
FALL 2008 TEACHER/ADMINISTRATOR
SUPPLY & DEMAND SURVEY

DECEMBER 2008

CENTER FOR EDUCATOR RECRUITMENT,
RETENTION, & ADVANCEMENT

Introduction

Since 2001, the Center for Educator Recruitment, Retention, and Advancement (CERRA) has administered the annual Teacher/Administrator Supply and Demand Survey. Through collaboration with representatives in each of the state's school districts and special schools, CERRA compiles a statewide report detailing hiring and vacancy data for widespread use by education decision makers in South Carolina.

Teachers Hired

The total number of teachers hired in South Carolina's school districts this year was 7,159.2, a 15% reduction from last year's 8,416.7 hires. During both school years, the largest majority of middle level and high school teachers were hired to teach English/language arts, mathematics, special education, science, and social studies. While the actual number of teachers hired this year was smaller than last year, the proportion of elementary (44%), middle (25%), and high school (32%) teachers hired remained constant. The number of teachers hired at the middle level, however, decreased 20.3% from last year to this year, whereas teachers hired at the elementary and high school levels fell approximately 13%.

The same scenario occurred with school administrators when 474.3 were hired across the state. This is a decrease of nearly 30% from the 673.5 who were hired last year. One explanation for the decline in teacher and administrator hires is the lack of funding school districts are sustaining. Some districts reported hiring freezes and others indicated that a number of positions were eliminated due to budget reductions. South Carolina experienced a similar situation in the 2003-2004 academic year when fewer than 5,000 teachers were hired, the lowest total since 2001 when CERRA began conducting the annual Supply and Demand Survey.

The largest majority of teachers were hired either from teacher education programs in South Carolina colleges or universities or from another district in the state. These two sources accounted for more than half of the teachers hired for the current school year. The number of teachers who were hired from teaching institutions in the state was surprisingly smaller this year considering that, according to the Commission on Higher Education, there were more students eligible for certification in the state during the 2007-2008 fiscal year compared to the year prior. CERRA is seeking additional information that may explain why fewer graduates were hired.

Districts reported that more than one-quarter of their teachers were hired from other states (44) and countries (25). Another 13% of hires were former teachers who returned to the classroom. Districts were not asked to identify reasons that these former teachers decided to return to the profession, but according to a recent CERRA study, a number of factors – supportive leadership, unencumbered planning time, smaller class sizes, and reduction in paperwork – would bring certified, inactive teachers back into the classroom.

Teachers certified through the Program of Alternative Certification for Educators (PACE) accounted for 6% of the teachers hired this year and about 7% last year. While the PACE percentages are very similar, the number of teachers hired who were certified through the

American Board for Certification of Teacher Excellence (ABCTE) increased significantly. South Carolina school districts reportedly hired 33 ABCTE teachers for the current year, but reported only 8 last year. The 2007-2008 school year was the first year that ABCTE certification was acknowledged in South Carolina. The fact that the program is more widely recognized may explain the large increase in ABCTE teachers hired this year.

Approximately 20% of teachers hired for the current school year and last year were minorities and another 20% were males. These figures are slightly larger than the number of minority and male teachers as a percentage of the total teacher population in South Carolina. According to the State Department of Education, about 18% of all 2007-2008 South Carolina public school teachers were non-white and another 18% were male.

Vacant Positions

Vacant positions in school districts decreased substantially this year. Districts saw only 296.6 vacancies in their schools at the beginning of the school year. This is a 40% reduction compared to the 491.1 unfilled positions across the state last year. An even larger decline of 61% was seen in the number of administrator vacancies with only 24 this year compared to 61 last year. The high schools held the better part of the vacant teacher positions this year with 42% or 125 vacancies. The fewest number of unfilled teaching slots was consistently maintained at the middle level with 71.5 (24.1%) this year and 137 (28%) last year. Besides special education, which made up the greatest share of vacancies in all grade levels, mathematics, English/language arts, and science accounted for the largest number of vacant teacher positions in South Carolina's middle and high schools. For the 2007-08 and 2008-09 school years, these three subject areas combined made up an average of 44% of the statewide vacancies in middle and high schools, with mathematics accounting for the largest proportion of these empty teacher positions and English/language arts falling in a close second in both grade levels.

