



**Educator Retention and Recruitment Study Committee**  
**October 19, 2017**  
**Rutledge Conference Center**  
**1:00pm**

- I. Brief Remarks & Introductions.....Superintendent Molly Spearman
- II. Presentation from SREB (Southern Regional Education Board)  
.....Andy Baxter, Vice President, Educator Effectiveness
- III. Call Me Mister High School Pilot Program.....Dr. Russell Booker  
Superintendent, Spartanburg District 7
- IV. CERRA Rural Recruitment Initiative.....Jane Tuner  
Director, CERRA
- V. Discussion of Recommendations
- VI. Adjourn

\*Next Meeting date will be Wednesday, November 15, 2017 at 1:00pm, RCC

# Presentations





## REQUEST FOR INFORMATION: TEACHER MENTORS AND APPRENTICES

Question: Will SREB please share state policies and academic research related to teacher apprenticeship programs us?

The table below summarizes state laws related to statewide mentorship/apprenticeship programs and funding incentives for delivering similar programs at the district level. After the table, you will find web links to research on teacher apprenticeship and induction programs.

### Conclusions

1. Legislatures in Arkansas, Delaware, Florida, Kentucky, Mississippi, Oklahoma, and Texas have created **special programs or incentives for teacher candidates seeking licensure through alternative routes**. Some of the programs and institutes described below require short-term, intensive instruction delivered through the local school district, community college, or four-year educator preparation programs.
2. The majority of SREB states have **induction and early mentoring programs**. Increasingly, these programs are linked to evaluation and continued licensure.

### State Policies Related to Teacher Apprenticeship and Induction Programs

State	Citation	Summary
Arkansas	Title 6, § 17-409	Authorizes the state board to operate a nontraditional licensure program. Defines "accelerated teaching program," which delivers intensive training and support to teachers who did not graduate from an approved teacher preparation program. Authorizes the state board to issue a provisional license to teachers in accelerated programs and standard five-year licenses when they completed said program or earn a master's degree in education or their certification area.
Delaware	Title 14, § 1250	Authorizes the creation of special institute to be run by one or more of Delaware's teacher training institutions to provide alternative certification routes for college graduates without license. Provides that enrollees agree to teach at least one year in a Delaware public school for each year of funding received.
Delaware	Title 14, § 1262	Requires that teachers participating in alternative certification programs be observed by the assigned mentor teacher and evaluated by certified evaluators. Provides that evaluators prepare a comprehensive report to the department of education on whether the candidate should receive an initial license. Addresses due process procedures for candidates that do not receive licensure approval.
Florida	Title 48, § 1004.85	Allows two-year institutions to provide instruction for substitute teachers, paraprofessionals, and baccalaureate degree holders seeking alternative certification.
Florida	Title 48, § 1012.05	Directs the department to create guidelines for the mentors of first-time teachers and for new teacher-support programs.
Georgia	Title 20, § 2-206	Provides alternative certification route for candidates who possess an advanced degree in the relevant core subject area, receive professional development before receiving a license and during their novice teaching years, and assume functions as a teacher for a specified time period not to exceed three years.
Georgia	Title 20, § 2-270.1	Authorizes regional education service agencies (RESAs) to implement statewide teacher evaluation and mentoring programs.

# SREB



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State	Citation	Summary
Kentucky	KRS 161.030	Requires new teachers and out-of-state teachers with less than two years of experience to serve a one-year internship. Provides new teachers with a Beginning Teacher Committee, which shall meet at least three times per year for evaluation. Stipulates how teacher interns receive initial certification.
Kentucky	KRS 161.049(4)	Requires each teacher candidate in a state-approved local district alternative training program to complete a full-time practicum and 36 weeks of student teaching. Requires the district to issue a recommendation on whether the teacher candidate shall receive a one-year certificate of eligibility to complete the internship required by KRS 161.030.
Kentucky	KRS 161.165	Creates the Certification Incentive Fund to provide grants to eligible districts, nonprofit organizations, and agencies to defray the cost of delivering mentorship and assistance to newly-inducted teachers.
Louisiana	Title 17 § 3771	Creates teacher mentor program and specifies criteria for aspiring teacher mentors.
Louisiana	Title 17 § 3885	Provides, during the first three years of employment, beginning teachers with professional development opportunities to enhance teaching competencies.
Maryland	§ 6-117	Requires the department to develop guidelines for the establishment of comprehensive induction programs for new teachers employed by hard-to-staff schools. Provides that programs should include (1) mentoring; (2) professional development; (3) eligibility and participation criteria; and, (4) standards to determine which schools are hard-to-staff.
Maryland	§ 6-119	Charges state board with developing guidelines for incentive programs that provide teachers with year-long assistance and improve teacher retention during the first five years of service. Provides competitive grants to districts.
Maryland	§ 6-202	Requires the state board to set standards for effective mentoring, including that they include classroom observations and generate substantive feedback.
Mississippi	§ 37-3-2(6)(b)	Creates the Teach Mississippi Institute (TMI), an intensive eight-week, nine-semester-hour summer program or a curriculum of study. Requires written agreement between teacher intern and the sponsoring school. Provides that teacher interns shall receive provisional licensure once they complete the TMI requirements. Requires the completion of an additional year of classroom teaching and affirmative recommendations from the school supervisors and postsecondary institution before receiving a standard license.
Mississippi	§ 37-9-205 et seq.	Authorizes the Mississippi Teacher Center, a subdivision of the state department, to establish the Beginning Teacher Support Program to support novice teachers with formally assigned mentor teachers during the first full year of teaching. Provides criteria for district participation.
Oklahoma	§ 70-6-122.6	Authorizes the state board to issue a one-year, nonrenewable secondary or middle grades license to any person who has attained certification issue by an alternative teacher certification organization. Requires placement in a mentoring program for mid-career teachers.
Oklahoma	§ 70-6-195 & § 70-6-203	Requires the state department to administer a residency program in which new teachers receive coaching and guidance from mentor teachers. Provides the residency committee, after one year, to recommend certification or noncertification. Allows teachers who do not receive affirmative recommendation to request a hearing before the state board.

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State	Citation	Summary
South Carolina	§ 59-5-85	Requires the state department to develop guidelines for the teacher induction program, established in Section 59-26-20, which shall include sustained long-term coaching and assistance. Provides that the department shall share best practices in teacher induction programs with school districts.
South Carolina	§ 59-26-30[B](3)	Authorizes the state board to create regulations to be used by districts for providing formalized induction programs for teachers employed under induction contracts. Provides that induction programs developed or adopted by districts must provide teachers with comprehensive guidance and assistance throughout the school year, as well as provide teachers with formal written feedback on their strengths and weaknesses relative to state standards for teaching effectiveness.
Texas	Ed Code § 21.601	Creates the Careers to Classrooms Program under the authority of the Texas Education Agency. Facilitates employment of professionals in the areas of science, math, computer science, and engineering. Provides stipend. Requires contract to teach for two years.
West Virginia	§18A-3C-1	Provides for universal support for emerging teachers, including comprehensive new teacher induction and support for student teachers, teachers teaching in assignments for which they have less than a full professional credential, and teacher candidates pursuing certification through an alternative route. Requires focused teaching improvement through the use of evaluation data to inform the delivery of professional development.

## Research on Alternative Certification and Teacher Induction Programs

[An Evaluation of Teachers Trained through Different Routes to Certification](#)

[Characteristics of Effective Alternative Teacher Certification Programs](#)

[Early Evidence from the Boston Teacher Residency](#)

[Teacher Induction Programs](#)

[Teacher Induction: Improving State Systems for Supporting New Teachers](#)

[What the Research Says about Alternative Teacher Certification Programs](#)



## REQUEST FOR INFORMATION: DIFFERENTIAL PAY FOR MATH AND SCIENCE TEACHERS

Question: Do any SREB states (or districts) pay educators differentially based on the subject they teach (e.g., math or science)?

The table below summarizes state laws related to differential pay for educators teaching high-need or high-demand subjects. In the majority of cases, state policies refer to shortage areas without specifically mentioning mathematics and science.

Three conclusions emerge when exploring differential pay policies in the eight SREB states that have them:

1. Legislatures in Florida, Kentucky, and Louisiana authorize districts to provide additional compensation for teachers in high-need grades and subjects. However, SREB did not find any evidence of state minimum salary schedules paying math and science teachers more than their peers. Most state-based compensation came in the form of bonuses and short-term incentive payments.
2. Several states provide recruitment and induction incentives to newly certified math and science teachers, generally in exchange for a commitment to teaching in the state for at least five years.
3. Georgia and Texas have master teacher certification programs that award the best teachers in the state. Texas, in particular, has master certifications for math and science that pay educators significantly more than their similarly situated peers. Multi-tiered licensure systems like those explored by Georgia and Kentucky could serve as a model for differentiated pay for teachers.

State	Statutory Citation	Summary
Florida	2012 Session Law, Act 194 Florida Statutes Title 48, Ch. 1012.22	Existing law authorizes districts to provide salary supplements in specific grades and subjects identified by districts and approved as "critical teacher shortage areas" by the Florida State Board of Education. While statute does not directly cite math and science as critical shortage areas, districts can apply to place these subjects under that designation.
Georgia	Official Code of Georgia § 20-2-212.3 House Bill 706 (2012)	Repeals statute relating to increasing teachers' salaries in areas of shortage.
Georgia	Official Code of Georgia § 20-2-212.5	Authorizes the state board to award early grades teachers who hold endorsements in math, science, or both with \$1,000 stipends for a maximum of five years. Provides, upon expiration of five years, renewal of stipend if teachers meet student achievement criteria established by the state department's Office of Student Achievement.
Kentucky	Kentucky Revised Statutes 157.075	Authorizes school districts to develop differentiated compensation programs providing additional compensation for one or more of the following reasons: (1) recruitment and retention of teachers in critical shortage areas; (2) recruitment and retention of teachers in hard-to-staff positions; and (3) rewarding teachers for additional responsibilities.
Louisiana	Louisiana Revised Statutes Title 17, §418	Requires districts to establish salary schedules for teachers based on (1) effectiveness, demand inclusive of area of certification; (2) particular school need, geographic and subject area; and (3) experience. Provides that any teacher or administrator rated "ineffective" shall receive a higher salary the following year.



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State	Statutory Citation	Summary
Louisiana	Louisiana Revised Statutes Title 17, §427.2	Provides extra compensation for newly certified teachers in math, science, and special education. Sets extra compensation at \$3,000 per year for the first four consecutive years of classroom teaching.
Mississippi	Mississippi Code § 37-19-7(3)	Provides that the legislature may authorize state funds for additional base compensation for teachers holding licenses in critical subject areas or who take positions in underserved geographies.
Oklahoma	Oklahoma Code §70-6-207	Provides stipends for middle grades math teachers that complete the professional development requirements outlined by Oklahoma Mathematics Improvement Program.
Oklahoma	Oklahoma Code §70-698.3	Authorizes the State Regents for Higher Education to establish and maintain employment incentives for students in math and science fields to teach in schools for a minimum of five years.
Texas	Texas Ed. Code §21.410 to 21.413	Authorizes the commissioner to establish a program to encourage teachers to become certified as master teachers in the areas of math, science, reading, and technology. Provides stipends to master teachers assigned to high-need schools.
Virginia	2013 General Assembly Appropriations Bill	Provides funding to pilot recruitment and retention incentives for teachers in science, technology, engineering, and math.



## MASTER AND MENTOR TEACHER POLICIES IN SELECTED STATES

### Background

The featured state strategies differ in the criteria used to designate educators as master or mentor teachers. The following characteristics were most common:

1. Demonstration of teacher leadership and willingness to take on leadership roles (TL)
2. Receipt of National Board Certification (NBC)
3. Proof of instructional effectiveness (IE), usually through a formal evaluation
4. Acquisition of advanced licensure offered by states (LIC)

### Constituent Request

Will you conduct a policy scan to show the criteria that SREB states use to designate educators as master or mentor teachers?

### Master and Mentor Teacher Strategies in Selected States

State	Summary	TL?	NBC?	IE?	LIC?
<b>Arkansas</b>	<u>Mentors of novice teachers</u> must have three years of classroom experience, receive a recommendation from an administrator, and rate as proficient using the state evaluation model. Mentors receive \$1,200/year.	✓	X	✓	X
<b>Delaware</b>	<u>14 DE Reg. 1503</u> defines the duties and responsibilities for mentors. Mentors receive a salary supplement after documenting satisfactory completion of duties.  <u>14 DE Reg. 1512</u> authorizes the Professional Standards Board to award advanced licensure to educators who acquire National Board Certification.	✓	✓	X	✓
<b>Georgia</b>	Educators can apply for <u>Advanced and Lead Professional Certificates</u> . Advanced licensees demonstrate exemplary instructional effectiveness and attain advanced training. Lead Professional licensees are teacher leaders that have demonstrated the same competence as Advanced licensees but have received additional training in coaching, mentoring, or teaching support.  The state disbanded the <u>Master Teacher Certification</u> in May 2014, opting for a tiered certification model.	✓	✓	✓	✓



## Master and Mentor Teacher Strategies in Selected States (continued)

State	Summary	TL?	NBC?	IE?	LIC?
<b>New York</b>	The <u>State Master Teacher Program</u> requires candidates to have four or more years of experience teaching STEM disciplines, maintain a course load of at least 60% in STEM disciplines, and be rated as “effective” or “highly effective” on their annual evaluation. Master teachers receive annual salary supplements of \$15,000.	✓	X	✓	X
<b>Ohio</b>	Educators can apply for <u>Senior Professional and Lead Professional Educator Licenses</u> . The Senior Professional license requires an advanced degree, more than nine years of experience, and the completion of a Master Teacher Portfolio. Lead Professional Licensees also must earn the Teacher Leader Endorsement or hold National Board Certification.	✓	✓	X	✓
<b>Oklahoma</b>	The <u>Teacher Residency Program</u> requires aspiring mentors to have “strong pedagogical and instructional knowledge with commitment to reflective self-growth.” Currently, the program does not require formal evaluation of effectiveness.	✓	X	X	X
<b>Texas</b>	Educators can seek <u>Master Teacher certificates</u> in reading, math, science, and technology.  Educators can apply to become <u>beginning teacher mentors</u> . The program requires completion of a research-based training program, three years of experience, and a “superior history of improving student performance.” Currently, the program does not require formal evaluation of effectiveness.	✓	X	X	✓

## For More Information

SREB is here to serve the great State of Alabama. If you have any more questions related to teachers and principals, please contact us!

<p>Andy Baxter Vice President for Educator Effectiveness <a href="mailto:andy.baxter@sreb.org">andy.baxter@sreb.org</a> (704) 491-4768</p>	<p>Matthew Smith Program Manager, Educator Effectiveness <a href="mailto:matthew.smith@sreb.org">matthew.smith@sreb.org</a> (404) 879-5538</p>
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## STATE RECRUITMENT AND RETENTION STRATEGIES

The SREB Educator Effectiveness team has collected examples of recruitment and retention strategies developed by legislators and state department leaders.

