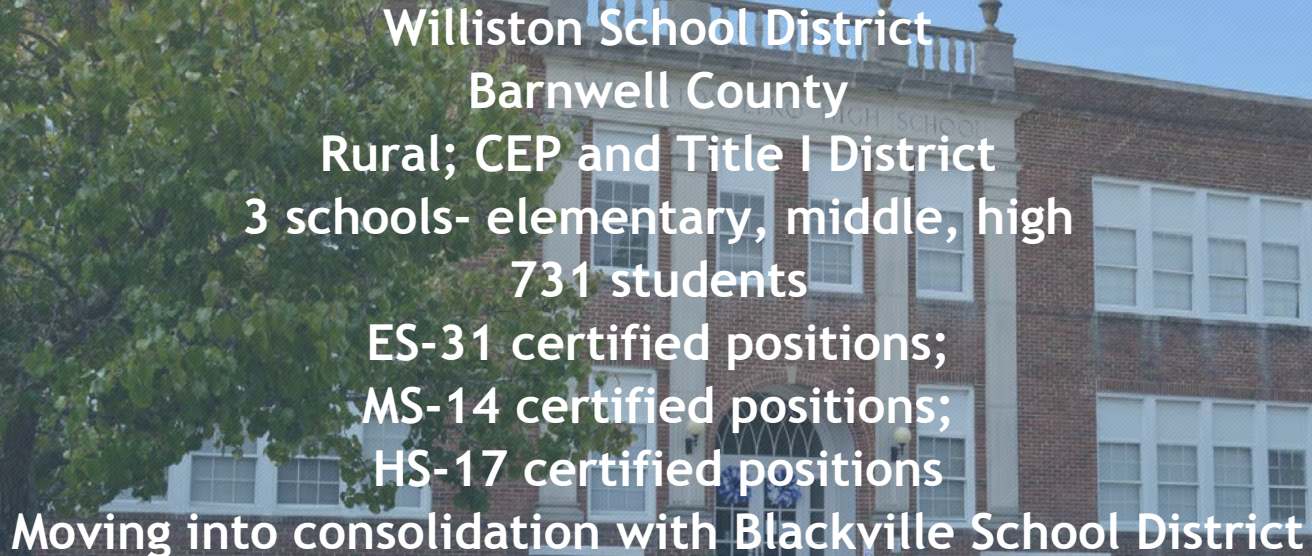
**Beyonce Put a Ring on it,
WE Put a CAP on it!**

**Williston School District 29
Barnwell County**

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Who are WE?


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Williston School District
Barnwell County
Rural; CEP and Title I District
3 schools- elementary, middle, high
731 students
ES-31 certified positions;
MS-14 certified positions;
HS-17 certified positions
Moving into consolidation with Blackville School District

Who are WE?

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A photograph of a red and yellow apple resting on a stack of books. The apple is positioned on the left side of the image, and the books are stacked horizontally below it. The background is a textured, greyish-blue surface.

6 International Teachers
(Africa and Jamaica); 3- ES and
3-HS

2 Agency Teachers
HS (Special Education)

5 Alternative Pathway Teachers
3-CAP (1-ES, 2-MS)
2-PACE (MS/HS)

Learning Objective

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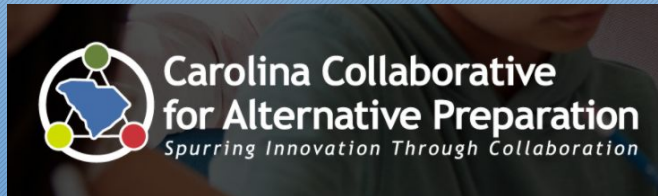
Share a recruitment and retention strategy used by Williston School District 29 to sustain teachers while having a positive impact on student achievement and strengthening the district and school culture.