Teachers Leaving

Last year, there were 6,530 teachers who did not return to the classroom. A 12% reduction occurred this year with 5,746 teachers who left their position for a number of reasons. Approximately one-quarter of these teachers went to teach in another South Carolina school district and just over 20% retired from the teaching profession. These figures hold true for the current school year as well as last year. Districts reported that of those teachers who did not return to the classroom this year, one-third left for personal reasons, reasons unknown, or other reasons. Reasons that fell into the "other" category included (in rank order): moved out of the area or spouse was relocated by his/her job, returned to school to further their education, deceased, went to work in higher education, or went to work in a private school. One interesting finding is that of the 5,746 teachers who did not return to the classroom this year, less than 40% had five or fewer years of experience. This figure is somewhat encouraging when compared to statistics that show 46% of the nation's teachers leave the classroom by their fifth year, as reported by the National Commission on Teaching and America's Future. One final conclusion is that while nearly 5,750 teachers did not return to their classroom, over one-third of them remained in the education profession and less than 5% left the education profession altogether.

Data Tables

1. **A.** What is the total number of teacher positions, including filled and vacant positions, in your district for the **2008-2009** school year? **NA**

- B.** What was the total number of teacher positions, including filled and vacant positions, in your district during the **2007-2008** school year? **NA**

- C.** In the table below, indicate the number of teacher positions for this school year (2008-2009) compared to last year (2007-2008), by subject area and grade level. Please do not include a position in more than one category. **NA**

Information for this question is not available. Districts were asked to report the total number of teacher positions allocated to their schools for the current school year and last year. Unfortunately, the question was presented in a way that caused many districts to misinterpret the question, leading to an incorrect response or no response. CERRA will request this information next year in anticipation that districts will have enough forewarning to respond accurately.

2. **A.** What is the total number of teachers hired, including new PACE and ABCTE hires, in your district since the beginning of the hiring season for the 2008-2009 school year? **7,159.2**

- B.** In the table below, indicate the subject area and grade level for which these teachers were hired. Please do not include a position in more than one category.

SUBJECT AREA	Number of Teachers Hired		
	Elementary	Middle	High
Agriculture		0	8
American Sign Language (ASL)	0	1	2
Business/Marketing/Computer Technology		31.5	99
Career and Technology		8	73
Driver's Education			13
Early Childhood	965		
Elementary	1092.5		
English for Speakers of Other Languages	62	22.5	12.5
English/Language Arts		329	303

FALL 2008 TEACHER/ADMINISTRATOR SUPPLY AND DEMAND SURVEY

2B. continued	Number of Teachers Hired		
SUBJECT AREA	Elementary	Middle	High
Family and Consumer Science		6.5	21
Fine Arts			
Art	64.7	33	37.8
Dance	7	6	6.5
Music/Band/Chorus	97.6	71.5	76
Theater or Speech and Drama	5	15	10
Foreign Languages			
Chinese	0	0	4
French	6	6.5	21
German	1	1	11
Japanese	0	0	0
Latin	0	0	4
Russian	0	0	0
Spanish	21	41.5	128
Gifted and Talented	24	12	7
Guidance	86	60	80.5
Health	0	9.5	22.5
Industrial Technology		5	18
Mathematics		253	383
Media Specialist	59	28.5	21.5
Physical Education	84.6	71	74.4
Reading	45	7	7
School Psychologist I, II, III	47.46	17.91	13.91
Social Studies		212.5	263
Sciences			
Biology			67
Chemistry			34.83
Physics			10.33
Science		224.5	189.83
Special Education			
Deafness & Hearing Impairment	9	5	2
Emotional Disabilities	22	22	25
Learning Disabilities	142	121	116
Mental Disabilities (EMD/TMD)	64.5	23	42
Multi-categorical (Generic)	73	33	36
Orthopedically Impaired	2	1	2
Severe Disabilities	11	3	6
Speech Language Therapy	92	8.3	14.5
Visual Impairment	6	1	3
Other	43	19.5	47
TOTAL: 7,159.2	3,132.4	1,710.7	2,316.1

C. In the table below, indicate the source of these reported new hires.

USE ONLY ONE CATEGORY PER TEACHER HIRED			
SOURCE	#	SOURCE	#
New Teacher Education Program - In State	1,919	PACE Program	437
New Teacher Education Program - Out of State	744	Teacher From Another District - In State (exclude teachers already reported in PACE Program)	1,841
Retired, Returned to Teaching - In State	608.3	Teacher From Out of State (exclude teachers already reported in New Teacher Education Program - Out of State)	957
Returned to Teaching - In State (exclude teachers already reported as retired)	331.5	From Outside the United States	254
Other	88.5	List the state/countries from where new teachers were hired: All states (44) except: Alaska, Arkansas, Nebraska, Nevada, North Dakota, and Oregon Other countries (25): Argentina, Barbados, Brazil, Cameroon, Canada, Chile, China, Columbia, France, Germany, Hungary, India, Jamaica, Kenya, Mexico, Philippines, Puerto Rico, Romania, Russia, South Africa, Spain, Sri Lanka, Turkey, United Kingdom, and Venezuela	
TOTAL: 7,180.3 (differs by 21.1 from numbers in 2A and 2B)			

D. Number of teachers participating in their first year of PACE. **431**

E. In the table below, indicate the subject area and grade level for which these first-year PACE teachers (if you have any) were hired.

