

**STATE OF SOUTH CAROLINA**  
**DEPARTMENT OF EDUCATION**

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*STATE SUPERINTENDENT OF EDUCATION*



**South Carolina Educator Evaluation Results**  
**2016–17**

Pursuant to S.C. Code Ann. § 59-26-40

October 15, 2017

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## Introduction

Effective educators are competent, caring professionals who have a significant and lasting impact on student learning and achievement.

South Carolina's Assisting, Developing, and Evaluating Professional Teaching (ADEPT) system is designed to promote teacher effectiveness through assistance, professional development and an emphasis on continuously improving instructional practices. During the summative evaluation process, the focus shifts to quality assurance. In combination, these efforts help ensure that teachers in South Carolina are competent, effective, and impacting student growth.

In South Carolina, contract levels are tied to an educator's licensure status. Novice teachers are placed on Induction contracts. When ready to experience a summative evaluation for the purpose of earning the professional license, a teacher is placed on an Annual contract and given a summative evaluation. If that summative evaluation is successful, the teacher's professional license is granted and thereafter, they are placed on a Continuing Contract.

ADEPT is designed to continuously develop educators at all performance levels through an evaluation system that is valid, reliable, fair, and produces actionable and constructive feedback to support professional growth. It is expected that, given adequate and appropriate preparation and support during their teacher preparation and induction programs, most teachers will meet the summative evaluation criteria and will continue to increase their knowledge and expertise throughout their teaching careers.

The following charts summarize the 2016–17 ADEPT evaluation results for teachers at each contract level. Explanations of each teacher contract level and the ADEPT processes accompany each chart. Because ADEPT evaluation requirements are not prescribed for the 1,214 teachers employed under a Letter of Agreement, their ADEPT results are not included in this report. In South Carolina, a total of 54,991 teachers were employed during the 2016–17 academic year. Data for this report were submitted electronically by school districts via the web-based ADEPT Data System (ADS) as of October 11, 2017.

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### 2016–17 Statewide ADEPT Totals

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ADEPT Standards Met	52831 (96%)
ADEPT Standards Not Met	473 (1%)
ADEPT Incomplete	1095
ADEPT Results Not Reported	592
<b>Total Number of Teachers</b>	<b>54,991</b>

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## Induction Contract Teachers

Induction contracts are issued to teachers in their first year of teaching under a valid South Carolina pre-professional teaching certificate (e.g., initial, critical needs, international, work-based, or alternative route). During Induction year(s), teachers are provided with additional support and feedback to allow them to grow professionally before experiencing a summative evaluation. Districts are required to provide Induction 1 teachers with a mentor. This requirement is partially supported by state funding. Districts are encouraged to provide support, assistance, and feedback to Induction 2 and 3 teachers, as well as all educators. At the discretion of the district, a teacher may be placed on an Induction contract for up to three years.

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### 2016–17 ADEPT Induction 1 Totals

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ADEPT Standards Met	2874 (87%)
ADEPT Standards Not Met	130 (4%)
ADEPT Incomplete	207
ADEPT Results Not Reported	106
<b>Total Number of Teachers</b>	<b>3,317</b>

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### 2016–17 ADEPT Induction 2 Totals

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ADEPT Standards Met	532 (89%)
ADEPT Standards Not Met	35 (6%)
ADEPT Incomplete	22
ADEPT Results Not Reported	12
<b>Total Number of Teachers</b>	<b>601</b>

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### 2016–17 ADEPT Induction 3 Totals

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ADEPT Standards Met	25 (96%)
ADEPT Standards Not Met	0 (0%)
ADEPT Incomplete	0
ADEPT Results Not Reported	1
<b>Total Number of Teachers</b>	<b>26</b>

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## Annual Contract Teachers

Teachers who hold a valid South Carolina pre-professional teaching certificate and who have completed an Induction year (or the equivalent) are eligible for employment at the Annual contract level. Annual contract teachers must successfully complete an ADEPT formal (summative) evaluation in order to be eligible to advance to a professional teaching certificate and a continuing contract. Teachers may be employed under an Annual contract up to four times during the course of their career (each successive occurrence being designated by a number). Teachers on Annual contracts can be on either formal (summative evaluation) or informal (diagnostic assistance, Goals Based Evaluation) evaluation. Teachers on an international visa are not eligible for a continuing contract and remain at the Annual contract level. J1 Visas expire after 3 years.