Carolina CAP: Carolina Collaborative for Alternative Preparation

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- A collaboration among South Carolina school districts, the University of South Carolina, and the Center for Teaching Quality.
- Program Goal:
 - Create a high quality alternative pathway into teaching
 - Marry the expertise of local teachers, schools, and districts with non-profits and institutions of higher education



Carolina CAP: Carolina Collaborative for Alternative Preparation

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- A non-degree program of experiences to achieve the goal of full licensure for candidates
- **CarolinaCAP candidates participate in a unique, personalized experience:**
 - Individualized support from a coach selected by the district and trained in the CarolinaCAP Coach model
 - Engaging coursework designed by faculty experts at University of South Carolina
 - Micro-credentials selected by CarolinaCAP candidates with the support of a coach
 - Multiple opportunities to learn and grow in virtual learning communities

Alternative Pathways in WSD

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CAP	PACE Program of Alternative Certification Education	FACES (International)
On-site coaching/support	No on-site coaching/support	Periodic observations and coaching
3 years of support; 3 year commitment	2 years of support; 3 year commitment	Up to 3 years: 2 year extension available
Initial 6 hr cohort (graduate courses). Monthly virtual learning communities; microcredentials through USC Columbia; “Happy Hour” open sessions; tutoring for Praxis and PLT; Praxis and PLT are taken within the program.	Must pass Praxis BEFORE entering program. 10 day initial training 1 day follow-up 10 day (2nd year) training 1 day follow-up	No cohort meetings
\$7,500/candidate for up to three years of support; qualifying rural districts pay \$4,500/candidate	No district fee	\$9000/candidate each year

Data & Statistics

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Alternative Pathways in Williston School District



Data & Statistics

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Sustaining Alternative Pathway Teachers

From 2018-2021:

- only one of our original International Teachers,
- one of our original PACE teachers,
- and none of our ABCTE teachers

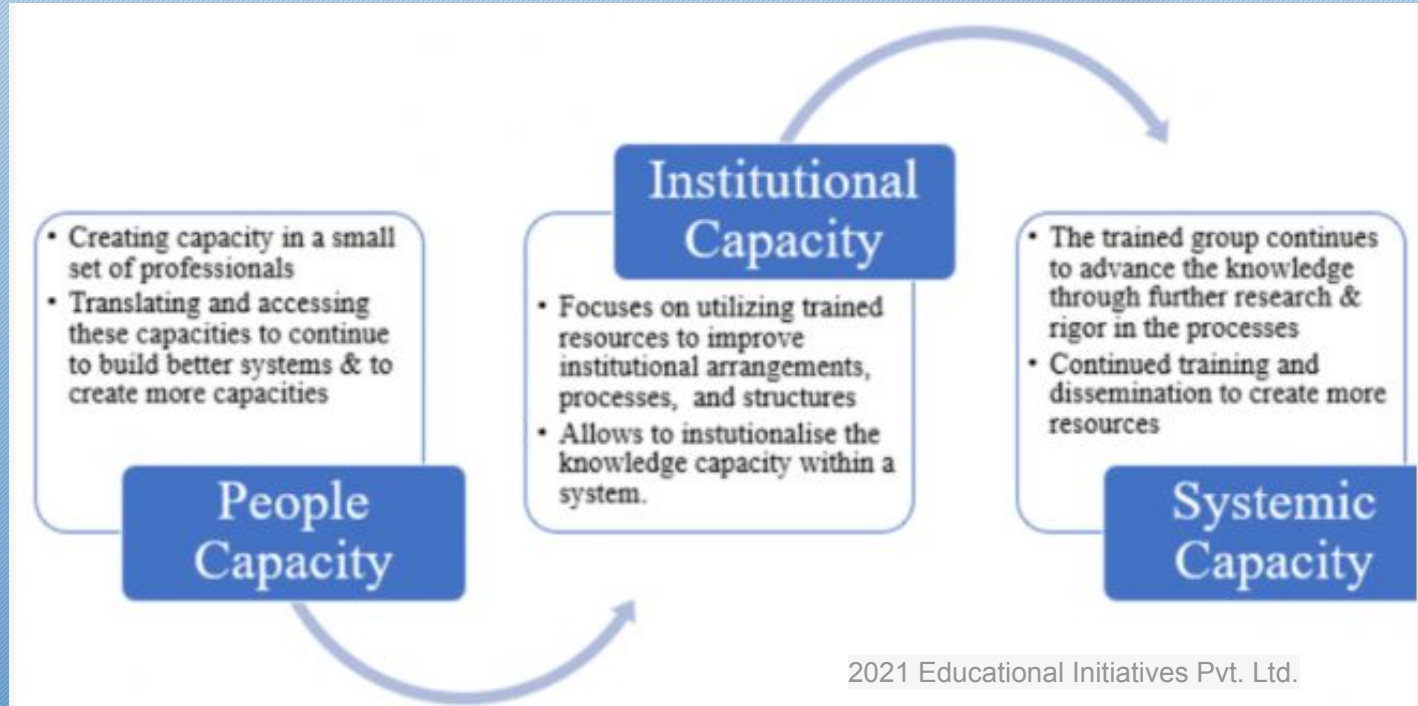
were retained for employment within WSD.