SUBJECT AREA	Number of First-Year PACE Teachers Hired		
	Elementary	Middle	High
Agriculture		0.5	1.5
Business/Marketing/Computer Technology		19	52
English/Language Arts		33	32
Family and Consumer Science		2	6
Fine Arts			
Art	6.6	3	4.4
Dance	0	1	2
Music/Band/Chorus	7	3	3
Theater or Speech and Drama	2	3	2

2E. continued SUBJECT AREA	Number of First-Year PACE Teachers Hired		
	Elementary	Middle	High
Foreign Languages			
French	2	1	1
German	0	0	0
Latin	0	1	0
Spanish	2	2	25
Health	0	1	2
Industrial Technology		0	3
Mathematics		20	22
Media Specialist	2	1	1
Physical Education	9	4	7
Social Studies		35	8
Sciences			
Biology			19
Chemistry			8.33
Physics			2.33
Science		22	18.33
Special Education: Emotional Disabilities	10	5	14
TOTAL: 431	40.6	156.5	233.9

F. Number of teachers in their second year of PACE. 343

G. Number of teachers in their third year of PACE. 310

H. Number teachers in their fourth year of PACE (granted an extension). 100

I. Number of ABCTE teachers hired. 33

SUBJECT AREA	Number of ABCTE
Biology	3.5
Chemistry	2.5
English/Language Arts	7
Mathematics	12
Physics	0
Science	8

J. What is the total number of minority teachers hired in your district since the beginning of the hiring season for the 2008-2009 school year? **1,422**

K. What is the total number of male teachers hired in your district since the beginning of the hiring season for the 2008-2009 school year? **1,497**

3. A. What is the total number of vacant teacher positions in your district? **296.6**

Please include positions that are currently filled by someone who is only temporarily holding the position until you can find a FTE. Do NOT include positions in which teachers are out for maternity leave or short-term illness.

B. In the table below, indicate the number of vacant teacher positions you have by subject area and grade level.

SUBJECT AREA	Number of Vacant Teacher Positions		
	Elementary	Middle	High
Agriculture		0	0
American Sign Language (ASL)	0	0	0
Business/Marketing/Computer Technology		0	2
Career and Technology		0	3
Driver's Education			0
Early Childhood	9		
Elementary	15.2		
English for Speakers of Other Languages	1	1	0
English/Language Arts		12	17
Family and Consumer Science		1	2
Fine Arts			
Art	0.5	0	2
Dance	0	0	1
Music/Band/Chorus	8	2.5	4
Theater or Speech and Drama	0	0	0
Foreign Languages			
Chinese	0	0	0
French	0	0	1
German	0	0	0
Japanese	0	0	0
Latin	0	0	0
Russian	0	0	0
Spanish	3	1	5

FALL 2008 TEACHER/ADMINISTRATOR SUPPLY AND DEMAND SURVEY

3B. continued	Number of Vacant Teacher Positions		
SUBJECT AREA	Elementary	Middle	High
Gifted and Talented	1	1	0
Guidance	2	0	0
Health	0	0	1
Industrial Technology		0	1
Mathematics		14	20
Media Specialist	5	1	2
Physical Education	4	1	3
Reading	0	1	0
School Psychologist I, II, III	1	1	1
Social Studies		7	8
Sciences			
Biology			2
Chemistry			3
Physics			2
Science		8	12
Special Education			
Deafness & Hearing Impairment	0	0	0
Emotional Disabilities	3	0	2
Learning Disabilities	8.7	10	14
Mental Disabilities (EMD/TMD)	4	1	5
Multi-categorical (Generic)	1	3	4
Orthopedically Impaired	2	1	0
Severe Disabilities	0	0	1
Speech Language Therapy	24.7	2	0
Visual Impairment	3	1	1
Other	4	2	6
TOTAL: 296.6	100.1	71.5	125.0

4. A. Based on the total number of teachers in your district at the end of 2007-2008, how many did not return to the classroom for the 2008-2009 school year? **5,746**

B. In the table below, indicate why these teachers left the classroom by grade level and the total number of years of teaching experience each teacher had prior to his/her departure.