### Recruitment

#### Alternative Certification Pathway Programs

Arkansas Professional Pathway to Educator Licensure ([Link](#))

- Two-year track includes mentoring and on-the-job mentoring

Maryland Approved Alternative Preparation Program ([Link](#))

Program of Alternative Certification for Educators [SC] ([Link](#))

Teach Mississippi Institute ([Link](#))

Transition to Teaching West Virginia ([Link](#))

- Places and certifies teacher candidates
- Provides mentoring, support until teachers receive full certification

#### Cadet Programs

Arkansas Teacher Cadets Program ([Link](#))

- Offers dual enrollment college course for high school students that aspire to be public school teachers

Other SREB Examples: NC Teacher Cadet Program ([Link](#)); Teacher Cadets South Carolina ([Link](#))

#### College Scholarships & Loans

Mississippi Excellence in Teaching Program ([Link](#))

- Provides scholarships to aspiring ELA and mathematics teachers. Each fellow makes a five-year commitment to teach at a Mississippi public school after graduation.

Virginia Teaching Scholarship Loan Program ([Link](#))

- Provides financial support to candidates preparing to teach in a critical teacher shortage area.

Other SREB Examples: KY Teacher Scholarship Program ([Link](#)); OK Future Teachers Scholarship ([Link](#))



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## Recruitment (continued)

### Internships and Residencies

Texas State Teacher Residency Program ([Link](#))

Internship Program Pathway: California ([Link](#))

City & State Teacher Residency Programs ([Link](#))

### Math and Science Programs

Delaware Teacher Corps ([Link](#))

- Provides financial support for teaching candidates pursuing a program of study in a critical need area
- Gives preference to students intending to teach middle and high school math and science

South Carolina Math/Science Scholarship Enhancements ([Link](#))

- Supplements LIFE and Palmetto Fellows scholarships, if students enter a degree program related to math or science. Several approved programs involve teaching in a math or science content area.

### Grow Your Own Initiatives

Career Development Program for Paraprofessionals: Oklahoma ([Link](#))

Grow Your Own Illinois ([Link](#))

Grow Your Own Teacher Scholarship Program Idaho ([Link](#))

## Retention

### Signing & Retention Bonuses

Arkansas Teacher and Recruitment Incentives for High-Priority, Low-Enrollment Districts ([Link](#))

- Provides one-time signing bonus of \$5,000 to be paid after the first year of service and retention bonuses of \$4,000 after years two and three, and \$3,000 for all years thereafter.

Arkansas Master Principal Program ([Link](#))

- Provides a \$9,000 annual bonus (up to \$45,000 in a lifetime) for principals that complete the three phases of the Master Principal Program.
- Provides an additional supplement for principals in high-need public schools.

Mississippi Critical Teacher Shortage Act Incentive Options ([Link](#))

Other Retention Programs: Tennessee ([Link](#))

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## Retention (continued)

### Loan Forgiveness

#### Mississippi Teacher Loan Repayment Program ([Link](#))

- Supports loan repayment for teachers currently holding an Alternate Route Teaching License and teaching in a critical teacher or subject shortage area.

#### Tennessee Math and Science Teacher Loan Forgiveness Program ([Link](#))

- Provides financial assistance to public school teachers seeking advanced degree in math or science, or certification to teach in a math or science content area.
- Requires two years of service for each year of loan funding received.

Other Loan Repayment Programs: AR State Teacher Education Program ([Link](#)), SC Teachers Loan Programs ([Link](#))

### Low-interest Loans

#### Mississippi Housing Assistance Program ([Link](#))

- Provides maximum grant of \$6,000 in down payment assistance, forgivable over a three-year period

#### South Carolina Teacher Housing Initiative ([Link](#))

- Offers 3% interest rates and \$5,000 in down payment assistance to eligible teachers



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## STATE STRATEGIES TO ADDRESS TEACHER SHORTAGE

State leaders have developed policies and rolled out programs to address teacher shortages. These strategies involve the recruitment of teacher candidates and the retention of current professionals. State leaders can use several policy levers to recruit and retain teachers, including teacher certification, educator preparation, and financial incentives. This briefing features a sampling of recruitment and retention initiatives pursued by state policymakers.

### RECRUITMENT

#### Alternative Certification

Nontraditional pathways allow individuals with a baccalaureate degree to pursue alternative certification. Programs provide on-the-job mentoring and professional development supports.

#### Examples

- Arkansas Professional Pathway to Educator Licensure ([Link](#))
- Maryland Approved Alternative Preparation Program ([Link](#))
- South Carolina Program of Alternative Certification for Educators ([Link](#))
- Teach Mississippi Institute ([Link](#))
- Transition to Teaching West Virginia ([Link](#))

#### Cadet Programs

States have developed cadet programs to support high school students who have expressed interest in the teaching profession. Some cadet programs offer college, credit-bearing courses that include a teaching internship.

#### Examples

- Arkansas Teacher Cadets Program ([Link](#))
- North Carolina Teacher Cadet Program ([Link](#))
- Teacher Cadets South Carolina ([Link](#))

#### College Scholarships & Loans

Several states have developed financial incentives for teacher candidates enrolled in state-approved preparation programs. The programs require a commitment from candidates to work in the state after graduation.

#### Examples

Kentucky Teacher Scholarship Program ([Link](#))  
Mississippi Excellence in Teaching Program ([Link](#))

Oklahoma Future Teachers Scholarship ([Link](#))  
Virginia Teaching Scholarship Loan Program ([Link](#))



## Residency Model

Teacher residencies match school districts with educator preparation programs. Teacher candidates receive high-quality pedagogical instruction from professors-in-residence and complete a yearlong residency.

### Examples

- Louisiana Teacher Residency Program ([Link](#))
- Texas State Teacher Residency Program ([Link](#))
- National Center for Teacher Residencies ([Link](#))

## High-Need Subjects

Special scholarship programs provide financial support to teacher candidates pursuing a program of study in high-need areas, such as math, science, or special education. Like other scholarships, these programs require candidates to commit to teaching in the state for a defined period.

### Examples

- Delaware Teacher Corps ([Link](#))
  - Provides financial support for candidates pursuing a program of study in a critical need area
  - Gives preference to students intending to teach middle and high school math and science.
- South Carolina Math/Science Scholarship Enhancements ([Link](#))
  - Supplements LIFE and Palmetto Fellows scholarships, if students enter a degree program related to math or science. Several approved programs involve teaching in a math or science content area.

## Grow Your Own Initiatives

Grow Your Own programs recruit paraprofessionals to pursue professional teaching certification. State and district leaders have created these programs to reduce staffing challenges in high-need schools, especially in rural areas.

### Examples

- Career Development Program for Paraprofessionals: Oklahoma ([Link](#))
- Grow Your Own Illinois: Program Description ([Link](#))



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## RETENTION

### Signing & Retention Bonuses

Bonuses provide financial inducements for teachers and administrators to teach in high-need schools.

#### Examples

Arkansas Teacher and Recruitment Incentives for High-Priority, Low-Enrollment Districts ([Link](#))

- Provides one-time signing bonus of \$5,000 to be paid after the first year of service and retention bonuses of \$4,000 after years two and three, and \$3,000 for all years thereafter.

Arkansas Master Principal Program ([Link](#))

- Provides a \$9,000 annual bonus for principals that complete the three phases of the Master Principal Program. Administrators in high-need schools receive an additional supplement.

Mississippi Critical Teacher Shortage Act Incentive Options ([Link](#))

### Loan Forgiveness

State forgiveness programs pay off a portion of the teacher's loan balance for each completed year of teaching.

#### Examples

Texas Loan Forgiveness Options ([Link](#))

- Provides financial assistance to public school teachers who agree to work in high-need schools or content areas. A second program provides loan repayment program to math and science teachers.

Tennessee Math and Science Teacher Loan Forgiveness Program ([Link](#))

- Provides financial assistance to public school teachers seeking advanced degree in math or science, or certification to teach in math or science. Requires two years of service for each year of loan funding.

### Low-Interest Home Loans

Home loan and down payment assistance programs encourage teachers to stay in their community. Like other financial incentives, teachers pledge to stay in their school for a defined period.

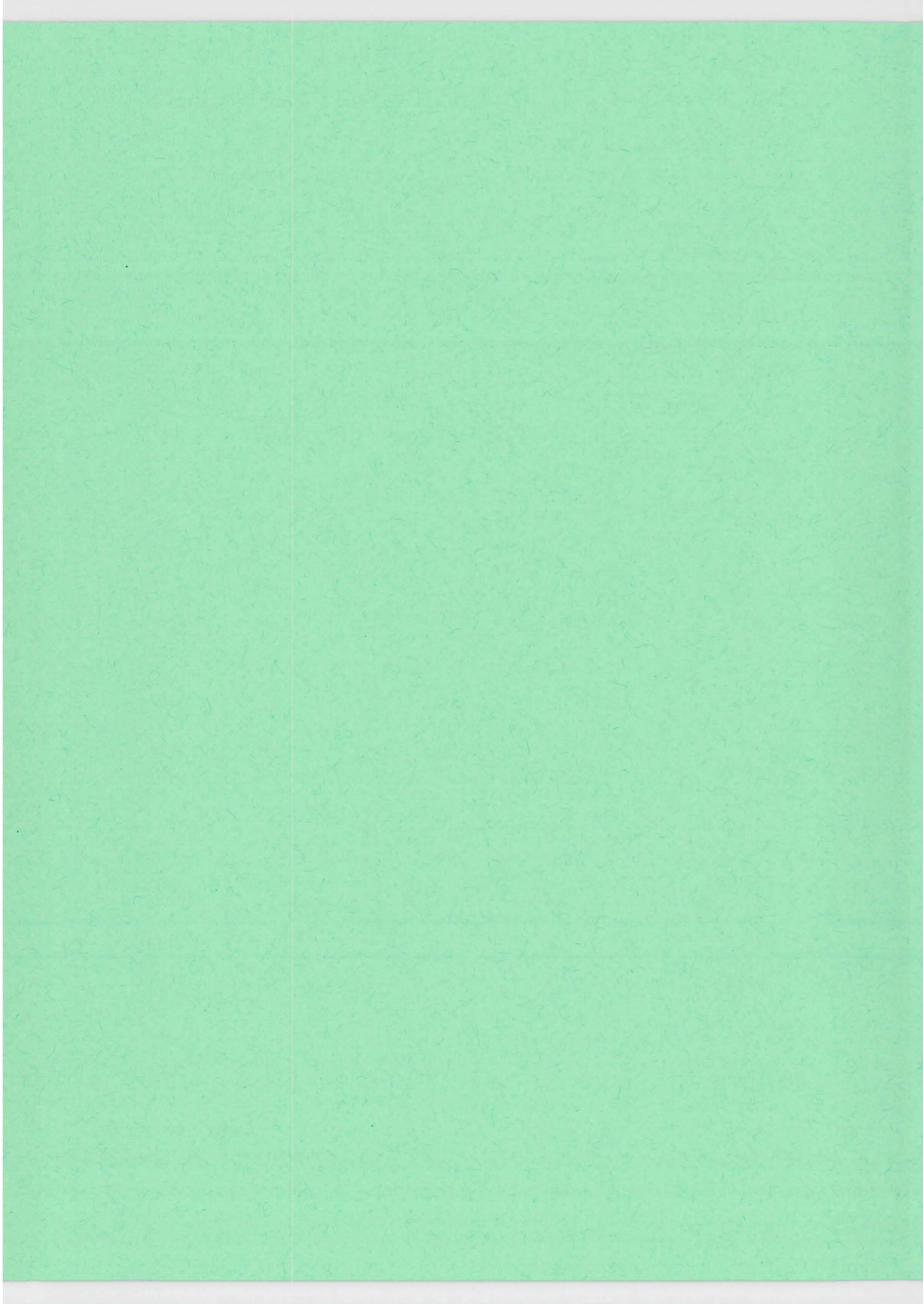
#### Examples

Mississippi Housing Assistance Program ([Link](#))

- Provides maximum grant of \$6,000 in down payment assistance, forgivable over a three-year period.

South Carolina Teacher Housing Initiative ([Link](#))

- Offers 3% interest rates and \$5,000 in down payment assistance to eligible teachers.



**FY18 Proviso 1A.59 – Rural Recruitment/Retention Incentives\***

**Incentives for which districts may request funds:**

- **Recruitment Expenses** - recruitment materials and events; website upgrades
- **Teacher Cadet** - funds to offset the costs of starting a Teacher Cadet class
- **Alternative Certification** - reimbursement of alternative certification program costs
- **Certification Exams** - reimbursement of certification exam fees for employees seeking to become certified or to be admitted to the PACE program; funds to provide workshops/assistance for employees studying to take certification exams
- **Graduate Coursework** - reimbursement for courses needed by employees to become certified, to add certification areas, or to advance job satisfaction
- **Professional Development** – reimbursement of costs for training/instruction offered to advance job satisfaction; includes assistance with National Board application fees
- **Critical Need Stipends** –stipend for teachers in current/projected shortage subject areas
- **Mentoring/Induction** – stipend for mentors; mentor and new teacher professional development; reimbursement for mentor training materials
- **Travel Stipends** - reimbursement or set stipend for teachers who commute more than a specified distance to their assignment
- **First-year Teacher Stipend** – stipend to increase first-year teacher pay to second-year level
- **International Teacher Fees** - district costs associated with the employment of international teachers who hold a J-1 Visa.
- **Housing Purchase** - down-payment or renovation costs for rental housing

**Incentives provided directly to districts:**

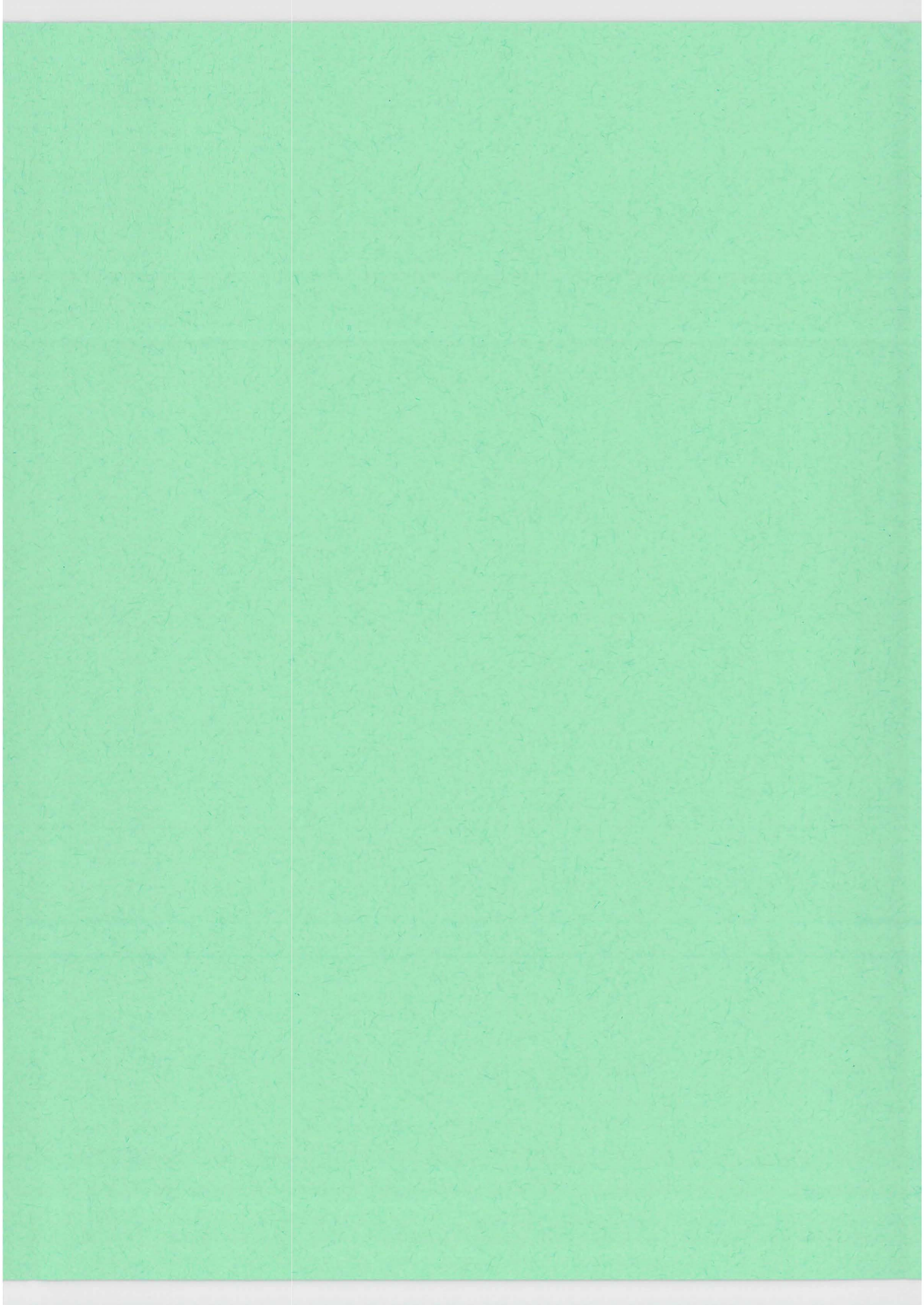
- **Online employment system** - access to a national applicant database, job bank, screening tool and application management system
- **Teacher Expo** - waiver of the district registration fee

