

CERRA's Supply & Demand Report Summary

**SCSBA's 2023 Annual Convention
February 17, 2023**

**Dr. Jennifer Garrett
Dr. Jenna Hallman, NBCT**



ABOUT CERRA

- ❏ Center for Educator Recruitment, Retention, & Advancement
- ❏ Located on the campus of Winthrop University
- ❏ Founded in 1985, CERRA is the oldest and most established teacher recruitment program in the country
- ❏ Funded by the SC General Assembly through the Commission on Higher Education (CHE)
- ❏ Governed by a Board of Directors
- ❏ Serves all SC school districts and all institutions of higher education with teacher education programs



CERRA' S PROGRAMS



ProTeam



Teacher
Cadet



Teaching
Fellows



Mentoring
& Induction



Teacher
Leadership

CERRA'S SERVICES

- 🏢 Career Fairs
- 🏢 Expo
- 🏢 Financial Aid Information
- 🏢 National Board Support
- 🏢 Online Educator Employment System
- 🏢 Research
- 🏢 Rural Recruitment Initiative



SC EDUCATOR SUPPLY & DEMAND SURVEY

- ❏ Sent to personnel directors in all public school districts at the beginning of each school year.
- ❏ Included are questions about certified positions, new hires, departures, and vacancies.
- ❏ A report summarizing the survey data is released in November each year.
- ❏ District follow-up conducted in February to collect mid-year departure and vacancy data.

SUPPLY & DEMAND

KEY TERMS

- ❏ Teacher = certified educator in a classroom-based teaching position or a school-based service position (school counselor, librarian, psychologist, and speech language pathologist)
- ❏ New hires = teachers new to the profession and those new to the district, but not the profession. Includes all certification pathways.
- ❏ Departures = certified educators from 2021-22 who did not return to a teaching or service position in the same district for 2022-23.
- ❏ Vacancies = teaching and service positions that remain unfilled after the school year begins.

SUPPLY & DEMAND DATA - 2022-23

South Carolina Annual Educator Supply & Demand Report

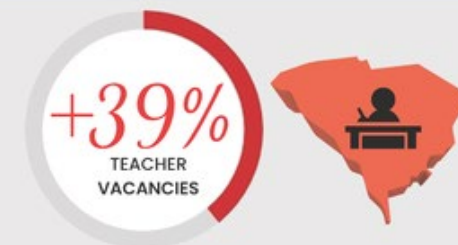
2022-23

Data in this report were collected from 72 of 73 public school districts and two public charter school districts in the state. Districts are asked to report data in full-time equivalents (FTEs) to account for full-time and part-time positions.

November 2022

Teacher Vacancies

- Vacancies refer to teaching and service positions that remain unfilled as the school year begins.
- Districts reported a **39% increase in vacancies** although the total number of teaching and service positions was down from last year.
- Some of the reported vacancies have been filled since September when districts submitted their Supply & Demand Survey, while additional positions became vacant during this time.



The 2022-23 school year began with **1,474 vacant positions compared to 1,063 the previous year.**

Teacher Departures

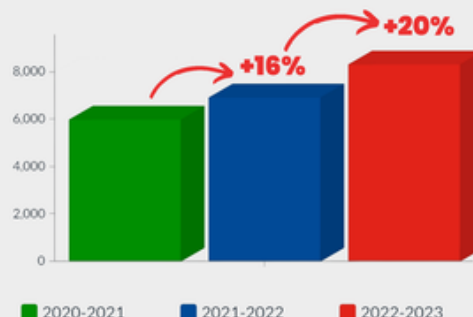
- Teacher departures refer to certified educators from 2021-22 who did not return to a teaching or service position in the same district for the 2022-23 school year.
- Departures include any teacher who retired, transferred to another SC district, moved into a non-teaching/administrative position, left the state or profession altogether, etc.



1 in 7 educators did not return to a teaching or service position in the **same** SC public school district.

Note: In this report, a "teacher" is a certified educator in a classroom-based **teaching** position or a school-based **service** position (school counselor, librarian, psychologist, and speech language pathologist).

SUPPLY & DEMAND DATA - 2022-23



Teacher departures have steadily increased since 2020-21, with the most recent jump of 20%.