Teachers may be employed on an Annual contract for a maximum of four years. If they reach the four-year limit without earning the professional license necessary for a continuing contract, they are ineligible to be rehired. A teacher on a Continuing contract can be placed back on summative evaluation at the discretion of the employing district. To do so, the district must notify the teacher in writing by May 1. Once a teacher has a Continuing contract, they cannot be placed back on an Annual contract. Essentially, once the state awards the Professional license the state does not take any actions regarding a teacher's license as a consequence of poor performance.

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### 2016–17 ADEPT Annual 1 Totals

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ADEPT Standards Met	3,559 (89%)
ADEPT Standards Not Met	143 (4%)
ADEPT Incomplete	241
ADEPT Results Not Reported	64
<b>Total Number of Teachers</b>	<b>4,007</b>

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### 2016–17 ADEPT Annual 2 Totals

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ADEPT Standards Met	1,488 (91%)
ADEPT Standards Not Met	25 (2%)
ADEPT Incomplete	58
ADEPT Results Not Reported	69
<b>Total Number of Teachers</b>	<b>1,640</b>

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**2016–17 ADEPT Annual 3 Totals**

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ADEPT Standards Met	393 (91%)
ADEPT Standards Not Met	12 (3%)
ADEPT Incomplete	6
ADEPT Results Not Reported	21
<b>Total Number of Teachers</b>	<b>432</b>

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**2016–17 ADEPT Annual 4 Totals**

ADEPT Standards Met	115 (87%)
ADEPT Standards Not Met	3 (2%)
ADEPT Incomplete	3
ADEPT Results Not Reported	11
<b>Total Number of Teachers</b>	<b>132</b>

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Teachers on other contract levels other than Annual, or undergoing a Formative instead of Summative evaluation, do not have any state-level action taken against them as a result of evaluation outcome. Only teachers who receive an unsatisfactory rating for a second time when on an Annual contract and undergoing a summative evaluation will have their license sanctioned by the State Board of Education per § 59-26-40.

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<b>School Year</b>	<b>Number of Teachers (School Districts)</b>
2016-17	9 (Aiken Beaufort, Berkeley, Charleston, Horry, Spartanburg 6)
2015–16	5 (Colleton, Jasper, Lancaster, Lexington 5, Spartanburg 6)
2014-15	5 (Berkeley, Charleston, Greenville, Horry, Lexington)
2013-14	3 (Beaufort, Lexington 1)
2012-13	6 (Charleston, Chesterfield, Pickens, Greenville, Richland 1)
2011-12	2 (Horry)
2010-11	11 (Aiken, Charleston, Greenville, Horry, Lexington 1, Lexington 4, Union, Williamsburg)
2009-10	2 (Berkeley, Hampton 1)
2008-09	4 (Beaufort, Chesterfield, Lexington 2, Pickens)

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<b>School Year</b>	<b>Number of Teachers (School Districts)</b>
2007-08	15 (Beaufort, Berkeley, Darlington, Florence 1, Greenville, Horry)

Note: If multiple licenses were suspended in a district, the district is only listed once for a given year.

Letters informing teachers of the sanctioning consequence and of their right to hearing before the State Board of Education are mailed at the conclusion of the school year. The suspension of the teaching license is noted in the state credentialing databases. These teachers are not eligible to be hired by a South Carolina school for a minimum of two years. They must successfully complete an approved remediation plan within five years in order to be granted a conditional license. Once they return to the classroom, they are automatically placed on an Annual Summative evaluation. If they receive an unsatisfactory rating for a third time, their teaching license is permanently revoked.

## Continuing Contract Teachers

Continuing contracts are issued to teachers who hold valid South Carolina professional teaching certificates. Teachers at the Continuing contract level have full procedural due process rights relating to employment and dismissal. All teachers employed under Continuing contracts must be evaluated on a continuous basis. At the discretion of the school district, the evaluation may be formal or informal based on previous performance or school district policy.

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<b>2016–17 ADEPT Continuing 1 Totals</b>	
ADEPT Standards Met	43,174 (99%)
ADEPT Standards Not Met	116 (0%)
ADEPT Incomplete	291
ADEPT Results Not Reported	41
<b>Total Number of Teachers</b>	<b>43,622</b>

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Note: The percent of continuing contract teachers who did not meet ADEPT standards (n=116) is less than .1% (.002). The percent is reported as 0%.