**Incentives provided directly to teachers:**

- **SC Teacher Loan** - one year of loan forgiveness for every two years of service; greater rate of forgiveness if in a critical need subject or an identified critical need school
- **Undergraduate Loans** - \$5,000 per year, for up to seven years, to pay off eligible, outstanding undergraduate loans, following each year of service in an eligible district

**\*Applicable only for classroom teachers or those preparing to become classroom teachers**

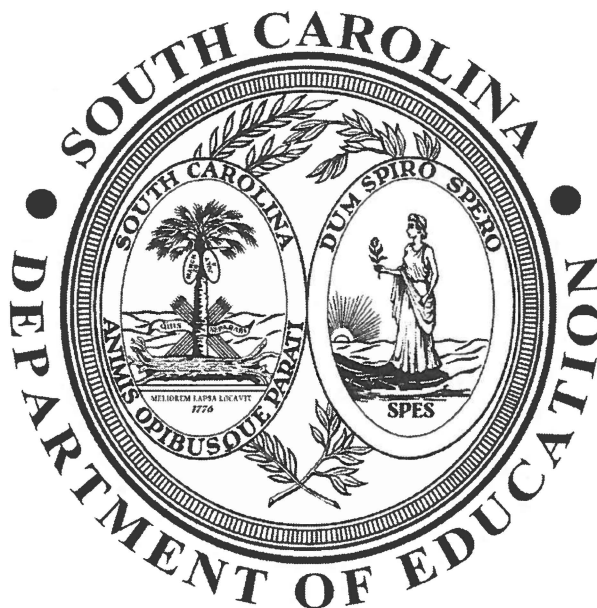






**STATE OF SOUTH CAROLINA  
DEPARTMENT OF EDUCATION**

**MOLLY M. SPEARMAN**  
*STATE SUPERINTENDENT OF EDUCATION*



**Teacher Salary Schedule Structure  
Recommendations**

Provided to the South Carolina Legislature

Pursuant to Proviso 1.69 of the 2017–18 Appropriations Act

October 2017

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## **Report Requirements**

Per Proviso 1.69, included in the 2017–18 Appropriations Act, the South Carolina Department of Education convened stakeholders to examine and make recommendations regarding changes to the statewide minimum state teacher salary schedule.

**1.69.** (SDE: Teacher Salary Schedule Structure) The Department of Education shall convene stakeholders to include: Palmetto State Teachers Association, South Carolina School Business Officials, South Carolina Association of School Administrators, South Carolina School Boards Association, South Carolina Education Association, the Education Oversight Committee and CERRA to examine and make recommendations regarding changes to the statewide minimum state teacher salary schedule to include extending the steps on the state teacher salary schedule; an examination of the beginning teacher salary; and an examination of each district's salary schedule structure. The department shall also include information from each of the districts who are, or were, the original trial and plaintiff school districts in the Abbeville law suit regarding salary needs in those districts. Recommendations shall be provided on the modification of the teacher salary schedule structure and the potential fiscal impact on implementing the modification recommendations to the Chairman of the Senate Finance Committee and the Chairman of the House Ways and Means Committee by October 1, 2017.

## **Work Completed**

The group met in three separate sessions – September 15, 2015, March 3, 2017, and September 7, 2017 – to discuss current challenges related to the state salary schedule including steps on the state teacher salary schedule; an examination of the beginning teacher salary; and an examination of the state salary schedule structure. The group reviewed recommendations and considerations from districts in the state as well as salary policies from other states.

## *Participants*

- South Carolina Association of School Administrators – Beth Phibbs
- South Carolina Association of School Business Officials – Sandy Smith, Mellanie Jinnette (Chester County School District), and Tray Traxler (Aiken County School District)
- Palmetto State Teachers Association – Kathy Maness, Craig King, and Taylor Pipkin
- Center for Educator Recruitment and Retention (added in 2017) – Jane Turner and Jenna Hallman
- South Carolina School Boards Association – Debbie Elmore
- South Carolina Education Association – Joanie Lawson, Bernadette Hampton, and Phadra Williams
- The Education Oversight Committee – Melanie Barton
- South Carolina Department of Education – Emily Heatwole and Nancy Williams
- Halligan, Mahoney, and Williams – Kathy Mahoney

Teacher Salary Schedule Structure Recommendations  
October 2017

### **Issues and Recommendations:**

The following recommendations are made per Proviso 1.69. Critical recommendations are those the group considers most important, needed immediately, and essential to new legislation.

#### *Critical Issues*

- Consider increases at both ends of the salary schedule. Increase the starting pay and add steps to the end of the salary schedule to ensure the state minimum goes to 30 years.
  - For FY 19 the recommendation is that the starting salary should be increased to \$32,000 for teachers in STEPS 0–3. The SCDE has included this recommendation in the agency budget request submitted to the Executive Budget Office (EBO).
- Remove the salary cap for retirees.
- Request the Legislature appropriate a recurring pot of money that districts can use for locally designed recruitment and retention, especially in the rural districts.
- Make years 0–3 on the salary schedule a band.
- Address the districts that are still behind one or two steps from the recession.
- Request the Legislature fund salary supplements for mentor teachers and continue the supplement for National Board Certification.

#### *Recruitment/Retention*

- Request the Legislature fund a recurring allocation that districts can use to recruit and retain teachers. Districts should align recruitment and retention plans to the overall district strategic plan. Funds may be used for incentives that may include, but shall not be limited to:
  - Bonuses/salary stipend for critical need subject areas and critical need geographic areas,
  - Bonuses/salary stipend/extended contract days for additional duties,
  - Assistance for aides and other para professionals or potential teachers who will need to complete a post-secondary degree or alternative certification program, offsetting costs of a “grow your own model” for districts.
- Amend the statute to allow the State Board of Education to expand the critical needs geographic areas to allow retired teachers to continue to work.
- Advocate that the Legislature retain funds that are currently used for state National Board supplements in the teacher salary line if state funding for the supplements ceases.

#### *Teacher Salary Schedule*

- Increase the base salary in the current state salary schedule. This should reflect a starting salary that is competitive and based on current starting salaries across employment markets.
- Reset the current state salary schedule and ensure all districts are caught up. Preliminary fiscal impact information indicates that this may cost \$9,000,000 in recurring funding at the local level barring the Legislature from recommending state funding. State funding was allocated in FY 13 in order to assist districts in catching up.

### *Final*

- The group will develop recommendations to submit to the Legislature to fund a pilot in the Abbeville Trial and Plaintiff districts that will allow new salary structure models for compensation to be tested and to allow time to build out a statewide recommendation.
- Request additional appropriations for recruitment and retention be loaded in the same line as the current recruitment/retention incentives that are being implemented by the Center for Educator Recruitment, Retention, and Advancement (CERRA), but request that the funding to flow through the districts via a monthly payment from the department. Districts must report how the funds were utilized to CERRA. This will allow CERRA to collect comprehensive data on both current and new recruitment and retention strategies that will inform statewide recommendations.
- Allocate CERRA funds to cover administrative costs associated with the data collection and analysis.
- Ensure work is aligned to district strategic plans.

### **Conclusion**

The issues studied by the group will not be solved quickly and require continued analysis. Piloting changes to the salary structure via the aforementioned final recommendations will allow for potential issues to be identified and address as an updated system is built out statewide.

### **Resources**

#### *South Carolina*

Association of School Business Officials and SCDE. *Financial implications and impacts of changes to the salary schedule*.

SCDE. *Minimum state teacher salary schedules (FY 2013–14 through FY 2016–17)*. Retrieved from <https://ed.sc.gov/finance/financial-data/historical-data/teacher-salary-schedules/>

#### *Georgia*

Georgia Department of Education. (2017). *FY 18 State salary schedule*. Retrieved from <https://www.gadoe.org/Finance-and-Business-Operations/Budget-Services/Documents/FY18-TeacherSalaryScheduleReport.pdf>

#### *North Carolina*

North Carolina Department of Public Instruction, Financial and Business Services. (n.d.). *Fiscal year 2017–2018 North Carolina public school salary schedules*. Retrieved from <http://www.ncpublicschools.org/docs/fbs/finance/salary/schedules/2017-18schedules.pdf>

#### *Tennessee*

Tenn. Code Ann. § 49-3-306 (2016)

Tennessee Department of Education. (n.d.). *Differentiated pay*. Retrieved from <http://www.tennessee.gov/education/topic/differentiated-pay>

*Wisconsin*

Kimball, S. M., Heneman, H. G., Arrigoni, J., Worth, R., & Marlin, D. (2016, August). *Teacher compensation: Standard practices and changes in Wisconsin*. WCER Working Paper No. 2016–5. Retrieved from [https://wcer.wisc.edu/docs/working-papers/Working\\_Paper\\_No\\_2016\\_5.pdf](https://wcer.wisc.edu/docs/working-papers/Working_Paper_No_2016_5.pdf)

Academic Year	Count	District	School Name	Subject List
20172018	1	ABBEVILLE	ABBEVILLE HIGH	SECONDARY MATHEMATICS
20172018	2	ABBEVILLE	DIXIE HIGH	SECONDARY SCIENCE
20172018	3	ABBEVILLE	JOHN C. CALHOUN ELEMENTARY	MEDIA SPECIALIST
20172018	4	ABBEVILLE	WRIGHT MIDDLE	SPECIAL EDUCATION
20172018	5	ABBEVILLE	WESTWOOD ELEMENTARY	SPANISH
20172018	6	ABBEVILLE	CHEROKEE TRAIL ELEMENTARY	FRENCH
20172018	7	ABBEVILLE	DIAMOND HILL ELEMENTARY	LATIN
20172018	8	ABBEVILLE	LONG CANE PRIMARY	FAMILY/CONSUMER SCIENCE
20172018	9	AIKEN	SILVER BLUFF HIGH	BUSINESS/MARKETING/COMP TECH
20172018	10	AIKEN	AIKEN HIGH	GERMAN
20172018	12	AIKEN	JEFFERSON ELEMENTARY	SECONDARY ENGLISH
20172018	13	AIKEN	MIDLAND VALLEY HIGH	THEATER/SPEECH & DRAMA
20172018	15	AIKEN	LANGLEY-BATH-CLEARWATER MIDDLE	ALL MIDDLE SCHOOL LEVELS
20172018	16	AIKEN	LEAVELLE MCCAMPBELL MIDDLE	ENGLISH AS A SECOND LANGUAGE
20172018	17	AIKEN	NEW ELLENTON MIDDLE	ART
20172018	20	AIKEN	WAGENER-SALLY HIGH	HEALTH
20172018	24	AIKEN	BYRD ELEMENTARY	DANCE
20172018	25	AIKEN	J. D. LEVER ELEMENTARY	CAREER & TECHNOLOGY
20172018	26	AIKEN	CLEARWATER ELEMENTARY	RUSSIAN
20172018	27	AIKEN	BUSBEE CORBETT ELEMENTARY MIDDLE	CHINESE
20172018	28	AIKEN	EAST AIKEN SCHOOL OF THE ARTS	JAPANESE
20172018	29	AIKEN	SCHOFIELD MIDDLE	LITERACY
20172018	30	AIKEN	GLOVERVILLE ELEMENTARY	ENGINEERING
20172018	31	AIKEN	GREENDALE ELEMENTARY	SPEECH LANGUAGE
20172018	33	AIKEN	JACKSON MIDDLE	AGRICULTURE
20172018	34	AIKEN	MILLBROOK ELEMENTARY	MUSIC
20172018	35	AIKEN	NORTH AIKEN ELEMENTARY	GIFTED & TALENTED
20172018	36	AIKEN	NORTH AUGUSTA ELEMENTARY	
20172018	37	AIKEN	WARRENVILLE ELEMENTARY	
20172018	38	AIKEN	OAKWOOD-WINDSOR ELEMENTARY	
20172018	39	AIKEN	REDCLIFFE ELEMENTARY	
20172018	41	AIKEN	AIKEN MIDDLE	
20172018	42	AIKEN	MOSSY CREEK ELEMENTARY	

20172018	43 AIKEN	RIDGE SPRING-MONETTA ELEMENTARY
20172018	44 AIKEN	RIDGE SPRING-MONETTA MIDDLE HIGH
20172018	45 AIKEN	LLOYD-KENNEDY CHARTER
20172018	46 AIKEN	HORSE CREEK ACADEMY
20172018	47 AIKEN	AIKEN PERFORMING ARTS ACADEMY CHARTER
20172018	48 ALLENDALE	ALLENDALE FAIRFAX HIGH
20172018	49 ALLENDALE	ALLENDALE ELEMENTARY
20172018	50 ALLENDALE	FAIRFAX ELEMENTARY
20172018	51 ALLENDALE	ALLENDALE-FAIRFAX MIDDLE
20172018	55 ANDERSON 1	PALMETTO ELEMENTARY
20172018	56 ANDERSON 1	CEDAR GROVE ELEMENTARY
20172018	59 ANDERSON 1	WEST PELZER ELEMENTARY
20172018	61 ANDERSON 1	PALMETTO MIDDLE
20172018	67 ANDERSON 2	BELTON ELEMENTARY
20172018	68 ANDERSON 2	BELTON MIDDLE
20172018	69 ANDERSON 2	MARSHALL PRIMARY
20172018	70 ANDERSON 2	HONEA PATH ELEMENTARY
20172018	73 ANDERSON 3	CRESCENT HIGH
20172018	74 ANDERSON 3	IVA ELEMENTARY
20172018	75 ANDERSON 3	STARR-IVA MIDDLE
20172018	76 ANDERSON 3	STARR ELEMENTARY
20172018	77 ANDERSON 3	FLAT ROCK ELEMENTARY
20172018	79 ANDERSON 4	RIVERSIDE MIDDLE
20172018	81 ANDERSON 4	PENDLETON ELEMENTARY
20172018	82 ANDERSON 4	TOWNVILLE ELEMENTARY
20172018	85 ANDERSON 5	LAKESIDE MIDDLE
20172018	87 ANDERSON 5	CENTERVILLE ELEMENETARY
20172018	89 ANDERSON 5	HOMELAND PARK PRIMARY
20172018	90 ANDERSON 5	WESTSIDE HIGH
20172018	91 ANDERSON 5	NEVITT FOREST ELEMENTARY
20172018	92 ANDERSON 5	NEW PROSPECT ELEMENTARY
20172018	93 ANDERSON 5	VARENNES ELEMENTARY
20172018	94 ANDERSON 5	WHITEHALL ELEMENTARY
20172018	95 ANDERSON 5	CALHOUN ACADEMY OF THE ARTS