"The teacher shortage has been extremely difficult. We have had to be creative in filling positions, sometimes even making it harder for the teachers we do employ and threatening the district's reputation." -Personnel Director from a SC District

Movers and Leavers

- 17% retired from the profession
- 26% transferred to another SC public school district
- 2% were dismissed involuntarily
- 36% had five or fewer years of experience before moving or leaving



New Hires in SC Schools

- **17%** were recent graduates of a SC teacher education program, which is down from **22%** last year
- 10% were recent completers of an alternative certification program
- 30% transferred from another SC district and 15% from another state
- 6% were international teachers, which is up from 4% last year

Prior to 2022-23, the percentage of new hires that were recent SC graduates ranged from 21-36% over the last 15 years.



Scan the QR Code for additional Supply & Demand information.

SUPPLY & DEMAND DATA - 5 YEARS

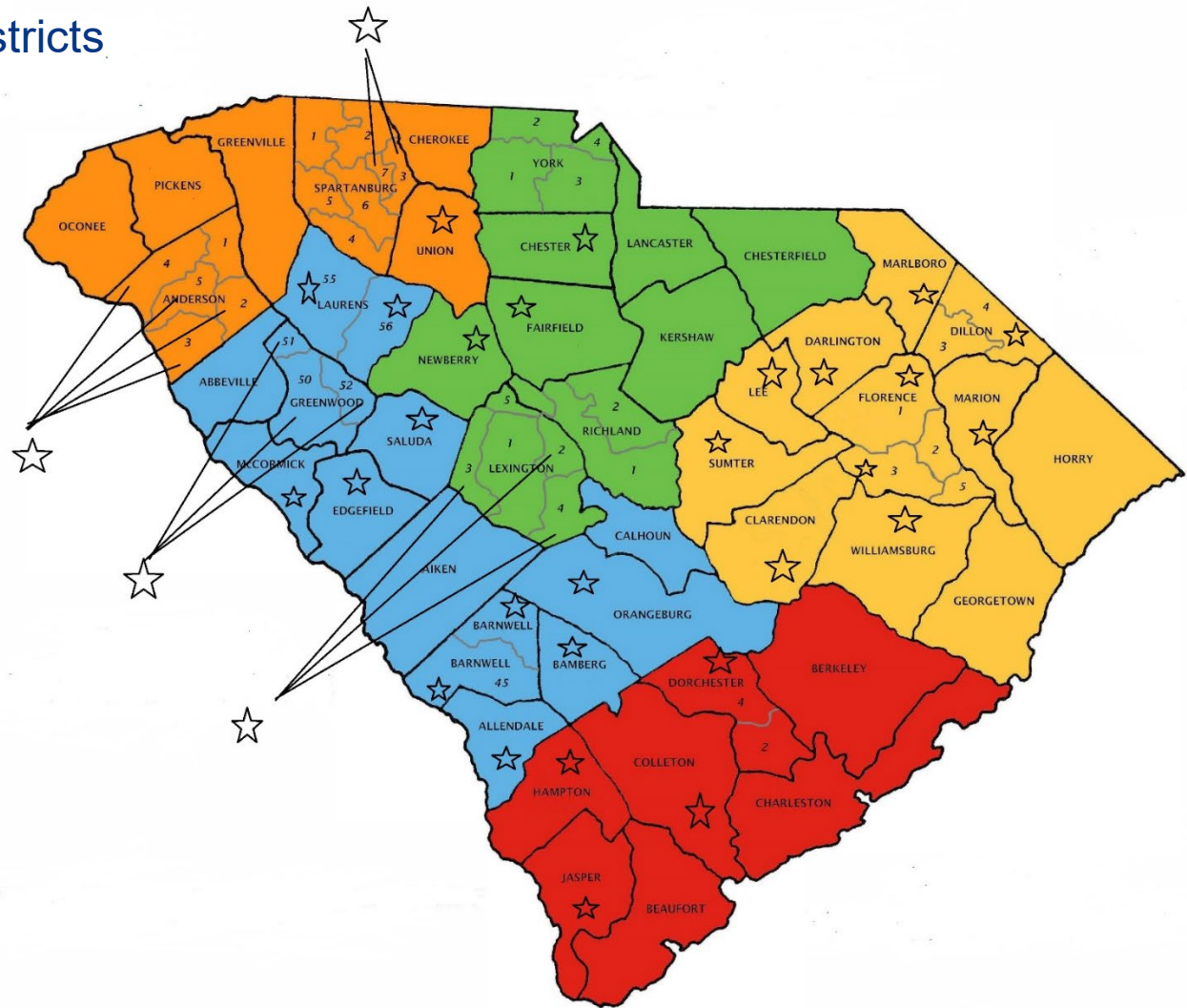
School year	Graduates of a SC Bachelor's/Master's level initial educator preparation program	Teacher Departures	Early-career departures (≤ 5 years of experience)	Departures, transferred to another SC public school district	Departures, Retirements	Positions vacant after each school year begins
2018-2019	2,170	7,339.3	2,596.1	1,998.0	1,937.3	621.3
2019-2020	2,067	6,649.8	2,367.4	1,670.2	1,190.0	555.5
2020-2021	2,226	5,995.7	2,551.0	1,345.6	1,104.7	698.9
2021-2022	2,123	6,927.1	2,389.6	1,568.6	1,278.4	1,062.8
2022-2023	Not yet available	8,320.9	3,014.9	2,187.0	1,443.7	1,473.6

