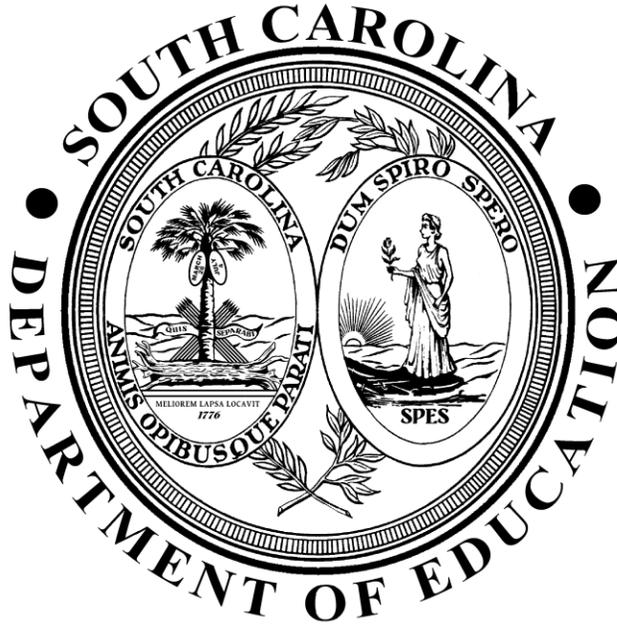


**STATE OF SOUTH CAROLINA**  
**DEPARTMENT OF EDUCATION**

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*STATE SUPERINTENDENT OF EDUCATION*



## South Carolina Educator Evaluation Results 2018–19

Pursuant to S.C. Code Ann. § 59-26-30

August 31, 2019

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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)* system is designed to promote educator effectiveness through feedback, professional growth opportunities, and an emphasis on continuously improving instructional practices.

In South Carolina, contract levels are tied to an educator'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.

*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 2018–19 *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 55,965 teacher evaluation records were created during the 2018–19 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 August 29, 2019. Because *Expanded ADEPT* evaluation requirements are not prescribed for the 1,215 teacher employed under a Letter of Agreement, their *Expanded ADEPT* results are not included in this report.

**Table 1**

### *2018–19 Statewide Expanded ADEPT Totals*

Evaluation Results	Number (Percentage)
ADEPT Standards Met	52,674 (94.12%)
ADEPT Standards Not Met	597 (1.07%)
ADEPT Incomplete	1,378 (2.46%)
ADEPT Results Not Reported	1,316 (2.35%)
<b>Total Number of Teachers</b>	<b>55,965</b>

Note. This total includes 454 evaluations for which no contract level was selected.

## 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 2**

### *2018–19 ADEPT Induction 1 Totals*

Evaluation Results	Number (Percentage)
ADEPT Standards Met	3,283 (89.28%)
ADEPT Standards Not Met	92 (2.50%)
ADEPT Incomplete	166 (4.51%)
ADEPT Results Not Reported	138 (3.75%)
<b>Total Number of Teachers</b>	<b>3,679</b>

**Table 3**

### *2018–19 ADEPT Induction 2 Total*

Evaluation Results	Number (Percentage)
ADEPT Standards Met	507 (89.10%)
ADEPT Standards Not Met	14 (2.46%)
ADEPT Incomplete	26 (4.57%)
ADEPT Results Not Reported	22 (3.87%)
<b>Total Number of Teachers</b>	<b>569</b>

**Table 4**

### *2018–19 ADEPT Induction 3 Totals*

Evaluation Results	Number (Percentage)
ADEPT Standards Met	67 (91.78%)
ADEPT Standards Not Met	3 (4.11%)
ADEPT Incomplete	3 (4.11%)
ADEPT Results Not Reported	0
<b>Total Number of Teachers</b>	<b>73</b>

### 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 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.

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 5**

*2018–19 ADEPT Annual 1 Totals*

Evaluation Results	Number (Percentage)
ADEPT Standards Met	3,724 (88.73%)
ADEPT Standards Not Met	59 (1.41%)
ADEPT Incomplete	211 (5.03%)
ADEPT Results Not Reported	203 (4.84%)
<b>Total Number of Teachers</b>	<b>4,197</b>

**Table 6**

*2018–19 ADEPT Annual 2 Totals*

Evaluation Results	Number (Percentage)
ADEPT Standards Met	1,543 (92.23%)
ADEPT Standards Not Met	32 (1.91%)
ADEPT Incomplete	52 (3.10%)
ADEPT Results Not Reported	48 (2.87%)
<b>Total Number of Teachers</b>	<b>1,675</b>

**Table 7***2018–19 ADEPT Annual 3 Totals*

Evaluation Results	Number (Percentage)
ADEPT Standards Met	428 (90.87%)
ADEPT Standards Not Met	12 (2.55%)
ADEPT Incomplete	15 (3.18%)
ADEPT Results Not Reported	16 (3.40%)
<b>Total Number of Teachers</b>	<b>471</b>

**Table 8***2018–19 ADEPT Annual 4 Totals*

Evaluation Results	Number (Percentage)
ADEPT Standards Met	138 (90.79%)
ADEPT Standards Not Met	4 (2.63%)
ADEPT Incomplete	6 (3.95%)
ADEPT Results Not Reported	4 (2.63%)
<b>Total Number of Teachers</b>	<b>152</b>

### *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 in order 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 9**

<b>School Year</b>	<b>Number of Teachers</b>	<b>Districts</b>
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
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

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 10**

*2018–19 ADEPT Continuing Contract Totals*

<u>Evaluation Results</u>	<u>Number (Percentage)</u>
ADEPT Standards Met	41,677 (95.85%)
ADEPT Standards Not Met	364 (.84%)
ADEPT Incomplete	755 (1.74%)
ADEPT Results Not Reported	684 (1.57%)
<b>Total Number of Teachers</b>	<b>43,480</b>