20172018	97 ANDERSON 5	MCLEES ELEMENTARY
20172018	98 ANDERSON 5	ROBERT ANDERSON MIDDLE
20172018	102 ANDERSON 5	ANDERSON FIVE CHARTER SCHOOL
20172018	103 ANDERSON 5	WEST MARKET SCHOOL OF EARLY EDUCATION
20172018	104 ANDERSON 5	SOUTH FANT SCHOOL OF EARLY EDUCATION
20172018	105 BAMBERG 1	BAMBERG-EHRHARDT HIGH
20172018	106 BAMBERG 1	BAMBERG-EHRHARDT MIDDLE
20172018	107 BAMBERG 1	RICHARD CARROLL ELEMENTARY
20172018	108 BAMBERG 2	DENMARK OLAR HIGH
20172018	109 BAMBERG 2	DENMARK-OLAR MIDDLE
20172018	110 BAMBERG 2	DENMARK-OLAR ELEMENTARY
20172018	111 BARNWELL 19	BLACKVILLE-HILDA HIGH
20172018	112 BARNWELL 19	MACEDONIA ELEMENTARY
20172018	113 BARNWELL 19	BLACKVILLE-HILDA JUNIOR HIGH
20172018	114 BARNWELL 29	WILLISTON-ELKO HIGH
20172018	115 BARNWELL 29	KELLY EDWARDS ELEMENTARY
20172018	116 BARNWELL 29	WILLISTON-ELKO MIDDLE
20172018	117 BARNWELL 45	BARNWELL HIGH
20172018	118 BARNWELL 45	GUINYARD-BUTLER MIDDLE
20172018	119 BARNWELL 45	BARNWELL PRIMARY
20172018	120 BARNWELL 45	BARNWELL ELEMENTARY
20172018	121 BEAUFORT	LADY'S ISLAND MIDDLE
20172018	124 BEAUFORT	BATTERY CREEK HIGH
20172018	125 BEAUFORT	BEAUFORT ELEMENTARY
20172018	126 BEAUFORT	HILTON HEAD ISLAND MIDDLE
20172018	127 BEAUFORT	BROAD RIVER ELEMENTARY
20172018	128 BEAUFORT	LADY'S ISLAND ELEMENTARY
20172018	129 BEAUFORT	MOSSY OAKS ELEMENTARY
20172018	130 BEAUFORT	PORT ROYAL ELEMENTARY
20172018	131 BEAUFORT	MICHAEL C. RILEY ELEMENTARY
20172018	132 BEAUFORT	ST. HELENA ELEMENTARY
20172018	133 BEAUFORT	JOSEPH S. SHANKLIN ELEMENTARY
20172018	134 BEAUFORT	WHALE BRANCH ELEMENTARY
20172018	135 BEAUFORT	BLUFFTON ELEMENTARY

20172018	138 BEAUFORT	WHALE BRANCH MIDDLE
20172018	139 BEAUFORT	BEAUFORT MIDDLE
20172018	142 BEAUFORT	HILTON HEAD ISLAND EARLY CHILDHOOD CENTER
20172018	145 BEAUFORT	RED CEDAR ELEMENTARY
20172018	147 BEAUFORT	WHALE BRANCH EARLY COLLEGE HIGH
20172018	150 BEAUFORT	ROBERT SMALLS INTERNATIONAL ACADEMY
20172018	151 BEAUFORT	RIGHT CHOICE SCHOOL
20172018	154 BERKELEY	BERKELEY HIGH
20172018	155 BERKELEY	CROSS HIGH
20172018	156 BERKELEY	GOOSE CREEK HIGH
20172018	158 BERKELEY	BERKELEY ELEMENTARY
20172018	159 BERKELEY	BERKELEY MIDDLE
20172018	160 BERKELEY	BOULDER BLUFF ELEMENTARY
20172018	161 BERKELEY	CAINHOY ELEM MIDDLE
20172018	162 BERKELEY	CROSS ELEMENTARY
20172018	163 BERKELEY	COLLEGE PARK ELEMENTARY
20172018	164 BERKELEY	J. K. GOURDIN ELEMENTARY
20172018	167 BERKELEY	SANGAREE ELEMENTARY
20172018	168 BERKELEY	HENRY E. BONNER ELEMENTARY
20172018	169 BERKELEY	SEDFIELD MIDDLE
20172018	170 BERKELEY	ST. STEPHEN ELEMENTARY
20172018	171 BERKELEY	ST. STEPHEN MIDDLE
20172018	172 BERKELEY	WHITESVILLE ELEMENTARY
20172018	173 BERKELEY	WESTVIEW ELEMENTARY
20172018	174 BERKELEY	COLLEGE PARK MIDDLE
20172018	178 BERKELEY	MACEDONIA MIDDLE
20172018	179 BERKELEY	SANGAREE INTERMEDIATE
20172018	180 BERKELEY	DEVON FOREST ELEMENTARY
20172018	181 BERKELEY	SEDFIELD INTERMEDIATE
20172018	182 BERKELEY	BERKELEY INTERMEDIATE
20172018	183 BERKELEY	TIMBERLAND HIGH
20172018	184 BERKELEY	HANAHAN ELEMENTARY
20172018	185 BERKELEY	WESTVIEW PRIMARY
20172018	186 BERKELEY	GOOSE CREEK PRIMARY

20172018	187 BERKELEY	SANGAREE MIDDLE
20172018	190 BERKELEY	CANE BAY ELEMENTARY
20172018	191 BERKELEY	BERKELEY COUNTY MIDDLE COLLEGE HIGH
20172018	192 BERKELEY	CANE BAY MIDDLE
20172018	194 CALHOUN	CALHOUN COUNTY HIGH
20172018	195 CALHOUN	SANDY RUN SCHOOL
20172018	196 CALHOUN	ST. MATTHEWS K-8 SCHOOL
20172018	197 CHARLESTON	BAPTIST HILL HIGH
20172018	198 CHARLESTON	NORTH CHARLESTON HIGH
20172018	199 CHARLESTON	GARRETT ACADEMY OF TECHNOLOGY
20172018	200 CHARLESTON	BURKE HIGH
20172018	201 CHARLESTON	LINCOLN HIGH
20172018	203 CHARLESTON	MILITARY MAGNET ACADEMY
20172018	204 CHARLESTON	ST. JOHNS HIGH
20172018	205 CHARLESTON	R. B. STALL HIGH
20172018	206 CHARLESTON	NORTHWOODS MIDDLE
20172018	207 CHARLESTON	CHICORA ELEMENTARY
20172018	209 CHARLESTON	A. C. CORCORAN ELEMENTARY
20172018	210 CHARLESTON	EDMUND A. BURNS ELEMENTARY
20172018	211 CHARLESTON	JANE EDWARDS ELEMENTARY
20172018	212 CHARLESTON	MARY FORD ELEMENTARY
20172018	213 CHARLESTON	W. B. GOODWIN ELEMENTARY
20172018	215 CHARLESTON	HAUT GAP MIDDLE
20172018	216 CHARLESTON	MINNIE HUGHES ELEMENTARY
20172018	217 CHARLESTON	HUNLEY PARK ELEMENTARY
20172018	218 CHARLESTON	JAMES ISLAND MIDDLE
20172018	219 CHARLESTON	LADSON ELEMENTARY
20172018	221 CHARLESTON	LAMBS ELEMENTARY
20172018	222 CHARLESTON	ST. JAMES SANTEE ELEMENTARY
20172018	223 CHARLESTON	MEMMINGER ELEMENTARY
20172018	224 CHARLESTON	MIDLAND PARK PRIMARY
20172018	225 CHARLESTON	E.B. ELLINGTON ELEMENTARY
20172018	226 CHARLESTON	MITCHELL ELEMENTARY
20172018	228 CHARLESTON	MORNINGSIDE MIDDLE

20172018	231 CHARLESTON	MURRAY LASAINE ELEMENTARY
20172018	232 CHARLESTON	NORTH CHARLESTON ELEMENTARY
20172018	233 CHARLESTON	OAKLAND ELEMENTARY
20172018	234 CHARLESTON	MALCOLM C. HURSEY ELEMENTARY
20172018	235 CHARLESTON	MATILDA DUNSTON ELEMENTARY
20172018	236 CHARLESTON	EDITH L. FRIERSON ELEMENTARY
20172018	237 CHARLESTON	SANDERS-CLYDE ELEMENTARY
20172018	238 CHARLESTON	PEPPERHILL ELEMENTARY
20172018	239 CHARLESTON	JAMES SIMONS ELEMENTARY
20172018	240 CHARLESTON	SPRINGFIELD ELEMENTARY
20172018	242 CHARLESTON	ANGEL OAK ELEMENTARY
20172018	244 CHARLESTON	STONO PARK ELEMENTARY
20172018	248 CHARLESTON	C. E. WILLIAMS MIDDLE SCHOOL FOR CREATIVE AND SCIENTIFIC ARTS
20172018	251 CHARLESTON	MT. ZION ELEMENTARY
20172018	255 CHARLESTON	CHARLESTON PROGRESSIVE
20172018	258 CHARLESTON	WEST ASHLEY HIGH
20172018	259 CHARLESTON	WEST ASHLEY MIDDLE
20172018	263 CHARLESTON	JERRY ZUCKER MIDDLE SCHOOL OF SCIENCE
20172018	264 CHARLESTON	PINEHURST ELEMENTARY
20172018	266 CHARLESTON	NORTH CHARLESTON CREATIVE ARTS ELEMENTARY
20172018	267 CHARLESTON	SIMMONS PINCKNEY MIDDLE
20172018	268 CHARLESTON	MEETING STREET ELEMENTARY AT BRENTWOOD
20172018	269 CHARLESTON	CHARLESTON DEVELOPMENT ACADEMY
20172018	271 CHARLESTON	GREG MATHIS CHARTER HIGH
20172018	274 CHARLESTON	CHARLESTON CHARTER SCHOOL FOR MATH AND SCIENCE
20172018	275 CHARLESTON	PATTISON'S ACADEMY FOR COMPREHENSIVE EDUCATION
20172018	278 CHEROKEE	BLACKSBURG HIGH
20172018	279 CHEROKEE	JOHN E. EWING MIDDLE
20172018	280 CHEROKEE	GAFFNEY HIGH
20172018	282 CHEROKEE	ALMA ELEMENTARY
20172018	283 CHEROKEE	BLACKSBURG MIDDLE
20172018	284 CHEROKEE	CORINTH ELEMENTARY
20172018	285 CHEROKEE	DRAYTONVILLE ELEMENTARY
20172018	286 CHEROKEE	MARY BRAMLETT ELEMENTARY

20172018	287 CHEROKEE	GOUCHER ELEMENTARY
20172018	288 CHEROKEE	B. D. LEE ELEMENTARY
20172018	289 CHEROKEE	LUTHER L. VAUGHAN ELEMENTARY
20172018	290 CHEROKEE	BLACKSBURG ELEMENTARY
20172018	291 CHEROKEE	LIMESTONE-CENTRAL ELEMENTARY
20172018	294 CHEROKEE	GAFFNEY MIDDLE
20172018	295 CHEROKEE	BLACKSBURG PRIMARY
20172018	296 CHESTER	CHESTER SENIOR HIGH
20172018	297 CHESTER	CHESTER MIDDLE
20172018	298 CHESTER	GREAT FALLS HIGH
20172018	300 CHESTER	LEWISVILLE MIDDLE
20172018	301 CHESTER	GREAT FALLS ELEMENTARY
20172018	302 CHESTER	LEWISVILLE ELEMENTARY
20172018	303 CHESTER	CHESTER PARK SCHOOL ELEMENTARY OF INQUIRY
20172018	304 CHESTER	CHESTER PARK ELEMENTARY SCHOOL FOR THE ARTS
20172018	305 CHESTER	CHESTER PARK ELEMENTARY SCHOOL OF LITERACY AND TECHNOLOGY
20172018	307 CHESTERFIELD	CHERAW HIGH
20172018	308 CHESTERFIELD	CHESTERFIELD HIGH
20172018	309 CHESTERFIELD	LONG MIDDLE
20172018	310 CHESTERFIELD	MCBEE HIGH
20172018	311 CHESTERFIELD	CENTRAL HIGH
20172018	312 CHESTERFIELD	NEW HEIGHTS MIDDLE
20172018	313 CHESTERFIELD	CHERAW PRIMARY
20172018	314 CHESTERFIELD	EDWARDS ELEMENTARY
20172018	315 CHESTERFIELD	JEFFERSON ELEMENTARY
20172018	316 CHESTERFIELD	PETERSBURG PRIMARY
20172018	317 CHESTERFIELD	MCBEE ELEMENTARY
20172018	318 CHESTERFIELD	PLAINVIEW ELEMENTARY
20172018	319 CHESTERFIELD	RUBY ELEMENTARY
20172018	320 CHESTERFIELD	CHERAW INTERMEDIATE
20172018	321 CHESTERFIELD	PAGELAND ELEMENTARY
20172018	322 CHESTERFIELD	CHESTERFIELD-RUBY MIDDLE
20172018	323 CLARENDON 1	SCOTT'S BRANCH HIGH
20172018	324 CLARENDON 1	ST. PAUL ELEMENTARY

20172018	325 CLARENDON 1	SCOTT'S BRANCH MIDDLE
20172018	326 CLARENDON 1	SUMMERTON EARLY CHILDHOOD CENTER
20172018	327 CLARENDON 2	MANNING HIGH
20172018	328 CLARENDON 2	MANNING JUNIOR HIGH
20172018	329 CLARENDON 2	MANNING PRIMARY
20172018	330 CLARENDON 2	MANNING ELEMENTARY
20172018	331 CLARENDON 2	MANNING EARLY CHILDHOOD CENTER
20172018	332 CLARENDON 2	PHOENIX CHARTER HIGH
20172018	334 CLARENDON 3	WALKER-GAMBLE ELEMENTARY
20172018	335 COLLETON	COLLETON COUNTY HIGH
20172018	336 COLLETON	BELLS ELEMENTARY
20172018	337 COLLETON	BLACK STREET EARLY CHILDHOOD CENTER
20172018	338 COLLETON	COTTAGEVILLE ELEMENTARY
20172018	339 COLLETON	FOREST HILLS ELEMENTARY
20172018	340 COLLETON	NORTHSIDE ELEMENTARY
20172018	341 COLLETON	HENDERSONVILLE ELEMENTARY
20172018	342 COLLETON	COLLETON COUNTY MIDDLE
20172018	343 DARLINGTON	HARTSVILLE MIDDLE
20172018	344 DARLINGTON	HARTSVILLE HIGH
20172018	345 DARLINGTON	LAMAR HIGH
20172018	346 DARLINGTON	SPAULDING MIDDLE
20172018	347 DARLINGTON	BROCKINGTON ELEMENTARY
20172018	348 DARLINGTON	CAIN ELEMENTARY
20172018	350 DARLINGTON	LAMAR ELEMENTARY
20172018	351 DARLINGTON	NORTH HARTSVILLE ELEMENTARY
20172018	352 DARLINGTON	PATE ELEMENTARY
20172018	353 DARLINGTON	ROSENWALD ELEMENTARY/MIDDLE
20172018	354 DARLINGTON	SPAULDING ELEMENTARY
20172018	355 DARLINGTON	BRUNSON-DARGAN ELEMENTARY
20172018	356 DARLINGTON	ST. JOHNS ELEMENTARY
20172018	357 DARLINGTON	THORNWELL SCHOOL FOR THE ARTS
20172018	358 DARLINGTON	WEST HARTSVILLE ELEMENTARY
20172018	359 DARLINGTON	WASHINGTON ST. ELEMENTARY
20172018	360 DARLINGTON	DARLINGTON HIGH