However, our CAP teachers have remained in place and we have added a new teacher each year, with the hopes of adding additional CAP teachers in 2022-23.

Why Carolina CAP?

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- Building teacher capacity
- Sustainability with district initiatives



Why Carolina CAP?

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Long term
commitments



Attracts community stakeholders-
people who have a vested interest in
the community and the success of
our scholars- to participate in
becoming a teacher.

How did we become a Carolina CAP district?

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Started with having open communication with Board Members around recruitment and retention (Superintendent and HR).

Legislative Update - Board Member read the update and brought it to the attention of the Superintendent, who inquired further about the program.

Superintendent made contact with the Dean of USC (College of Education) and a meeting was scheduled.

Dr. Shaw and Dr. Adams met with the USC team and shared “our” story: rural district with teacher sustainability.

How did we become a Carolina CAP district?

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Dr. Byrd contacted Dr. Shaw and Dr. Adams that legislation passed and the State Department of Education recognized the program.

A presentation was made by Dr. Byrd to the Williston School Board in August 2019, of which the Board approved for CAP to be a part of the recruitment and retention program.

School Board members and HR worked closely to create lists of names for potential candidates from the community.

HR contacted Tria and an information session was held with potential candidates.

How did we become a Carolina CAP district?

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WE DID IT!

WINNING FOR SCHOLARS

The CAP program was published on the University of SC College of Education site March 2020 introducing the intent of the project and highlighting Williston School District as its inaugural district.

A Win in Williston



(l.-r.) LaToya Thomas-Dixon, Director of Human

Resources for Williston School District 29, Ann Byrd, Ph.D., President and Partner, Center for Teaching Quality; Marcella D. Shaw, Ph.D., Williston School District 29 Superintendent, and Cindy Van Buren, Ph.D., Assistant Dean for Professional Partnerships at the State Board of Education meeting where the CarolinaCAP program was approved.

Williston School District 29 is the first district to sign on for the upcoming alternative certification program, the first of its kind offered in the state.

Who does CAP target?

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Anyone who wants to teach in South Carolina Schools.





- Focus in on rural districts.
- 76% of CCAP candidates were previously employed by their district in some capacity.

Areas of Focus:

- Early Childhood and Elementary
- ML Science and Math
- Secondary Biology, Chemistry, Physics
- Secondary Math
- Special Education: Multi Categorical

CAROLINA COLLABORATIVE FOR ALTERNATIVE PREPARATION
QUARTER TWO REPORT


CarolinaCAP is a non-degree alternative pathway leading to full licensure for candidates in partner districts via a high-quality experience in teaching that marries the expertise of local teachers, schools, and districts with an institution of higher education and a national non-profit. CarolinaCAP focuses on innovative and cost-effective teacher recruitment strategies, customized training for new teachers, and dedicated, ongoing coaching support.

MEETING THE NEED IN S.C.

- Grow Your Own model helps fill teacher vacancies: 77% of candidates were previously employed in support positions by district partners
- Monthly virtual learning communities provide space for candidates and coaches to share, learn and grow together
- Micro-credentials allow candidates to chart a personalized pathway to learn and demonstrate competency in content and pedagogy
- CarolinaCAP serves districts in which 71% to 92% of students are eligible for Free and Reduced Lunch and the majority of whom are students of color
- Individualized support from a CarolinaCAP coach helps candidates support students and grow professionally
- CarolinaCAP is currently the only alternative certification program in South Carolina certifying in Special Education: Multi-Categorical (PK-12)

13 of 24 district partners are along the I-95 Corridor



Blue tag = I-95 Corridor District

333 Applicants from South Carolina, from diverse backgrounds, locations, & life experiences.	24 South Carolina District Partners	100+ Micro-credentials aligned to SCTS 4.0 and content areas	83 Candidates launched & teaching in South Carolina classrooms	22 Trained CarolinaCAP Coaches supporting candidates
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Website: bit.ly/CarolinaCAP Twitter: [@CarolinaCAP_SC](https://twitter.com/CarolinaCAP_SC) Spurring Innovation through Collaboration Updated 01.23

Meet Mrs. Caniglia

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Brittany Caniglia is a former Pre-Kindergarten teacher and Behavior Therapist with a background in Early Childhood Development and Family Studies. Brittany felt a passion for teaching in public schools but was turned down by other alternative certification programs because her degree was too close to a typical education degree. Carolina CAP was a perfect fit and has allowed a pathway for Brittany to teach in public schools.