RURAL RECRUITMENT INITIATIVE

Participation – 40 districts

Incentives

Additional support



IMPACT OF MENTORING*

When beginning teachers participated in some kind of induction with a mentoring component:

- They had higher satisfaction, commitment, and/or retention.
- They performed better at certain aspects of teaching.
- Their students had higher scores or gains on academic achievement tests.

24



TEACH SOUTH CAROLINA



South Carolina Teacher Expo
Hosted by **CERRA**
MARCH 28-29, 2023

SC Statewide Virtual Teacher Expo

- Virtual interviews
- Submit your resume online
- School district representatives from all over SC
- View statewide teacher vacancies
- Obtain information on teacher licensure

Use the QR Code to Register!

Applicants may view open teaching positions and upload their resumes for districts to view at 8:00 AM EST on March 28.

Join Us

www.CERRA.org



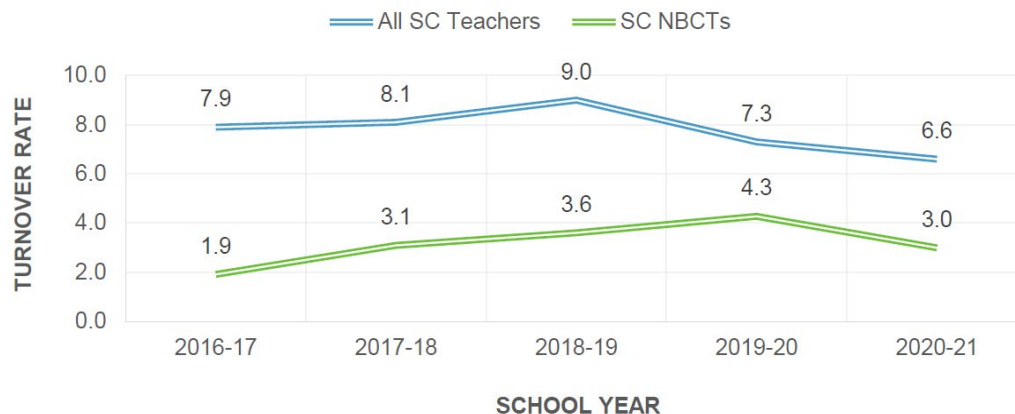
Center for Educator Recruitment, Retention & Advancement

Posted by Hootsuite

13h · 🌐

Join The SC Public Charter School District for their Career Fair on March 4, 2023, and look for many more opportunities to teach in South Carolina; visit <http://ow.ly/HNCF50Mz6mH>. There are many reasons to "Teach in South Carolina!"

TEACHER TURNOVER IN SC




2023 Educator Recruitment Fair

SC PUBLIC CHARTER SCHOOL DISTRICT
EDUCATOR RECRUITMENT FAIR

Date: Saturday, March 4, 2023
Time: 10:00 AM - 2:00 PM EST
Location: District Office
1824 Barnwell Street
Columbia, SC 29201



Home



Ads



Notifications



Menu

QUESTIONS?