20172018	361 DARLINGTON	DARLINGTON MIDDLE
20172018	362 DARLINGTON	SOUTHSIDE EARLY CHILDHOOD EDUCATION CENTER
20172018	364 DILLON 3	LATTA HIGH
20172018	365 DILLON 3	LATTA MIDDLE
20172018	366 DILLON 3	LATTA ELEMENTARY
20172018	367 DILLON 4	LAKE VIEW HIGH
20172018	368 DILLON 4	LAKE VIEW ELEMENTARY
20172018	369 DILLON 4	DILLON HIGH
20172018	370 DILLON 4	EAST ELEMENTARY
20172018	371 DILLON 4	SOUTH ELEMENTARY
20172018	372 DILLON 4	GORDON ELEMENTARY
20172018	373 DILLON 4	DILLON MIDDLE
20172018	374 DILLON 4	STEWART HEIGHTS ELEMENTARY
20172018	377 DORCHESTER 2	SUMMERVILLE ELEMENTARY
20172018	378 DORCHESTER 2	JAMES H. SPANN ELEMENTARY
20172018	381 DORCHESTER 2	NEWINGTON ELEMENTARY
20172018	386 DORCHESTER 2	WINDSOR HILL ARTS INFUSED ELEMENTARY
20172018	393 DORCHESTER 2	RIVER OAKS MIDDLE
20172018	395 DORCHESTER 2	JOSEPH R. PYE ELEMENTARY
20172018	396 DORCHESTER 4	HARLEYVILLE ELEMENTARY
20172018	397 DORCHESTER 4	ST. GEORGE MIDDLE
20172018	398 DORCHESTER 4	WILLIAM MEMORIAL ELEMENTARY
20172018	399 DORCHESTER 4	WOODLAND HIGH
20172018	400 DORCHESTER 4	CLAY HILL ELEMENTARY
20172018	401 DORCHESTER 4	HARLEYVILLE-RIDGEVILLE MIDDLE
20172018	402 EDGEFIELD	STROM THURMOND HIGH
20172018	403 EDGEFIELD	DOUGLAS ELEMENTARY
20172018	404 EDGEFIELD	JOHNSTON ELEMENTARY
20172018	405 EDGEFIELD	W. E. PARKER ELEMENTARY
20172018	407 EDGEFIELD	JOHNSTON-EDGEFIELD-TRENTON MIDDLE
20172018	408 EDGEFIELD	MERRIWETHER MIDDLE
20172018	409 FAIRFIELD	FAIRFIELD MIDDLE
20172018	410 FAIRFIELD	KELLY MILLER ELEMENTARY
20172018	411 FAIRFIELD	MCCROREY-LISTON SCHOOL OF TECHNOLOGY



20172018	412 FAIRFIELD	GEIGER ELEMENTARY
20172018	413 FAIRFIELD	FAIRFIELD CENTRAL HIGH
20172018	414 FAIRFIELD	FAIRFIELD ELEMENTARY
20172018	415 FAIRFIELD	FAIRFIELD MAGNET FOR MATH AND SCIENCE
20172018	417 FLORENCE 1	SOUTH FLORENCE HIGH
20172018	418 FLORENCE 1	WILLIAMS MIDDLE
20172018	419 FLORENCE 1	WILSON HIGH
20172018	420 FLORENCE 1	BRIGGS ELEMENTARY
20172018	422 FLORENCE 1	DELMAE ELEMENTARY
20172018	423 FLORENCE 1	GREENWOOD ELEMENTARY
20172018	425 FLORENCE 1	THEODORE LESTER ELEMENTARY
20172018	427 FLORENCE 1	NORTH VISTA ELEMENTARY
20172018	429 FLORENCE 1	SAVANNAH GROVE ELEMENTARY
20172018	430 FLORENCE 1	DEWEY-CARTER ELEMENTARY
20172018	431 FLORENCE 1	HENRY TIMROD ELEMENTARY
20172018	432 FLORENCE 1	WALLACE GREGG ELEMENTARY
20172018	433 FLORENCE 1	SOUTHSIDE MIDDLE
20172018	436 FLORENCE 1	PALMETTO YOUTH ACADEMY CHARTER
20172018	437 FLORENCE 1	BECK LEARNING CENTER
20172018	439 FLORENCE 1	ALFRED RUSH ACADEMY
20172018	440 FLORENCE 1	CHILD DEVELOPMENT CENTER AT WOODS ROAD
20172018	441 FLORENCE 2	HANNAH PAMPLICO HIGH
20172018	442 FLORENCE 2	HANNAH-PAMPLICO ELEMENTARY AND MIDDLE
20172018	443 FLORENCE 3	LAKE CITY HIGH
20172018	444 FLORENCE 3	J. C. LYNCH ELEMENTARY
20172018	445 FLORENCE 3	OLANTA ELEMENTARY
20172018	446 FLORENCE 3	SCRANTON ELEMENTARY
20172018	447 FLORENCE 3	LAKE CITY EARLY CHILDHOOD CENTER
20172018	448 FLORENCE 3	MAIN STREET ELEMENTARY
20172018	449 FLORENCE 3	J. PAUL TRULUCK INTERMEDIATE
20172018	450 FLORENCE 3	RONALD E. MCNAIR JUNIOR HIGH
20172018	451 FLORENCE 4	TIMMONSVILLE HIGH
20172018	452 FLORENCE 4	JOHNSON MIDDLE
20172018	453 FLORENCE 4	BROCKINGTON ELEMENTARY

20172018	454 FLORENCE 5	JOHNSONVILLE HIGH
20172018	455 FLORENCE 5	JOHNSONVILLE ELEMENTARY
20172018	456 FLORENCE 6	JOHNSONVILLE MIDDLE
20172018	457 GEORGETOWN	ANDREWS HIGH
20172018	458 GEORGETOWN	GEORGETOWN HIGH
20172018	459 GEORGETOWN	ANDREWS ELEMENTARY
20172018	460 GEORGETOWN	BROWN'S FERRY ELEMENTARY
20172018	461 GEORGETOWN	PLEASANT HILL ELEMENTARY
20172018	462 GEORGETOWN	GEORGETOWN MIDDLE
20172018	463 GEORGETOWN	KENSINGTON ELEMENTARY
20172018	464 GEORGETOWN	MARYVILLE ELEMENTARY
20172018	465 GEORGETOWN	MCDONALD ELEMENTARY
20172018	466 GEORGETOWN	PLANTERSVILLE ELEMENTARY
20172018	467 GEORGETOWN	ROSEMARY MIDDLE
20172018	468 GEORGETOWN	SAMPIT ELEMENTARY
20172018	471 GEORGETOWN	CARVERS BAY HIGH
20172018	472 GEORGETOWN	CARVERS BAY MIDDLE
20172018	476 GREENVILLE	BEREA HIGH
20172018	477 GREENVILLE	BLUE RIDGE HIGH
20172018	478 GREENVILLE	CAROLINA ACADEMY (HIGH)
20172018	488 GREENVILLE	SOUTHSIDE HIGH
20172018	493 GREENVILLE	ALEXANDER ELEMENTARY
20172018	495 GREENVILLE	BROOK GLENN ELEMENTARY
20172018	496 GREENVILLE	ARMSTRONG ELEMENTARY
20172018	498 GREENVILLE	BEREA ELEMENTARY
20172018	503 GREENVILLE	BEREA MIDDLE
20172018	504 GREENVILLE	SUE CLEVELAND ELEMENTARY
20172018	507 GREENVILLE	CRESTVIEW ELEMENTARY
20172018	508 GREENVILLE	DUNCAN CHAPEL ELEMENTARY
20172018	509 GREENVILLE	WOODMONT MIDDLE
20172018	510 GREENVILLE	EAST NORTH STREET ACADEMY
20172018	512 GREENVILLE	FOUNTAIN INN ELEMENTARY
20172018	514 GREENVILLE	GREER MIDDLE
20172018	515 GREENVILLE	HOLLIS ACADEMY

20172018	516 GREENVILLE	HUGHES ACADEMY OF SCIENCE AND TECHNOLOGY
20172018	517 GREENVILLE	LAKE FOREST ELEMENTARY
20172018	518 GREENVILLE	LAKEVIEW MIDDLE
20172018	520 GREENVILLE	MITCHELL ROAD ELEMENTARY
20172018	521 GREENVILLE	MONAVIEW ELEMENTARY
20172018	525 GREENVILLE	NORTHWEST MIDDLE
20172018	526 GREENVILLE	LEAGUE ACADEMY
20172018	530 GREENVILLE	SLATER MARIETTA ELEMENTARY
20172018	534 GREENVILLE	TANGLEWOOD MIDDLE
20172018	535 GREENVILLE	TAYLORS ELEMENTARY
20172018	538 GREENVILLE	WELCOME ELEMENTARY
20172018	539 GREENVILLE	WESTCLIFFE ELEMENTARY
20172018	541 GREENVILLE	ELLEN WOODSIDE ELEMENTARY
20172018	543 GREENVILLE	GROVE ELEMENTARY
20172018	545 GREENVILLE	HERITAGE ELEMENTARY
20172018	547 GREENVILLE	CHANDLER CREEK ELEMENTARY
20172018	551 GREENVILLE	ROBERT E. CASHION ELEMENTARY
20172018	552 GREENVILLE	CHERRYDALE ELEMENTARY
20172018	553 GREENVILLE	THOMAS E. KERNS ELEMENTARY
20172018	561 GREENVILLE	MEYER CENTER FOR SPECIAL CHILDREN
20172018	563 GREENVILLE	LEGACY CHARTER
20172018	566 GREENVILLE	OVERBROOK CHILD DEVELOPMENT CENTER
20172018	567 GREENVILLE	WASHINGTON CENTER
20172018	568 GREENVILLE	EMERALD HIGH
20172018	569 GREENVILLE	RILEY CDC
20172018	570 GREENVILLE	GREENVIEW CDC
20172018	571 GREENVILLE	DUNBAR CDC
20172018	572 GREENVILLE	GOLDEN STRIP CDC
20172018	573 GREENVILLE	NORTHWEST CRESCENT CDC
20172018	574 GREENVILLE	OVERBROOK CDC
20172018	576 GREENWOOD 50	NORTHSIDE MIDDLE
20172018	577 GREENWOOD 50	ELEANOR S. RICE ELEMENTARY
20172018	579 GREENWOOD 50	MATHEWS ELEMENTARY
20172018	580 GREENWOOD 50	MERRYWOOD ELEMENTARY

20172018	581 GREENWOOD 50	PINECREST ELEMENTARY
20172018	582 GREENWOOD 50	HODGES ELEMENTARY
20172018	583 GREENWOOD 50	BREWER MIDDLE
20172018	584 GREENWOOD 50	WOODFIELDS ELEMENTARY
20172018	585 GREENWOOD 50	SPRINGFIELD ELEMENTARY
20172018	586 GREENWOOD 50	WESTVIEW MIDDLE
20172018	587 GREENWOOD 50	GREENWOOD EARLY CHILDHOOD CENTER
20172018	588 GREENWOOD 51	WARE SHOALS HIGH
20172018	589 GREENWOOD 51	WARE SHOALS PRIMARY
20172018	590 GREENWOOD 51	WARE SHOALS ELEMENTARY MIDDLE
20172018	593 GREENWOOD 52	NINETY SIX ELEMENTARY
20172018	594 GREENWOOD 52	NINETY SIX PRIMARY
20172018	595 HAMPTON 1	WADE HAMPTON HIGH
20172018	596 HAMPTON 1	BRUNSON ELEMENTARY
20172018	597 HAMPTON 1	HAMPTON ELEMENTARY
20172018	598 HAMPTON 1	NORTH DISTRICT MIDDLE
20172018	599 HAMPTON 1	VARNVILLE ELEMENTARY
20172018	600 HAMPTON 1	FENNELL ELEMENTARY
20172018	601 HAMPTON 1	BEN HAZEL PRIMARY
20172018	602 HAMPTON 2	ESTILL HIGH
20172018	603 HAMPTON 2	ESTILL MIDDLE
20172018	604 HAMPTON 2	ESTILL ELEMENTARY
20172018	606 HORRY	NORTH MYRTLE BEACH HIGH
20172018	607 HORRY	CONWAY HIGH
20172018	608 HORRY	GREEN SEA FLOYDS HIGH
20172018	609 HORRY	LORIS HIGH
20172018	610 HORRY	MYRTLE BEACH HIGH
20172018	612 HORRY	WHITTEMORE PARK MIDDLE
20172018	613 HORRY	AYNOR ELEMENTARY
20172018	614 HORRY	MYRTLE BEACH MIDDLE
20172018	615 HORRY	CONWAY MIDDLE
20172018	616 HORRY	DAISY ELEMENTARY
20172018	617 HORRY	GREEN SEA FLOYDS ELEMENTARY
20172018	618 HORRY	HOMWOOD ELEMENTARY

20172018	619 HORRY	LORIS MIDDLE
20172018	620 HORRY	KINGSTON ELEMENTARY
20172018	621 HORRY	LAKEWOOD ELEMENTARY
20172018	623 HORRY	LORIS ELEMENTARY
20172018	624 HORRY	MIDLAND ELEMENTARY
20172018	625 HORRY	MYRTLE BEACH ELEMENTARY
20172018	626 HORRY	MYRTLE BEACH PRIMARY
20172018	628 HORRY	NORTH MYRTLE BEACH MIDDLE
20172018	629 HORRY	PEE DEE ELEMENTARY
20172018	630 HORRY	WACCAMAW ELEMENTARY
20172018	631 HORRY	SOUTH CONWAY ELEMENTARY
20172018	636 HORRY	FORESTBROOK MIDDLE
20172018	638 HORRY	MYRTLE BEACH INTERMEDIATE
20172018	639 HORRY	SOCASSEE ELEMENTARY
20172018	640 HORRY	PALMETTO BAYS ELEMENTARY
20172018	641 HORRY	AYNOR MIDDLE
20172018	645 HORRY	BLACK WATER MIDDLE
20172018	646 HORRY	BURGESS ELEMENTARY
20172018	647 HORRY	HCS EARLY COLLEGE HIGH
20172018	648 HORRY	RIVER OAKS ELEMENTARY
20172018	650 HORRY	WATERWAY ELEMENTARY
20172018	651 HORRY	RIVERSIDE ELEMENTARY
20172018	652 HORRY	BRIDGEWATER ACADEMY CHARTER
20172018	654 HORRY	ACADEMY OF HOPE CHARTER
20172018	655 HORRY	PALMETTO ACADEMY OF LEARNING MOTORSPORTS (PALM)
20172018	656 JASPER	HARDEEVILLE ELEMENTARY
20172018	657 JASPER	RIDGELAND ELEMENTARY
20172018	658 JASPER	HARDEEVILLE-RIDGELAND MIDDLE
20172018	659 JASPER	RIDGELAND-HARDEEVILLE HIGH
20172018	660 KERSHAW	NORTH CENTRAL HIGH
20172018	663 KERSHAW	BARON DEKALB ELEMENTARY
20172018	664 KERSHAW	BETHUNE ELEMENTARY
20172018	665 KERSHAW	BLANEY ELEMENTARY
20172018	666 KERSHAW	JACKSON ELEMENTARY

