

**STATE OF SOUTH CAROLINA
DEPARTMENT OF EDUCATION**

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STATE SUPERINTENDENT OF EDUCATION



**South Carolina Educator Evaluation Results
2023–24**

Pursuant to S.C. Code Ann. §§ 59-24-40 and 59-26-30

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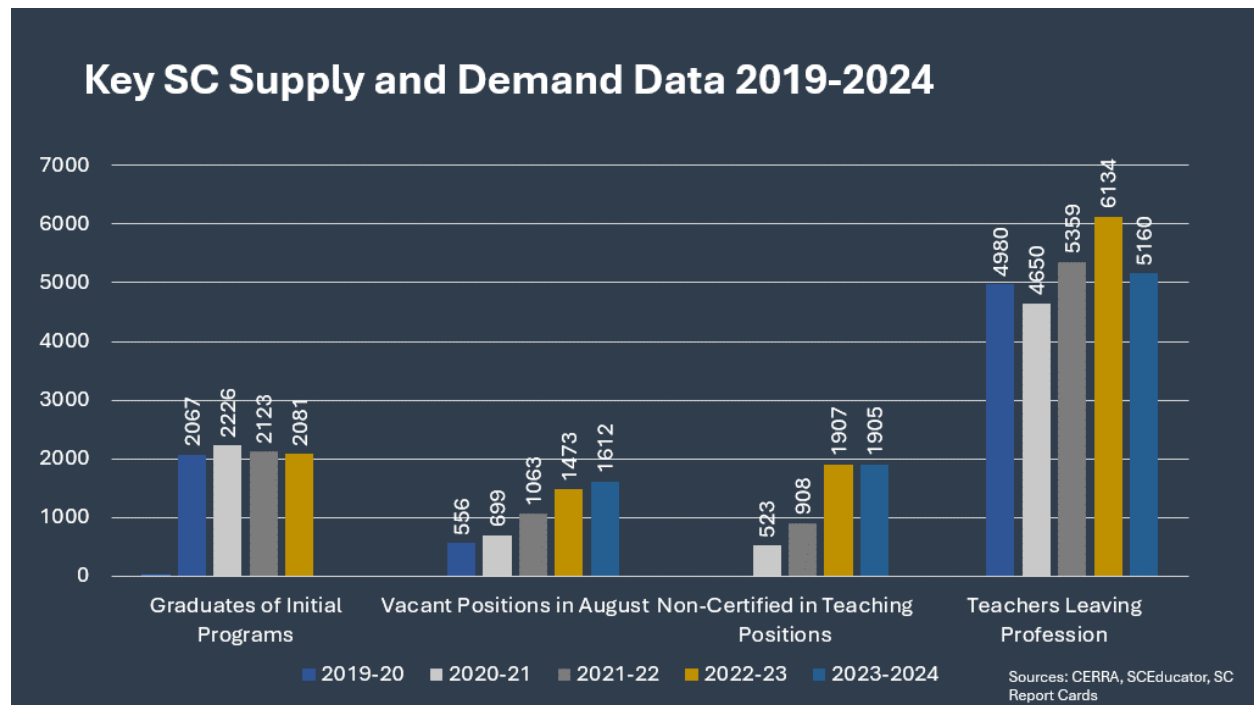
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Introduction

Effective educators are professionals who have a significant and lasting impact on student learning and growth. South Carolina’s *Expanded Assisting, Developing, and Evaluating Professional Teaching (Expanded ADEPT)* and *Expanded Program for Assisting, Developing, and Evaluating Principal Performance (Expanded PADEPP)* systems are designed to promote educator effectiveness through feedback, professional growth opportunities, and an emphasis on continuously improving instructional and leadership practices.

Supply and Demand Data tell us that 2022–23 and 2023–24 have seen a jump in initial teacher vacancies and in the number of non-certified staff serving in teaching positions. The leadership of districts and principals to effectively and systemically support new and underprepared teachers is essential in this moment. South Carolina’s educator evaluation systems provide clear common language to help teachers and principals identify effective professional practice.



