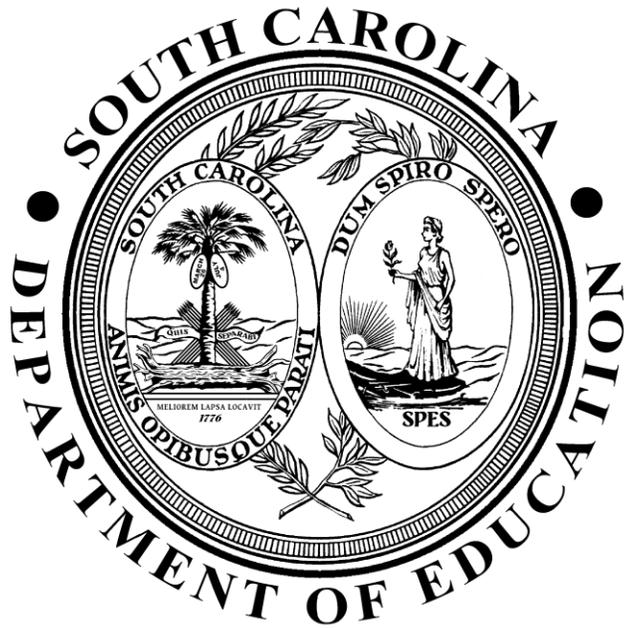


STATE OF SOUTH CAROLINA
DEPARTMENT OF EDUCATION

MOLLY M. SPEARMAN
STATE SUPERINTENDENT OF EDUCATION



South Carolina Educator Evaluation Results
2017–18

Pursuant to S.C. Code Ann. § 59-26-30

October 9, 2018

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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 *Expanded Assisting, Developing, and Evaluating Professional Teaching (Expanded ADEPT)* system is designed to promote educator effectiveness through assistance, professional development and an emphasis on continuously improving instructional practices.

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.

Expanded 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 2017–18 *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. Because *Expanded ADEPT* evaluation requirements are not prescribed for the 1,446 teachers employed under a Letter of Agreement, their *Expanded ADEPT* results are not included in this report. In South Carolina, a total of 56,443 teachers were employed during the 2017–18 academic year. Data for this report were submitted electronically by school districts via the web-based ADEPT Data System (ADS) as of August 31, 2018.

2017–18 Statewide Expanded ADEPT Totals

ADEPT Standards Met	53,696 (95.13%)
ADEPT Standards Not Met	496 (0.88%)
ADEPT Incomplete	1,135 (2.01%)
ADEPT Results Not Reported	1,116 (1.98%)
Total Number of Teachers	56, 443

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, 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.

2017–18 ADEPT Induction 1 Totals

ADEPT Standards Met	3,051 (86.65%)
ADEPT Standards Not Met	104 (2.95%)
ADEPT Incomplete	214
ADEPT Results Not Reported	152
Total Number of Teachers	3,521

2017–18 ADEPT Induction 2 Totals

ADEPT Standards Met	383 (84.18%)
ADEPT Standards Not Met	27 (5.93%)
ADEPT Incomplete	20
ADEPT Results Not Reported	25
Total Number of Teachers	455

2017–18 ADEPT Induction 3 Totals

ADEPT Standards Met	53 (81.25%)
ADEPT Standards Not Met	1 (1.56%)
ADEPT Incomplete	4
ADEPT Results Not Reported	7
Total Number of Teachers	65

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 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, or goals-based) 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 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.

2017–18 ADEPT Annual 1 Totals

ADEPT Standards Met	3,766 (86.83%)
ADEPT Standards Not Met	155 (3.57%)
ADEPT Incomplete	281
ADEPT Results Not Reported	135
Total Number of Teachers	4,337

2017–18 ADEPT Annual 2 Totals

ADEPT Standards Met	1,439 (89.38%)
ADEPT Standards Not Met	33 (2.05%)
ADEPT Incomplete	79
ADEPT Results Not Reported	59
Total Number of Teachers	1,610

2017–18 ADEPT Annual 3 Totals

ADEPT Standards Met	480 (93.02%)
ADEPT Standards Not Met	9 (1.74%)
ADEPT Incomplete	15
ADEPT Results Not Reported	12
Total Number of Teachers	516

2017–18 ADEPT Annual 4 Totals

ADEPT Standards Met	106 (80.30%)
ADEPT Standards Not Met	1 (0.76%)
ADEPT Incomplete	4
ADEPT Results Not Reported	21
Total Number of Teachers	132

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

School Year	Number of Teachers	School Districts
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
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

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 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.

2017–18 ADEPT Continuing Contract Totals

ADEPT Standards Met	43,670 (98.76%)
ADEPT Standards Not Met	157 (0.36%)
ADEPT Incomplete	270
ADEPT Results Not Reported	121
Total Number of Teachers	44,218

Note: The percent of continuing contract teachers who did not meet ADEPT standards (n=157) is less than 0.1 percent (.0036). The percent is reported as 0 percent.