20172018	667 KERSHAW	CAMDEN MIDDLE
20172018	671 KERSHAW	MIDWAY ELEMENTARY
20172018	672 KERSHAW	MT. PISGAH ELEMENTARY
20172018	673 KERSHAW	PINE TREE HILL ELEMENTARY
20172018	675 KERSHAW	LESLIE M. STOVER MIDDLE
20172018	677 KERSHAW	NORTH CENTRAL MIDDLE
20172018	679 LANCASTER	A. R. RUCKER MIDDLE
20172018	682 LANCASTER	LANCASTER HIGH
20172018	683 LANCASTER	SOUTH MIDDLE
20172018	684 LANCASTER	BROOKLYN SPRINGS ELEMENTARY
20172018	685 LANCASTER	BUFORD ELEMENTARY
20172018	686 LANCASTER	NORTH ELEMENTARY
20172018	687 LANCASTER	CLINTON ELEMENTARY
20172018	688 LANCASTER	ERWIN ELEMENTARY
20172018	689 LANCASTER	HEATH SPRINGS ELEMENTARY
20172018	690 LANCASTER	INDIAN LAND ELEMENTARY
20172018	691 LANCASTER	KERSHAW ELEMENTARY
20172018	692 LANCASTER	MCDONALD GREEN ELEMENTARY
20172018	698 LAURENS 55	LAURENS DISTRICT 55 HIGH
20172018	699 LAURENS 55	LAURENS MIDDLE
20172018	700 LAURENS 55	FORD ELEMENTARY
20172018	701 LAURENS 55	E. B. MORSE ELEMENTARY
20172018	702 LAURENS 55	LAURENS ELEMENTARY
20172018	703 LAURENS 55	SANDERS MIDDLE
20172018	704 LAURENS 55	WATERLOO ELEMENTARY
20172018	705 LAURENS 55	GRAY COURT-OWINGS ELEMENTARY/MIDDLE
20172018	706 LAURENS 55	HICKORY TAVERN ELEMENTARY/MIDDLE
20172018	707 LAURENS 56	CLINTON HIGH
20172018	708 LAURENS 56	CLINTON MIDDLE
20172018	709 LAURENS 56	M. S. BAILEY CHILD DEVELOPMENT CENTER
20172018	710 LAURENS 56	CLINTON ELEMENTARY
20172018	711 LAURENS 56	JOANNA-WOODSON ELEMENTARY
20172018	712 LAURENS 56	EASTSIDE ELEMENTARY
20172018	713 LEE	BISHOPVILLE PRIMARY

20172018	714 LEE	LOWER LEE ELEMENTARY
20172018	715 LEE	WEST LEE ELEMENTARY
20172018	716 LEE	LEE CENTRAL HIGH
20172018	717 LEE	LEE CENTRAL MIDDLE
20172018	718 LEE	BISHOPVILLE PRIMARY SCHOOL ANNEX
20172018	720 LEXINGTON 1	LEXINGTON HIGH
20172018	721 LEXINGTON 1	PELION HIGH
20172018	724 LEXINGTON 1	PELION ELEMENTARY
20172018	727 LEXINGTON 1	RED BANK ELEMENTARY
20172018	729 LEXINGTON 1	SAXE GOTHA ELEMENTARY
20172018	735 LEXINGTON 1	PELION MIDDLE
20172018	741 LEXINGTON 1	FORTS POND ELEMENTARY
20172018	748 LEXINGTON 2	AIRPORT HIGH
20172018	750 LEXINGTON 2	R. H. FULMER MIDDLE
20172018	751 LEXINGTON 2	BROOKLAND CAYCE GRAMMAR SCHOOL NO. 1
20172018	752 LEXINGTON 2	R. EARLE DAVIS EARLY CHILDHOOD CENTER FOR TECHNOLOGY
20172018	753 LEXINGTON 2	CYRIL B. BUSBEE CREATIVE ARTS ACADEMY
20172018	754 LEXINGTON 2	CONGAREE ELEMENTARY
20172018	757 LEXINGTON 2	SALUDA RIVER ACADEMY FOR THE ARTS
20172018	759 LEXINGTON 2	CLAUDE A. TAYLOR ELEMENTARY
20172018	760 LEXINGTON 2	PINE RIDGE MIDDLE
20172018	761 LEXINGTON 2	HERBERT A. WOOD ELEMENTARY
20172018	762 LEXINGTON 2	CONGAREE/WOOD EARLY CHILDHOOD CENTER
20172018	763 LEXINGTON 3	BATESBURG-LEESVILLE HIGH
20172018	764 LEXINGTON 3	BATESBURG-LEESVILLE ELEMENTARY
20172018	765 LEXINGTON 3	BATESBURG-LEESVILLE MIDDLE
20172018	766 LEXINGTON 3	BATESBURG-LEESVILLE PRIMARY
20172018	767 LEXINGTON 4	SWANSEA HIGH
20172018	768 LEXINGTON 4	FRANCES F. MACK INTERMEDIATE
20172018	769 LEXINGTON 4	SANDHILLS MIDDLE
20172018	770 LEXINGTON 4	SANDHILLS ELEMENTARY
20172018	771 LEXINGTON 4	SANDHILLS PRIMARY
20172018	772 LEXINGTON 4	LEXINGTON FOUR EARLY CHILDHOOD CENTER
20172018	779 LEXINGTON/RICHLAND	LEAPHART ELEMENTARY



20172018	780 LEXINGTON/RICHLAND SEVEN OAKS ELEMENTARY	
20172018	783 LEXINGTON/RICHLAND HARBISON WEST ELEMENTARY	
20172018	784 LEXINGTON/RICHLAND H. E. CORLEY ELEMENTARY	
20172018	785 LEXINGTON/RICHLAND CHAPIN MIDDLE	
20172018	793 MCCORMICK	MCCORMICK HIGH
20172018	794 MCCORMICK	MCCORMICK MIDDLE
20172018	795 MCCORMICK	MCCORMICK ELEMENTARY
20172018	796 MARION 10	MARION HIGH
20172018	797 MARION 10	EASTERLING PRIMARY
20172018	798 MARION 10	MARION INTERMEDIATE
20172018	799 MARION 10	JOHNAKIN MIDDLE
20172018	800 MARION 10	MULLINS HIGH
20172018	801 MARION 10	PALMETTO MIDDLE
20172018	802 MARION 10	MCCORMICK ELEMENTARY
20172018	803 MARION 10	NORTH MULLINS PRIMARY
20172018	804 MARION 10	BRITTON'S NECK ELEMENTARY
20172018	805 MARION 10	CREEK BRIDGE HIGH
20172018	806 MARLBORO	BENNETTSVILLE PRIMARY
20172018	807 MARLBORO	MCCOLL ELEMENTARY/MIDDLE
20172018	808 MARLBORO	CLIO ELEMENTARY/MIDDLE
20172018	809 MARLBORO	WALLACE ELEMENTARY/MIDDLE
20172018	810 MARLBORO	MARLBORO COUNTY HIGH
20172018	811 MARLBORO	BLenheim ELEMENTARY/MIDDLE
20172018	812 MARLBORO	MARLBORO SCHOOL OF DISCOVERY
20172018	813 MARLBORO	BENNETTSVILLE INTERMEDIATE
20172018	814 NEWBERRY	NEWBERRY HIGH
20172018	816 NEWBERRY	WHITMIRE COMMUNITY SCHOOL (HIGH)
20172018	817 NEWBERRY	BOUNDARY ST. ELEMENTARY
20172018	818 NEWBERRY	GALLMAN ELEMENTARY
20172018	819 NEWBERRY	POMARIA-GARMANY ELEMENTARY
20172018	821 NEWBERRY	REUBEN ELEMENTARY
20172018	822 NEWBERRY	NEWBERRY ELEMENTARY
20172018	824 NEWBERRY	NEWBERRY MIDDLE
20172018	825 NEWBERRY	WHITMIRE COMMUNITY SCHOOL (ELEMENTARY)

20172018	826 NEWBERRY	PROSPERITY-RIKARD ELEMENTARY
20172018	827 OCONEE	TAMASSEE-SALEM MIDDLE/HIGH
20172018	828 OCONEE	SENECA HIGH
20172018	834 OCONEE	JAMES M. BROWN ELEMENTARY
20172018	835 OCONEE	RAVENEL ELEMENTARY
20172018	836 OCONEE	TAMASSEE-SALEM ELEMENTARY
20172018	838 OCONEE	WESTMINSTER ELEMENTARY
20172018	839 OCONEE	SENECA MIDDLE
20172018	840 OCONEE	FAIR-OAK ELEMENTARY
20172018	841 OCONEE	ORCHARD PARK ELEMENTARY
20172018	842 OCONEE	WEST OAK MIDDLE
20172018	843 OCONEE	BLUE RIDGE ELEMENTARY
20172018	844 ORANGEBURG 3	HOLLY HILL-ROBERTS MIDDLE
20172018	845 ORANGEBURG 3	HOLLY HILL ELEMENTARY
20172018	846 ORANGEBURG 3	ST. JAMES-GAILLARD ELEMENTARY
20172018	847 ORANGEBURG 3	VANCE-PROVIDENCE ELEMENTARY
20172018	848 ORANGEBURG 3	ELLOREE ELEMENTARY
20172018	849 ORANGEBURG 3	LAKE MARION HIGH SCHOOL AND TECHNOLOGY CENTER
20172018	850 ORANGEBURG 4	EDISTO HIGH
20172018	851 ORANGEBURG 4	CARVER EDISTO MIDDLE
20172018	852 ORANGEBURG 4	EDISTO PRIMARY
20172018	854 ORANGEBURG 4	LOCKETT ELEMENTARY
20172018	855 ORANGEBURG 4	EDISTO ELEMENTARY
20172018	856 ORANGEBURG 4	HUNTER-KINARD-TYLER HIGH
20172018	857 ORANGEBURG 4	HUNTER-KINARD-TYLER ELEMENTARY
20172018	858 ORANGEBURG 5	BETHUNE-BOWMAN MIDDLE/HIGH
20172018	859 ORANGEBURG 5	BETHUNE-BOWMAN ELEMENTARY
20172018	860 ORANGEBURG 5	ROBERT E. HOWARD MIDDLE
20172018	861 ORANGEBURG 5	ORANGEBURG WILKINSON HIGH
20172018	862 ORANGEBURG 5	MARSHALL ELEMENTARY
20172018	863 ORANGEBURG 5	MELlichAMP ELEMENTARY
20172018	864 ORANGEBURG 5	BROOKDALE ELEMENTARY
20172018	865 ORANGEBURG 5	WILLIAM J. CLARK MIDDLE
20172018	866 ORANGEBURG 5	RIVELON ELEMENTARY

20172018	867 ORANGEBURG 5	SHERIDAN ELEMENTARY
20172018	868 ORANGEBURG 5	WHITTAKER ELEMENTARY
20172018	869 ORANGEBURG 5	NORTH MIDDLE/HIGH
20172018	870 ORANGEBURG 5	DOVER ELEMENTARY
20172018	871 ORANGEBURG 5	OCS5 HIGH SCHOOL FOR HEALTH PROFESSIONS
20172018	872 PICKENS	DACUSVILLE MIDDLE
20172018	875 PICKENS	RICHARD H. GETTYS MIDDLE
20172018	877 PICKENS	LIBERTY HIGH
20172018	878 PICKENS	PICKENS MIDDLE
20172018	880 PICKENS	AMBLER ELEMENTARY
20172018	881 PICKENS	CENTRAL ELEMENTARY
20172018	882 PICKENS	CROSSWELL ELEMENTARY
20172018	883 PICKENS	DACUSVILLE ELEMENTARY
20172018	886 PICKENS	HAGOOD ELEMENTARY
20172018	887 PICKENS	HOLLY SPRINGS ELEMENTARY
20172018	888 PICKENS	A. R. LEWIS ELEMENTARY
20172018	889 PICKENS	LIBERTY ELEMENTARY
20172018	891 PICKENS	PICKENS ELEMENTARY
20172018	893 PICKENS	WEST END ELEMENTARY
20172018	894 PICKENS	MCKISSICK ELEMENTARY
20172018	895 PICKENS	LIBERTY MIDDLE
20172018	896 PICKENS	CHASTAIN ROAD ELEMENTARY
20172018	897 RICHLAND 1	COLUMBIA HIGH
20172018	899 RICHLAND 1	EAU CLAIRE HIGH
20172018	901 RICHLAND 1	HOPKINS MIDDLE
20172018	902 RICHLAND 1	C. A. JOHNSON HIGH
20172018	903 RICHLAND 1	W.J. KEENAN HIGH
20172018	904 RICHLAND 1	LOWER RICHLAND HIGH
20172018	905 RICHLAND 1	ST. ANDREWS MIDDLE
20172018	906 RICHLAND 1	ALCORN MIDDLE
20172018	907 RICHLAND 1	ARDEN ELEMENTARY
20172018	908 RICHLAND 1	BRADLEY ELEMENTARY
20172018	910 RICHLAND 1	ANNIE BURNSIDE ELEMENTARY
20172018	912 RICHLAND 1	CAUGHMAN ROAD ELEMENTARY

20172018	913 RICHLAND 1	W. G. SANDERS MIDDLE
20172018	914 RICHLAND 1	GADSDEN ELEMENTARY
20172018	915 RICHLAND 1	HEYWARD GIBBES MIDDLE
20172018	916 RICHLAND 1	A. J. LEWIS GREENVIEW ELEMENTARY
20172018	918 RICHLAND 1	HOPKINS ELEMENTARY
20172018	919 RICHLAND 1	HORRELL HILL ELEMENTARY
20172018	920 RICHLAND 1	HYATT PARK ELEMENTARY
20172018	921 RICHLAND 1	LOGAN ELEMENTARY
20172018	922 RICHLAND 1	MEADOWFIELD ELEMENTARY
20172018	923 RICHLAND 1	MILL CREEK ELEMENTARY
20172018	925 RICHLAND 1	EDWARD E. TAYLOR ELEMENTARY
20172018	927 RICHLAND 1	SOUTH KILBOURNE ELEMENTARY
20172018	929 RICHLAND 1	SANDEL ELEMENTARY
20172018	930 RICHLAND 1	H. B. RHAME ELEMENTARY
20172018	931 RICHLAND 1	J. P. THOMAS ELEMENTARY
20172018	932 RICHLAND 1	WEBBER SCHOOL
20172018	933 RICHLAND 1	W. A. PERRY MIDDLE
20172018	934 RICHLAND 1	CARVER-LYON ELEMENTARY
20172018	935 RICHLAND 1	BURTON PACK ELEMENTARY
20172018	936 RICHLAND 1	PINE GROVE ELEMENTARY
20172018	937 RICHLAND 1	SOUTHEAST MIDDLE
20172018	938 RICHLAND 1	WATKINS-NANCE ELEMENTARY
20172018	939 RICHLAND 1	FOREST HEIGHTS ELEMENTARY
20172018	941 RICHLAND 1	RICHLAND ONE CHARTER MIDDLE COLLEGE
20172018	942 RICHLAND 1	CAROLINA SCHOOL FOR INQUIRY
20172018	943 RICHLAND 1	HALL INSTITUTE
20172018	944 RICHLAND 1	PENDERGRASS FAIRWOLD SCHOOL
20172018	948 RICHLAND 2	L. W. CONDER ELEMENTARY
20172018	949 RICHLAND 2	FOREST LAKE ELEMENTARY
20172018	950 RICHLAND 2	JOSEPH KEELS ELEMENTARY
20172018	952 RICHLAND 2	WINDSOR ELEMENTARY
20172018	954 RICHLAND 2	RICHLAND NORTHEAST HIGH
20172018	956 RICHLAND 2	PONTIAC ELEMENTARY
20172018	961 RICHLAND 2	KILLIAN ELEMENTARY