Meet Mrs. Neville

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Adadra Neville is an alumnae and proud member of the Williston 29 school community. She serves on the town council and has been a school district employee for several years as a Parent Liaison and temporary superintendent and school board secretary. Adadra previously considered the PACE and CREATE programs but felt Carolina CAP better served her needs as a new teacher.



Mrs.Neville

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How has CAP been successful?

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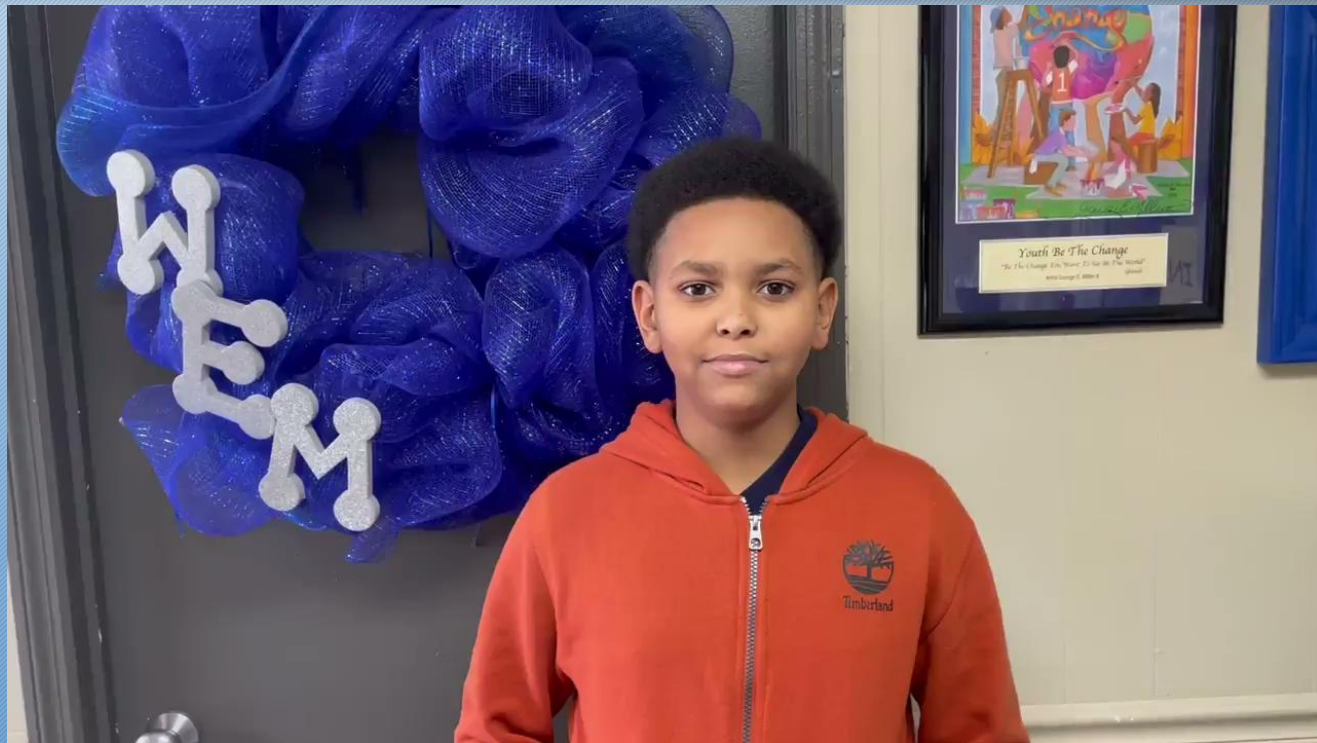
Principal Perspective:

- Retained two Innovative Teachers
- Teacher Led PD
- ELA Curriculum Writing
- Collaboration Cap Mentor Relationship with Leadership
- News articles about their CAP process & success.