Reason for Leaving the Classroom	Number of Teachers who Left the Classroom																		Total
	Elementary						Middle						High						
	Yrs of Teaching Experience						Yrs of Teaching Experience						Yrs of Teaching Experience						
	1	2	3	4	5	>5	1	2	3	4	5	>5	1	2	3	4	5	>5	
Retirement	1	0	0	5	10	523	1	0	1	0	1	258	0	0	1	1	3	371	1176
Leaving profession	17	3	16	3	4	49	13	3	5	10	3	29	25	10	3	3	5	41	242
Teaching position in another SC district	100	58	41	52	32	331	48	34	34	26	13	170	60	24	28	19	16	253	1339
Teaching position in another state	31	22	22	14	12	64	16	8	9	9	5	49	16	15	20	6	8	59	385
Position in Administration – In same district	0	0	0	3	1	30	0	0	0	0	0	17	0	0	1	1	1	25	79
Position in Administration – In another SC district	0	0	0	3	0	18	0	0	0	2	1	11	2	0	0	0	0	16	53
Position in Administration – In another state	0	0	0	1	0	0	0	0	0	1	0	2	0	0	0	0	0	2	6
Another position in Education – In same district	0	0	1	0	2	18	0	0	0	1	1	6	0	0	0	0	3	15	47
Another position in Education – In another SC district	6	4	4	1	1	12	0	2	2	2	0	8	0	4	1	4	2	13	66
Another position in Education – In another state	2	2	5	0	0	10	2	3	0	0	2	5	1	0	0	3	0	10	45
Did not qualify for SC certificate	8	6	3	1	0	2	13	8	2	1	0	2	24	6	3	1	0	5	85
Termination for reasons other than certification	22	7	4	1	3	27	12	3	2	0	0	18	21	7	6	1	0	31	165
Personal (stay home with sick child or parent, illness, etc.)	61	25	21	25	19	173	24	14	16	10	9	91	36	11	22	10	19	82	668
International teacher returning to home country	4	1	9	1	0	3	8	4	23	0	1	21	3	3	29	3	1	52	166
Unknown	50	21	27	11	6	141	33	13	17	11	13	70	50	19	13	7	7	107	616
Other	51	31	28	14	13	118	36	16	15	7	3	80	36	15	15	17	5	108	608
Total	353	180	181	135	103	1519	206	108	126	80	52	837	274	114	142	76	70	1190	5,746
TOTAL: 5,746	2,471						1,409						1,866						5,746

C. Of the teachers listed in Section 4 B who left the classroom, how many were PACE teachers? **156**

D. In the table below, indicate the reason each PACE teacher left the classroom.

Reason for Leaving the Classroom	Number of PACE teachers who left the classroom
Left profession	18
Accepted another teacher position	22
Accepted another position in education	1
Personal	10
Termination	23
Failure to meet program requirements	32
Unknown	15
Other	35
TOTAL	156

5. A. What is the total number of administrators hired in your district since the beginning of the hiring season for the 2008-2009 school year? **474.3**

B. What is the total number of vacant administrator positions in your district for the 2008-2009 school year? **24**

C. In the table below, indicate the positions for which these administrators were hired and the administrator positions that are currently vacant. Please do not include a position in more than one category.

Type of Administrator	# of Administrators Hired	# of Vacant Administrator Positions
Superintendent	10	1
Assistant Superintendent	19	1
Other District Level Administrators	85	14
Principal: Early Childhood	7	0
Principal: Elementary	57	0
Principal: Middle School	24	0
Principal: High School	29	0

5C. continued		
Type of Administrator	# of Administrators Hired	# of Vacant Administrator Positions
Assistant Principal: Early Childhood	8	0
Assistant Principal: Elementary	58	1.5
Assistant Principal: Middle School	54	1.5
Assistant Principal: High School	71.5	0
Vocational Education Director	7	1
Other	44.8	4
TOTAL	474.3	24

6-10. Information on Teacher Expo

Teacher Expo June 2008/June 2009	Yes	No	No answer
Did you attend Expo '08?	62	25	0
Are you planning to attend Expo '09?	72	9	6

Teachers Hired as a Result of Teacher Expo held June 2008	Responses from Districts
How many teachers did you hire from Expo '08?	172
How many minority teachers did you hire from Expo '08?	51
How many male teachers did you hire from Expo '08?	49

Report Prepared By:

Dr. Jennifer Garrett, Coordinator of Research and Program Development, CERRA
 Mychal Frost, Public Information Coordinator, CERRA