20172018	963 RICHLAND 2	LAKE CAROLINA ELEMENTARY LOWER CAMPUS
20172018	969 RICHLAND 2	LONGLEAF MIDDLE
20172018	970 RICHLAND 2	BRIDGE CREEK ELEMENTARY
20172018	973 RICHLAND 2	WESTWOOD HIGH
20172018	976 RICHLAND 2	RICHLAND TWO CHARTER HIGH
20172018	977 SALUDA	SALUDA HIGH
20172018	978 SALUDA	SALUDA MIDDLE
20172018	979 SALUDA	SALUDA ELEMENTARY
20172018	980 SALUDA	SALUDA PRIMARY
20172018	981 SALUDA	HOLLYWOOD ELEMENTARY
20172018	984 SPARTANBURG 1	T. E. MABRY MIDDLE
20172018	985 SPARTANBURG 1	CAMPOBELLO-GRAMLING SCHOOL
20172018	986 SPARTANBURG 1	O. P. EARLE ELEMENTARY
20172018	987 SPARTANBURG 1	HOLLY SPRINGS-MOTLOW ELEMENTARY
20172018	988 SPARTANBURG 1	INMAN ELEMENTARY
20172018	990 SPARTANBURG 1	LANDRUM MIDDLE
20172018	991 SPARTANBURG 1	INMAN INTERMEDIATE
20172018	993 SPARTANBURG 2	CHESNEE HIGH
20172018	996 SPARTANBURG 2	CHESNEE ELEMENTARY
20172018	997 SPARTANBURG 2	COOLEY SPRINGS-FINGERVILLE ELEMENTARY
20172018	998 SPARTANBURG 2	JAMES H. HENDRIX ELEMENTARY
20172018	999 SPARTANBURG 2	MAYO ELEMENTARY
20172018	1001 SPARTANBURG 2	CHESNEE MIDDLE
20172018	1005 SPARTANBURG 3	COWPENS MIDDLE
20172018	1006 SPARTANBURG 3	BROOME HIGH
20172018	1007 SPARTANBURG 3	MIDDLE SCHOOL OF PACOLET
20172018	1008 SPARTANBURG 3	CANNONS ELEMENTARY
20172018	1009 SPARTANBURG 3	COWPENS ELEMENTARY
20172018	1010 SPARTANBURG 3	CLIFDALE ELEMENTARY
20172018	1011 SPARTANBURG 3	PACOLET ELEMENTARY
20172018	1012 SPARTANBURG 4	WOODRUFF MIDDLE
20172018	1014 SPARTANBURG 4	WOODRUFF PRIMARY
20172018	1015 SPARTANBURG 4	WOODRUFF ELEMENTARY
20172018	1017 SPARTANBURG 5	D. R. HILL MIDDLE



20172018	1018 SPARTANBURG 5	DUNCAN ELEMENTARY
20172018	1020 SPARTANBURG 5	WELLFORD ACADEMY OF SCIENCE AND TECHNOLOGY
20172018	1021 SPARTANBURG 5	BEECH SPRINGS INTERMEDIATE
20172018	1026 SPARTANBURG 5	LYMAN ELEMENTARY
20172018	1028 SPARTANBURG 6	FAIRFOREST MIDDLE
20172018	1030 SPARTANBURG 6	ARCADIA ELEMENTARY
20172018	1031 SPARTANBURG 6	FAIRFOREST ELEMENTARY
20172018	1033 SPARTANBURG 6	LONE OAK ELEMENTARY
20172018	1035 SPARTANBURG 6	JESSE S. BOBO ELEMENTARY
20172018	1037 SPARTANBURG 6	WOODLAND HEIGHTS ELEMENTARY
20172018	1038 SPARTANBURG 6	ROEBUCK ELEMENTARY
20172018	1040 SPARTANBURG 7	CARVER MIDDLE
20172018	1042 SPARTANBURG 7	SPARTANBURG HIGH
20172018	1044 SPARTANBURG 7	E. P. TODD SCHOOL
20172018	1045 SPARTANBURG 7	THE CLEVELAND ACADEMY OF LEADERSHIP
20172018	1046 SPARTANBURG 7	HOUSTON ELEMENTARY
20172018	1048 SPARTANBURG 7	W. HERBERT CHAPMAN ELEMENTARY
20172018	1049 SPARTANBURG 7	MARY H. WRIGHT ELEMENTARY
20172018	1050 SPARTANBURG 7	SPARTANBURG SCHOOL DISTRICT 7 EARLY CHILDHOOD CENTER
20172018	1051 SUMTER	EBENEZER MIDDLE
20172018	1052 SUMTER	FURMAN MIDDLE
20172018	1053 SUMTER	HILLCREST MIDDLE
20172018	1054 SUMTER	MAYEWOOD MIDDLE
20172018	1055 SUMTER	CHERRYVALE ELEMENTARY
20172018	1056 SUMTER	F. J. DELAINE ELEMENTARY
20172018	1057 SUMTER	R. E. DAVIS ELEMENTARY
20172018	1058 SUMTER	HIGH HILLS ELEMENTARY
20172018	1059 SUMTER	MANCHESTER ELEMENTARY
20172018	1060 SUMTER	OAKLAND PRIMARY
20172018	1061 SUMTER	RAFTING CREEK ELEMENTARY
20172018	1062 SUMTER	SHAW HEIGHTS ELEMENTARY
20172018	1063 SUMTER	ALICE DRIVE MIDDLE
20172018	1064 SUMTER	BATES MIDDLE
20172018	1065 SUMTER	SUMTER HIGH

20172018	1067 SUMTER	CROSSWELL DRIVE ELEMENTARY
20172018	1068 SUMTER	LEMIRA ELEMENTARY
20172018	1069 SUMTER	MILLWOOD ELEMENTARY
20172018	1070 SUMTER	WILDER ELEMENTARY
20172018	1071 SUMTER	WILLOW DRIVE ELEMENTARY
20172018	1072 SUMTER	POCALLA SPRINGS ELEMENTARY
20172018	1073 SUMTER	KINGSBURY ELEMENTARY
20172018	1074 SUMTER	CRESTWOOD HIGH
20172018	1075 SUMTER	LAKEWOOD HIGH
20172018	1076 SUMTER	CHESTNUT OAKS MIDDLE
20172018	1077 UNION	JONESVILLE MIDDLE
20172018	1078 UNION	LOCKHART SCHOOL
20172018	1079 UNION	SIMS MIDDLE
20172018	1080 UNION	UNION COUNTY HIGH
20172018	1081 UNION	BUFFALO ELEMENTARY
20172018	1082 UNION	FOSTER PARK ELEMENTARY
20172018	1083 UNION	JONESVILLE ELEMENTARY
20172018	1084 UNION	MONARCH ELEMENTARY
20172018	1085 WILLIAMSBURG	HEMINGWAY HIGH
20172018	1086 WILLIAMSBURG	KINGSTREE MIDDLE
20172018	1087 WILLIAMSBURG	KINGSTREE SENIOR HIGH
20172018	1088 WILLIAMSBURG	C. E. MURRAY HIGH
20172018	1089 WILLIAMSBURG	W.M. ANDERSON PRIMARY
20172018	1090 WILLIAMSBURG	GREELEYVILLE ELEMENTARY
20172018	1091 WILLIAMSBURG	KENNETH GARDNER ELEMENTARY
20172018	1092 WILLIAMSBURG	HEMINGWAY ELEMENTARY
20172018	1093 WILLIAMSBURG	HEMINGWAY MB LEE MIDDLE
20172018	1094 WILLIAMSBURG	C. E. MURRAY MIDDLE
20172018	1095 WILLIAMSBURG	D. P. COOPER CHARTER SCHOOL
20172018	1097 YORK 1	JEFFERSON ELEMENTARY
20172018	1098 YORK 1	YORK MIDDLE
20172018	1099 YORK 1	HICKORY GROVE-SHARON ELEMENTARY
20172018	1101 YORK 1	COTTON BELT ELEMENTARY
20172018	1102 YORK 1	YORK INTERMEDIATE

20172018	1103 YORK 1	HAROLD C. JOHNSON ELEMENTARY
20172018	1110 YORK 2	LARNE ELEMENTARY
20172018	1113 YORK 3	CASTLE HEIGHTS MIDDLE
20172018	1116 YORK 3	W. C. SULLIVAN MIDDLE
20172018	1118 YORK 3	BELLEVIEW ELEMENTARY
20172018	1119 YORK 3	EBENEZER AVENUE ELEMENTARY
20172018	1121 YORK 3	FINLEY ROAD ELEMENTARY
20172018	1122 YORK 3	LESSLIE ELEMENTARY
20172018	1123 YORK 3	NORTHSIDE ELEMENTARY
20172018	1124 YORK 3	OAKDALE ELEMENTARY
20172018	1126 YORK 3	ROSEWOOD ELEMENTARY
20172018	1127 YORK 3	SUNSET PARK CENTER FOR ACCELERATED STUDIES
20172018	1128 YORK 3	THE CHILDREN'S SCHOOL AT SYLVIA CIRCLE
20172018	1129 YORK 3	YORK ROAD ELEMENTARY
20172018	1130 YORK 3	INDEPENDENCE ELEMENTARY
20172018	1132 YORK 3	SALUDA TRAIL MIDDLE
20172018	1137 YORK 3	MOUNT HOLLY ELEMENTARY
20172018	1138 YORK 3	THE PALMETTO SCHOOL AT THE CHILDREN'S ATTENTION HOME
20172018	1139 YORK 3	CENTRAL CHILD DEVELOPMENT CENTER
20172018	1144 YORK 4	GOLD HILL ELEMENTARY
20172018	1155 SC PUBLIC CHARTER DI	CALHOUN FALLS CHARTER SCHOOL
20172018	1157 SC PUBLIC CHARTER DI	SC VIRTUAL CHARTER SCHOOL
20172018	1158 SC PUBLIC CHARTER DI	SPARTANBURG PREPARATORY SCHOOL
20172018	1159 SC PUBLIC CHARTER DI	SOUTH CAROLINA CALVERT ACADEMY
20172018	1160 SC PUBLIC CHARTER DI	ODYSSEY ONLINE LEARNING SCHOOL
20172018	1161 SC PUBLIC CHARTER DI	PALMETTO SCHOLARS ACADEMY
20172018	1162 SC PUBLIC CHARTER DI	YORK PREPARATORY ACADEMY
20172018	1163 SC PUBLIC CHARTER DI	EAST POINT ACADEMY
20172018	1165 SC PUBLIC CHARTER DI	ROYAL LIVE OAKS ACADEMY FOR THE ARTS AND SCIENCES CHARTER
20172018	1166 SC PUBLIC CHARTER DI	IMAGINE COLUMBIA LEADERSHIP ACADEMY CHARTER
20172018	1170 SC PUBLIC CHARTER DI	MIDLANDS MIDDLE COLLEGE
20172018	1173 SC PUBLIC CHARTER DI	CYBER ACADEMY OF SOUTH CAROLINA
20172018	1176 SC PUBLIC CHARTER DI	SOUTH CAROLINA SCIENCE ACADEMY
20172018	1177 SC PUBLIC CHARTER DI	PEE DEE MATH, SCIENCE AND TECHNOLOGY ACADEMY

20172018	1178 SC PUBLIC CHARTER DI QUEST LEADERSHIP ACADEMY
20172018	1180 SC PUBLIC CHARTER DI GARDEN CITY PREPARATORY ACADEMY FOR BOYS
20172018	1188 ABBEVILLE COUNTY SC Abbeville County Career Center
20172018	1193 Multi-District Career C Academy for Career Excellence
20172018	1197 COLLETON COUNTY Thunderbolt Career And Technology Center
20172018	1206 GREENVILLE COUNTY S Enoree Career and Technology Center
20172018	1218 ORANGEBURG CONSO The Technology Center

# Educator Feedback

**Traywick, Laurie**

---

**From:** noreply@formstack.com  
**Sent:** Wednesday, September 20, 2017 10:34 PM  
**To:** Heatwole, Emily; Traywick, Laurie; Brown, Ryan  
**Subject:** Educator Retention and Recruitment Study Committee Feedback Form



## **Formstack Submission For: Educator Retention and Recruitment Study Committee Feedback Form**

Submitted at 09/20/17 10:33 PM

**Name:** Carmenita Anderson

**Organization:** Elementary School

**Job Title:** Teacher

**Phone:** (803) 459-6150

**Email:** [cwilliettea@gmail.com](mailto:cwilliettea@gmail.com)

**Please provide feedback or  
suggestions on how to recruit  
and retain educators in South  
Carolina.:**

Teachers need to be valued in the educational system. The salary needs to be adjusted. Paperwork needs to be reduced along with only viewing the student through data. Teachers need to be supported by the administration by at school and on the district level.

**Please upload comments,  
suggestions, feedback, and  
supporting documents.:**

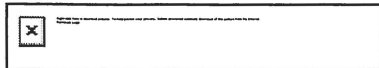
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Formstack, 8604 Allisonville Road, Suite 300, Indianapolis, IN 46250



Traywick, Laurie

**From:** noreply@formstack.com  
**Sent:** Sunday, September 24, 2017 4:29 PM  
**To:** Heatwole, Emily; Traywick, Laurie; Brown, Ryan  
**Subject:** Educator Retention and Recruitment Study Committee Feedback Form



## Formstack Submission For: Educator Retention and Recruitment Study Committee Feedback Form

Submitted at 09/24/17 4:28 PM

<b>Name:</b>	Lindsey Carter
<b>Organization:</b>	Ninety Six Elementary
<b>Job Title:</b>	teacher
<b>Phone:</b>	(864) 980-2866
<b>Email:</b>	<a href="mailto:lcarter@greenwood52.org">lcarter@greenwood52.org</a>

**Please provide feedback  
or suggestions on how to  
recruit and retain  
educators in South  
Carolina.:**

I think teachers in our state need more opportunities to be teacher leaders. Many teachers feel they have to leave the classroom in order to be a leader in their school. We need strong, effective teachers to remain in our classrooms where they are closest to the students. Also, there are few incentives offered for effective teachers. Effective teachers get paid using the same pay scale as noneffective teachers. This is disheartening to the teachers that work hard to be effective. Please note, I am not advocating for pay for performance based on student test scores. I don't think teachers should be judged or paid based on how students perform on a particular assessment. I do however, think there should be some incentives given for teachers that are effective. I think this would encourage teachers to want to participate in professional development opportunities to improve their craft. Teachers leave the profession, because they are not valued.