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hallmanj@cerra.org

Learn more at:

cerra.org

  @cerrasc

South Carolina Annual Educator Supply & Demand Report

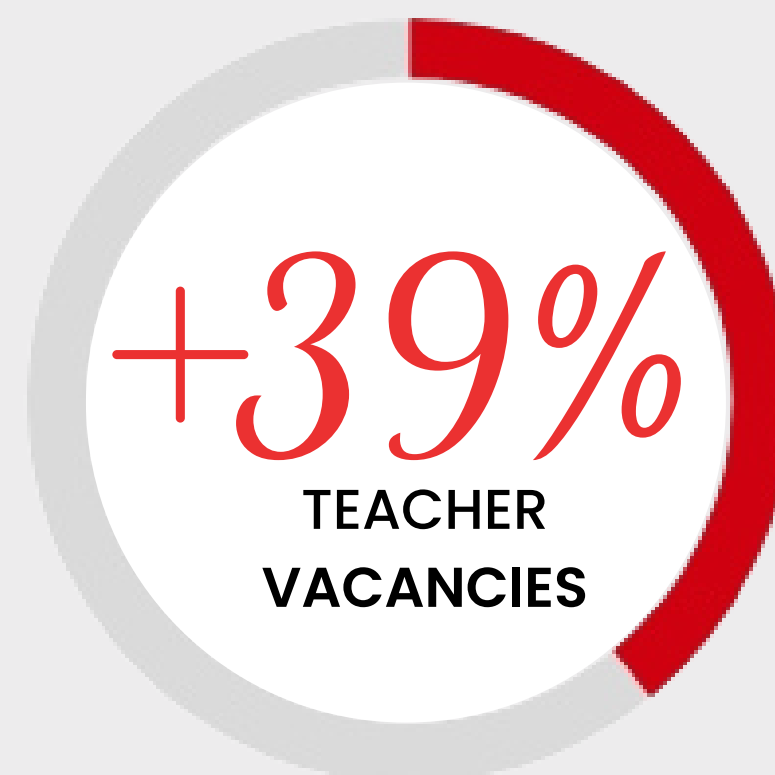
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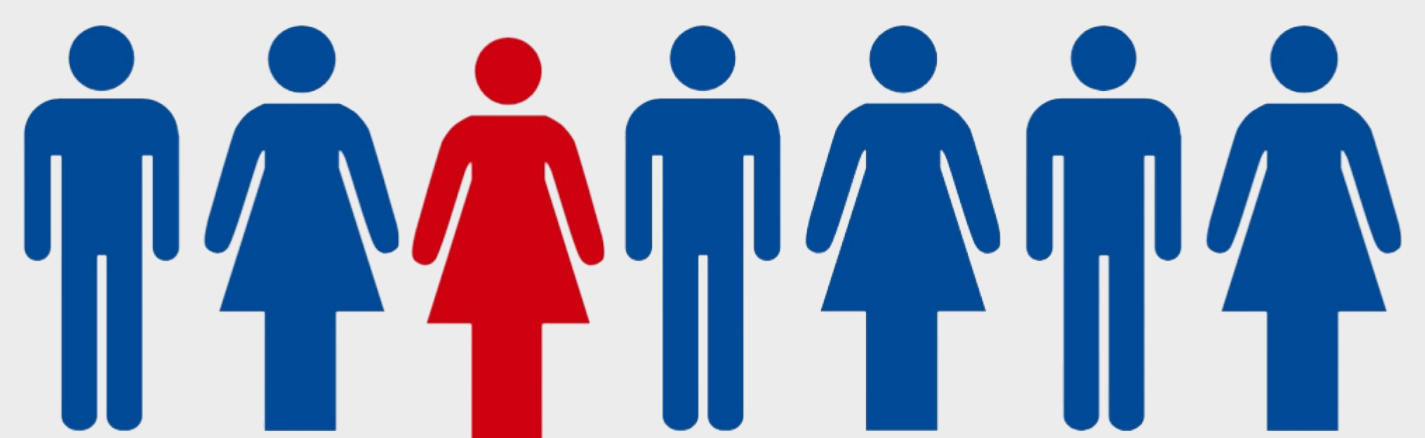
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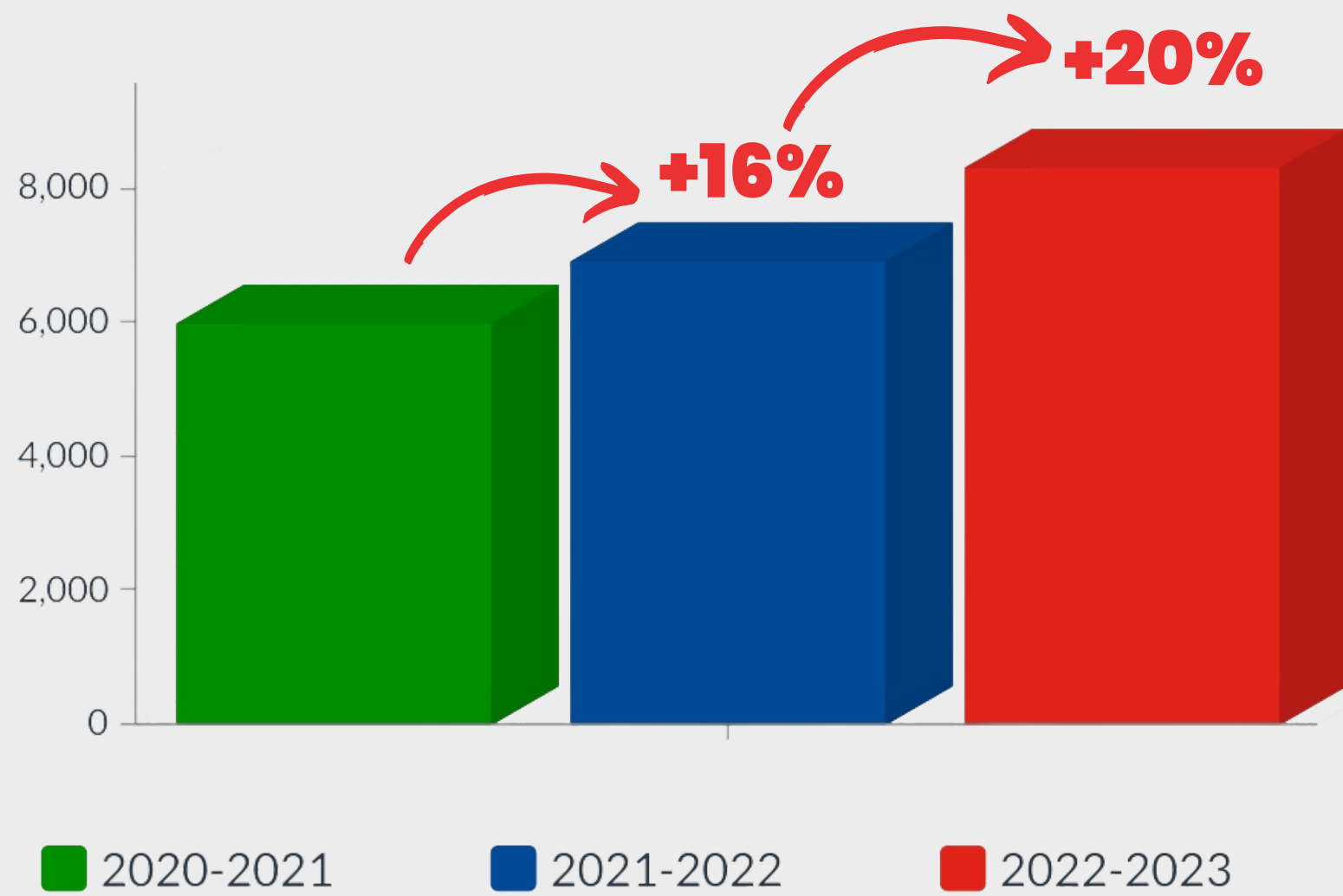
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For more information regarding the 2022-23 Supply & Demand Report contact Dr. Jennifer Garrett at garrettj@cerra.org.

Data Source: CERRA Supply & Demand Survey

Key Data from CERRA's South Carolina Annual Educator Supply & Demand Reports

School year	Graduates of a SC Bachelor's or Master's level initial educator preparation program ¹	Teacher Departures	Early-career departures (≤ 5 years of experience)	Departures, transferred to another SC public school district	Departures, Retirements	Positions vacant after the start of each school year
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Notes: Teacher departures refer to certified SC educators who left the position they held the previous school year. For example, data in the 2022-2023 row include educators from 2021-22 who did not return to a teaching/service position in the same district for the 2022-23 school year. Teaching positions are held by certified educators who provide instruction in a classroom setting, and service positions are held by certified educators who provide instruction and support in a school setting (school counselors, school librarians, school psychologists, and speech language pathologists). Departure and vacancy data are collected from SC school district representatives and presented in full-time equivalents (FTEs).

¹Data obtained from the SC Commission on Higher Education. Includes students who graduated from a SC public or private institution with a Bachelor's degree eligible for teacher certification and students who graduated from a SC public institution with a Master's degree eligible for teacher certification. Master's level data are not available for private institutions.

Full reports can be accessed at <https://www.cerra.org/supply-and-demand.html>.