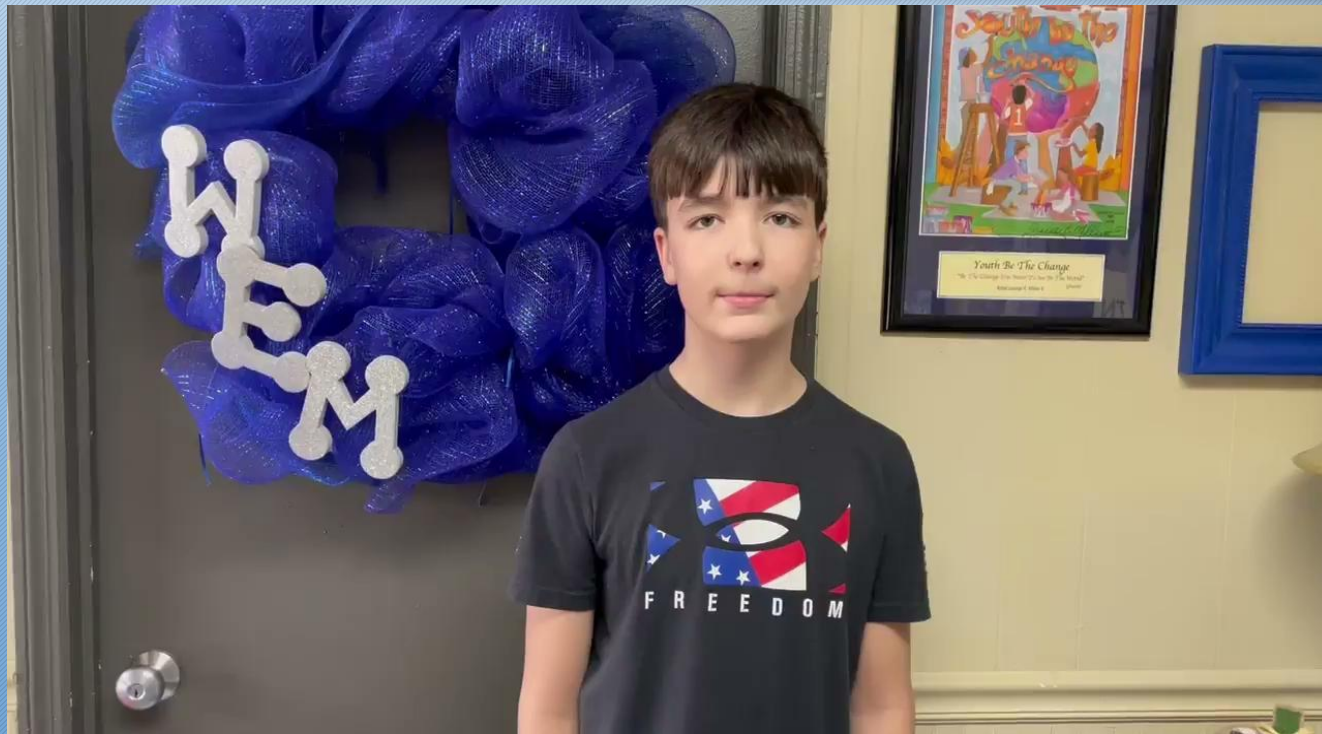
The Real Deal

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The Real Deal

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How has CAP been successful?

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Teacher Perspective:

- CarolinaCAP provides layers of support that most first-year teachers do not receive, participants feel supported and empowered through the teaching process.
- CarolinaCAP coaches are other teachers/administrators in the district and are available to offer support anytime it's needed.
- There is continuous collaboration between CarolinaCAP participants and mentors from the Center for Teaching Quality and USC to inform best practices.
- Entering the field through an alternative route often gives participants a unique perspective on teaching.

Where are we now?

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Working alongside our sister district- still a win for us (consolidation).

Classified current employee- considering a shift into teaching.

Recruiting through CAP for 2022-2023; eligible positions.

CAP provides continuous opportunities for teachers to progress within their teaching and learning.

CAP has recently added additional certification areas (SPED this year) and additional microcredentials for participants.

MOVING
FORWARD
TOGETHER

CAP Partnerships

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University of South Carolina

- Partner provider
- The largest preparer of teacher in South Carolina

Center for Teaching Quality

- Leads efforts across the nation to improve student learning by spurring innovation in teacher development and leadership
- Assists education entities in developing systems of personalized, competency-based professional learning for teachers and administrators through micro-credentials

South Carolina School Districts

- Have a strong understanding of the unique needs of the district, including knowledge of local context and expertise in teaching that should be drawn upon
- 24 District Partners across the state
 - Williston was the inaugural district partner!!