Background on Teacher Evaluation

In South Carolina, contract levels are tied to a teacher’s certification status. Novice teachers are placed on Induction contracts. When ready to experience a summative evaluation for the purpose of earning the professional certificate, a teacher is placed on an Annual contract and given a summative evaluation. If that summative evaluation is successful and all other certification requirements are met, the teacher’s professional certificate is granted and thereafter they are placed on a Continuing contract. 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 2023–24 *Expanded ADEPT* evaluation results for teachers and special area educators at each contract level. Explanations of each contract level and the ADEPT processes accompany each chart. In South Carolina, a total of 57,464 *Expanded ADEPT* evaluation records were created during the 2023–24 academic year. Data for this report were submitted electronically by school districts via the web-based South Carolina Leadership, Effectiveness, Advancement, and Development data system (SCLead.org) as of July 29, 2024. Because *Expanded ADEPT* evaluation requirements are not prescribed for the 2,162 teachers and special area educators employed under a Letter of Agreement, their *Expanded ADEPT* results are not included in this report.

Table 1. 2023–24 Statewide Expanded ADEPT Totals

Evaluation Results	Number (Percentage)
ADEPT Standards Met	54,322 (94.53%)
ADEPT Standards Not Met	407 (0.71%)
ADEPT Incomplete	2,263 (3.94%)
ADEPT Results Not Reported	472 (0.82%)
Total Number of Teachers	55,302

Note. This total includes 77 evaluations for which no contract level was selected.

Table 2. 2023–24 Statewide Expanded ADEPT Performance Levels

Performance Level	Exemplary	Proficient	Needs Improvement	Unsatisfactory
Percentage of Evaluations	28.49%	69.86%	1.36%	0.29%

Induction Contract Educators

Induction contracts are issued to teachers in their first year of teaching under a valid South Carolina pre-professional teaching certificate (e.g., initial, international, work-based, or alternative route). During Induction year(s), teachers are provided with formative 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.

Table 3. 2023–24 ADEPT Induction 1 Totals

Evaluation Results	Number (Percentage)
ADEPT Standards Met	3,393 (93.01%)
ADEPT Standards Not Met	36 (0.99%)
ADEPT Incomplete	181 (4.96%)
ADEPT Results Not Reported	38 (1.04%)
Total Number of Teachers	3,648

Table 4. 2023–24 ADEPT Induction 2 Total

Evaluation Results	Number (Percentage)
ADEPT Standards Met	513 (91.44%)
ADEPT Standards Not Met	14 (2.50%)
ADEPT Incomplete	31 (5.53%)
ADEPT Results Not Reported	3 (0.53%)
Total Number of Teachers	561

Table 5. 2023–24 ADEPT Induction 3 Totals

Evaluation Results	Number (Percentage)
ADEPT Standards Met	69 (89.61%)
ADEPT Standards Not Met	2 (2.60%)
ADEPT Incomplete	6 (7.79%)
ADEPT Results Not Reported	0 (0.00%)
Total Number of Teachers	77

Annual Contract Educators

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 summative (formal) evaluation 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, or goals-based) evaluation. Teachers on an international visa are not eligible for a continuing contract and remain at the Annual contract level.

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 a summative evaluation at the discretion of the employing district. To do so, the district must notify Continuing contract teachers who are being recommended for formal evaluation the following school year in writing on or before the date the school district issues the written offer of employment or reemployment. Once a teacher has a Continuing contract, they cannot be placed back on an Annual contract.

Table 6. 2023–24 ADEPT Annual 1 Totals

Evaluation Results	Number (Percentage)
ADEPT Standards Met	3,932 (92.63%)
ADEPT Standards Not Met	30 (0.71%)
ADEPT Incomplete	256 (6.03%)
ADEPT Results Not Reported	27 (0.64%)
Total Number of Teachers	4,245

Table 7. 2023–24 ADEPT Annual 2 Totals

Evaluation Results	Number (Percentage)
ADEPT Standards Met	1,685 (93.72%)
ADEPT Standards Not Met	17 (0.95%)
ADEPT Incomplete	81 (4.51%)
ADEPT Results Not Reported	15 (0.83%)
Total Number of Teachers	1,798

Table 8. 2023–24 ADEPT Annual 3 Totals

Evaluation Results	Number (Percentage)
ADEPT Standards Met	488 (92.42%)
ADEPT Standards Not Met	7 (1.33%)
ADEPT Incomplete	27 (5.11%)
ADEPT Results Not Reported	6 (1.14%)
Total Number of Teachers	528

Table 9. 2023–24 ADEPT Annual 4 Totals

Evaluation Results	Number (Percentage)
ADEPT Standards Met	290 (92.36%)
ADEPT Standards Not Met	5 (1.59%)
ADEPT Incomplete	17 (5.41%)
ADEPT Results Not Reported	2 (0.64%)
Total Number of Teachers	314

ADEPT Sanctions

Teachers who receive an unsatisfactory rating on a summative evaluation for a second time on an Annual contract will have their certificate sanctioned by the State Board of Education per S.C. Code Ann. § 59-26-40.

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 district reporting period. The suspension of the teaching certificate 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 to be granted a conditional certificate. 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 certificate is permanently revoked.

Table 10. Number of ADEPT Sanctions

School Year	Number of Teachers	Districts
2023–24	0	Not Applicable
2022–23	1	Williamsburg
2021–22	7	Charleston, Greenville, Horry, Orangeburg
2020–21	0	Not Applicable
2019–20	0	Not Applicable
2018–19	6	Berkeley, Greenville, Richland 1, Spartanburg 6, York 3
2017–18	13	Aiken, Berkeley, Charleston, Dillon 4, Newberry, Orangeburg 5, Pickens, Union, Richland 2, Rock Hill
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

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

Continuing Contract Educators

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.

Table 11. 2023–24 ADEPT Continuing Contract Totals

Evaluation Results	Number (Percentage)
ADEPT Standards Met	42,099 (95.56%)
ADEPT Standards Not Met	280 (0.64%)
ADEPT Incomplete	1,379 (3.13%)
ADEPT Results Not Reported	296 (0.67%)
Total Number of Teachers	44,054

Background on Principal Evaluation

The principal evaluation process is intended to be a cycle of continuous improvement with principals playing an active, engaged role in their own professional growth and development. In this process, principals and their evaluators collect evidence over the course of the year, culminating with an Overall Rating and recommendations for continued growth and improvement. In alignment with § 59-24-40, “nothing limits school districts from setting additional and more stringent standards for the evaluation of principals. . . . A satisfactory rating on the evaluation is one of several criteria for overall performance evaluation and is not sufficient for reemployment as a principal by a school district.”

The following charts summarize the 2023–24 *Expanded PADEPP* evaluation results. In South Carolina, a total of 1,235 *Expanded ADEPT* evaluation records were created during the 2023–24 academic year. Data for this report were submitted electronically by school districts via the web-based South Carolina Leadership, Effectiveness, Advancement, and Development data system (SCLead.org) as of September 17, 2024.

Table 13. 2023–24 Statewide Expanded PADEPP Performance Levels

Performance Level	Exemplary	Proficient	Needs Improvement	Unsatisfactory	Not Reported & Incomplete
Number of Evaluations	516	673	22	0	24
Percentage of Evaluations	41.78%	54.49%	1.78%	0%	1.94%

Tier 1 Principals

Induction principals are those serving for the first time as building-level principals. In accordance with Regulation 43-165.1, the superintendent or designee shall provide the first-year principal with written and oral feedback relative to all performance standards and criteria, and principals are to receive this feedback at least at mid-year and end-of year conferences. The principal will enter the full formal evaluation cycle in his or her second year. During the second year, the superintendent or designee shall formally evaluate the principal on all performance standards and accompanying criteria. Upon successful completion of both the Principal Induction Program and a full evaluation on the PADEPP evaluation instrument, the principal will be

eligible for Tier 2 principal certification. If the overall rating on the PADEPP evaluation instrument in any year immediately subsequent to the induction year of employment as a principal is below Proficient, the principal will remain on Tier 1 certification until the SCDE receives verification from the employing school district that the principal has achieved an overall rating of “Proficient” or higher on PADEPP. Thus, most traditionally prepared new principals in South Carolina are Tier 1 for at least their first two full years.

Table 14. 2023–24 Percent of Tier 1 Principals Scoring Exemplary and Proficient

PADEPP Standard	Number (Percentage)
Standard 1: Vision	223(98.24)
Standard 2: Instructional Leadership	202 (88.99%)
Standard 3: Effective Management	216 (95.15%)
Standard 4: Climate	217 (95.59%)
Standard 5: School/Community Relations	225 (99.12%)
Standard 6: Ethical Behavior	227 (100%)
Standard 7: Interpersonal Skills	224 (98.68%)
Standard 8: Staff Development	219 (96.48%)
Standard 9: Principal’s Professional Development	220 (96.92%)
Total Number of Tier 1 Principals	227

Educators Rated Ineffective

In 2023–24, of the 407 total teachers rated ineffective, 364 or 89 % were retained in districts for 2024–25. Of the 364 teachers rated ineffective, 319 or 88% returned to the same district. Of the 22 principals with ineffective evaluation ratings, 21 or 95% were retained with 73% returning as principals and 5% returning as assistant principals, others returned into classroom or district roles.