**Please upload comments,**



**supporting documents.:**

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**Traywick, Laurie**

---

**From:** noreply@formstack.com  
**Sent:** Wednesday, September 20, 2017 9:18 PM  
**To:** Heatwole, Emily; Traywick, Laurie; Brown, Ryan  
**Subject:** Educator Retention and Recruitment Study Committee Feedback Form



## **Formstack Submission For: Educator Retention and Recruitment Study Committee Feedback Form**

**Submitted at 09/20/17 9:18 PM**

**Name:** Sandy Hawkins

**Organization:** Dutch Fork High

**Job Title:** Teacher

**Phone:** (803) 360-4546

**Email:** [shawkins@lexrich5.org](mailto:shawkins@lexrich5.org)

**Please provide feedback or  
suggestions on how to recruit  
and retain educators in South  
Carolina.:**

Please get rid of the salary cap that will affect teachers who are finishing TERI at the end of this current school year. Keeping veteran teachers in the classroom is essential to maintaining quality education in SC.

**Please upload comments,  
suggestions, feedback, and  
supporting documents.:**

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Formstack, 8604 Allisonville Road, Suite 300, Indianapolis, IN 46250

Traywick, Laurie

**From:** noreply@formstack.com  
**Sent:** Monday, October 09, 2017 10:18 AM  
**To:** Heatwole, Emily; Traywick, Laurie; Brown, Ryan  
**Subject:** Educator Retention and Recruitment Study Committee Feedback Form



## Formstack Submission For: Educator Retention and Recruitment Study Committee Feedback Form

Submitted at 10/09/17 10:18 AM

<b>Name:</b>	Kirsten Hural
<b>Organization:</b>	South Carolina Department of Education
<b>Job Title:</b>	Education Associate II
<b>Phone:</b>	(803) 917-8625
<b>Email:</b>	<a href="mailto:khural1957@gmail.com">khural1957@gmail.com</a>

**Please provide feedback or  
suggestions on how to  
recruit and retain educators  
in South Carolina.:**

I was a high school biology teacher in Richland 1 for 10 years and I now work in the Office of Assessment. I have two suggestions:

- 1) Hire more support staff for teachers in schools. I often spent my entire planning period photocopying and stapling. These tasks can be done by classified staff. As a biology teacher, setting up and taking down labs took an enormous amount of time and I could have used help.
- 2) Provide housing for teachers in rural areas. Energetic young teachers who may want to make a difference in rural areas that have a high level of poverty have a hard time finding decent or available housing close to work.

**Please upload comments,  
suggestions, feedback, and  
supporting documents.:**

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Formstack, 8604 Allisonville Road, Suite 300, Indianapolis, IN 46250

I enjoyed reading the article about paying teachers more in The State published August 23, 2017. It had some valid points but SC not retaining and attracting good teachers has less to do with pay than you think. Teachers are leaving for many other reasons.

**RECEIVED**

OCT 10 2017

State Superintendent's  
Office

- Too much paperwork.
- Too much data collection for administration and the state.
- Too many meetings.
- Too much training for new test.
- Too many reports.
- Too many new ways to do something.
- Too little support helping with discipline problems.
- Too little opportunity for creativity.
- Too little help for new teachers.
- Planning periods replaced with meetings.
- Strict teaching schedules that force teachers to move to the next topic leaving some students behind.
- Grouping of students strictly for the appearance of equality without regard to ability.
- Not allowing a professional with a college degree and a certification issued by the state to do the job they applied and proved they were qualified for.

Teachers are over burdened with non-teaching related work and requirements. They leave because they have had enough. An \$800 raise isn't going to keep your good teachers. If you really want to keep good teachers take your foot off their neck and let them teach.

I know great teachers that have left and that are leaving public education for lower paying jobs where they can do what they love and it is not more paperwork.

**General observations of other teachers.**

"Can't wait to retire." "As soon as I can retire I'm out."

Teachers walking around the building like zombies, one month in.

"My \_\_\_\_\_ left teaching for that same reason."

"I miss the kids. Not the politics or paperwork."

"Best choice I ever made was moving to a private school."

"It's not worth the pay." "This isn't fun."

"These schools are too big." "Wow, this place sure is top heavy with admin."

"Teaching was much easier back then."

**Copied to list on the other side.**

Melanie Barton  
Executive Director  
1205 Pendleton Street  
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Columbia, SC 29201

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Columbia, SC 29202

The Honorable Greg Hembree  
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The Honorable Tom Young, Jr.  
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The Honorable Rex F. Rice  
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The Honorable Ross Turner  
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The Honorable  
Lawrence K. "Larry" Grooms  
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The Honorable Scott Talley  
Post Office Box 142  
Columbia, SC 29202

Governor Henry McMaster  
1100 Gervais Street  
Columbia, SC 29201

# Recommendations



### **SCDE Recommendations**

1. Review and possibly redesign the critical needs geographic and subject areas list.
2. Plan and implement a marketing initiative for teacher recruitment
3. Raise the overall teacher salary and make teacher salaries more competitive. Continue to add step increases.
4. Add teaching/education as an enhancement to the LIFE Scholarship.
5. Encourage partnerships between institutes of higher education and rural and/or hard to staff districts.
6. Evaluate requirements for PRAXIS Core exam.
7. Encourage identification of future teachers during high school and give support for PRAXIS Core exam.
8. Form taskforce on teacher certification review.
9. Encourage the provision of adequate funding, policy support, and provide professional development to assist teachers and administrators in supporting the social emotional learning needs of students.
10. Support a statewide model for collective (teachers and principals) school leadership. Support districts, schools, and school leaders to provide meaningful teacher leadership opportunities.
11. Support high-quality mentoring and induction programs for new teachers and principals, in all districts.

**Senate Finance K-12 Education  
School Equity Committee**



**Below are suggestions from the Palmetto State Teachers Association on how to address the issues of school equity in the public schools of South Carolina.**

**1. Salary and Scholarship Assistance —**

**Salary:** Compensation is a great way to attract highly skilled young adults to the teaching profession, especially in our rural areas. A career in public education must be as attractive as one in the private sector. In order to keep veteran teachers in our rural school districts, the General Assembly should increase the number of steps on the minimum salary schedule to 30 by annually funding an additional step for the next seven years.

We also suggest that teachers, who teach in school districts with 80% or higher poverty index, receive a \$3,000.00 stipend. An amount of \$1500.00 would be given at the beginning of the school year and the other \$1500.00 at the completion school year.

**Lottery Funds:** We must recruit students to pursue a degree in education. One suggestion would be to add education as an enhancement to the Life Scholarship in the same way math, science, and health fields are increased. This enhancement would help recruit some of our best and brightest to the education field. These additional funds could be used for scholarships to help pay for tuition at a South Carolina college or university.

**2. Student Loan Forgiveness for Teaching in Rural Areas —**

One of the biggest concerns we hear from teachers in South Carolina is student loan debt. Some teachers' beginning salary is significantly lower than the amount they owe in student loans. This proportion is not fair or equitable. If a teacher works in a rural school district, loans should be forgiven by the state. A commitment should be made by all parties to ensure the teachers not only stay in the districts but also receive continuous support to forgive student loans. This support would encourage teachers to stay in the district longer once loans are paid off. The General Assembly should provide for teachers who teach in schools with 80% or higher poverty index, \$3,000.00 per year.

We believe South Carolina can lead the way in recruiting teachers to high poverty districts by providing student loan forgiveness.

Teachers have expressed that repayment programs can be confusing. In order to help clear up the confusion for loan forgiveness problems, the South Carolina State Department of Education should include on their website all pertinent information about state and federal student loan forgiveness.

### **3. Housing and Travel Assistance for Teachers in Rural Areas ➤**

**Housing and Travel Assistance:** Some teachers have a desire to teach in rural areas but either do not desire to live in the same area or cannot live in the area due to lack of adequate housing opportunities. The state should provide stipends for those who travel to work more than 25 miles one way and offer housing supplements for those who live within the school district. This could increase the number of qualified teachers in rural areas. There are already some school districts in South Carolina that have implemented programs, and there are other districts that have plans to do so.

**Saluda County School District:** The Town of Saluda partnered with Saluda County School District in 2008 to provide housing assistance to teachers. The Town contributed 10% (approx. \$20,000) matching funds for the (CDBG) Community Development Block Grant. The owner of the building had a 5 year commitment in which he had to give teachers the first right to rent the six apartments. The first year was slow, but there has been a waiting list every year since then. The owner has had 12 teachers rent from him over the years. The project has also benefited the Town of Saluda by bringing young people to live in the once abandoned downtown.

If a rural town like Saluda is having success with something like this, other small and rural towns can, too. The state could offer additional resources to help districts who have staffing issues get the program started.

Fairfield County School District is looking at an innovative way of recruiting teachers by possibly building studio homes on district land. The school district is partnering with the private sector to try and accomplish this.

<http://www.wltx.com/news/education/teacher-housing-might-come-to-fairfield-county/436133727>

### **4. Net Neutrality and Broadband Accessibility**

School districts need strong, reliable, and dedicated (fiber) broadband and device accessibility. The broadband should be strong enough to support the number of devices needed for students to access the internet at the same time. We are in an education system and society where the effective use of technology is required for students to keep pace with what they will encounter outside of school. The geographic location of a school should not determine the quality of broadband service and reliability. The articles below provide some evidence as well as what

legislators in other states have proposed to bridge the gap of net neutrality and broadband accessibility.

Our state has moved to online testing in all of our school districts. Many of our small rural school districts do not have the broadband width or the capability to access reliable internet in their area. A residual effect of this is often that is students in districts with more resources receive more instructional time prior to testing.

**Article on Broadband Access for Education from the National Conference of State Legislators**

<http://www.ncsl.org/research/education/expanding-broadband-access-for-education.aspx>

**5. Trained Mentors for Teachers in Rural Areas ➔**

In order to keep teachers in our rural districts, new teachers should be provided trained mentors for their first three years. Current law states that only first year teachers receive a mentor. Studies have shown that beginning teachers who have mentors stay in the teaching profession longer than those that don't.

[http://blogs.edweek.org/teachers/teaching\\_now/2017/06/new\\_teacher\\_center\\_mentor\\_study.html](http://blogs.edweek.org/teachers/teaching_now/2017/06/new_teacher_center_mentor_study.html)

[http://blogs.edweek.org/teachers/teaching\\_now/2015/04/new-teacher-attrition-and-retention-data.html](http://blogs.edweek.org/teachers/teaching_now/2015/04/new-teacher-attrition-and-retention-data.html)

**The Palmetto State Teachers Association is thankful to the School Equity Committee for considering our input on how to make public education better for all children regardless of their zip code.**

Kathy Maness

**Executive Director, Palmetto State Teachers Association**

Craig King

**Director of Governmental Affairs, Palmetto State Teachers Association**





## **The South Carolina Education Association Recommendations to Recruit & Retain Teachers as a Result of Proviso 1.92**

This proviso directs education stakeholder organizations to examine and make recommendations building teacher recruitment, alternative certification, financial incentives; induction and mentorship, evaluation and feedback and teacher leadership.

## Overview

The South Carolina Education Association (The SCEA) is pleased to submit recommendations to recruit and retain teachers as a result of Proviso 1.92. This proviso directs education stakeholder organizations to examine and make recommendations building teacher recruitment, alternative certification, financial incentives; induction and mentorship, evaluation and feedback and teacher leadership.

With the increasing numbers of educators leaving the profession annually, South Carolina must do all that it can to recruit and retain qualified and experienced teachers in the classroom. According to a supply and demand study conducted by the Center for Educator Recruitment, Retention and Advancement (CERRA) approximately **6,500** teachers left their positions in 2016-17. While some moved to different districts, more than **4,800** left South Carolina school districts. In addition, fewer students are graduating as teachers, only **1,900** in 2015-16. The state's teacher shortage is increasing every year! Our recommendations that are included in this proposal are designed to effectively address the recruitment and retention gap in our state.

The SCEA has a well-deserved reputation for defending and protecting children, as well as public education in our state. With over 135 years of service, the organization is a part of the National Education Association (NEA), the nation's largest professional employee organization. The NEA's 3 million members work at every level of education with affiliate organizations in every state and in more than 14,000 communities across the United States.

According to the Learning Policy Institute, there are five major factors that influence teachers' decisions to enter, stay in or leave the teaching profession. They include:

- Salaries and compensation
- Preparation and costs to entry
- Hiring and personnel management
- Induction and support for new teachers
- Working conditions, including school leadership, professional collaboration and shared decision-making, accountability systems, and resources for teaching and learning.

The SCEA utilized Tiffany Cain, Senior Policy Analysts at the NEA to assist in developing these recommendations.

### **Recommendation #1**

#### **Raise the minimum salary base in South Carolina to be competitive regionally and nationally.**

Attracting and retaining qualified and caring teachers in South Carolina's public schools requires treating them as professionals – and paying them a professional wage. We believe an educator's starting salary must be comparable to that of other college graduates who have similar education, training, and responsibilities. The SCEA realizes that we are not just competing with other states for teachers, but South Carolina school districts are also competing against **other** in-state employers who are willing to pay more to college-educated graduates. By all standards, South Carolina's salaries are not competitive.

Based on the salary schedules contained in the South Carolina Department of Education (SCDE) FY 2015-2016 DMSS report, the average starting salary for teachers with a BS degree in SC is **\$32,367**. According to data in Salary.com, the average starting salary for workers with a BS degree in SC is **\$34,716**, a \$2,000 variance. For young people starting their careers, who probably also have loan debt - \$2,000 will make a difference. According to The Hamilton Project, a 2012 study conducted by the Brookings Institution, elementary education majors will need approximately **18%** of their first year income to repay student loans. This study also indicated that the typical debt load for education majors was between \$24,000 to \$27,000.

For the 2015-16 school year (data for 2016-17 is not yet available), South Carolina's entry level teacher salaries are lower on a national and regional basis.

- South Carolina average starting bachelor's teacher salary ranked **47<sup>th</sup>** out of 50 nationally. It is also worth noting that in the three years that the National Education Association has conducted this analysis, **South Carolina's starting salary has dropped nationally from 39<sup>th</sup> in 2014, to 45<sup>th</sup> in 2015, to 47<sup>th</sup> in 2016.**
- South Carolina's average starting salary ranks **last** in the Southeast region (defined as Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Tennessee, Virginia, and West Virginia<sup>1</sup>)
- South Carolina's average maximum bachelor's degree ranks **9<sup>th</sup>** out of 12<sup>th</sup> in comparison to other states in the Southeast region and 30<sup>th</sup> nationally.

According to a report recently released by the Economic Policy Institute, on a national basis, teachers' earnings are, on average, 17 percent less than comparable professionals (data is from

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<sup>1</sup> These states were identified by The SCEA to use in prior analyses.



2015) In South Carolina, the “teaching penalty” was 21% in 2015, up from 18% five years before. (Allegretto and Mishel, 2016)<sup>2</sup>.

### **Recommendation #2**

**Develop creative incentive programs that will attract and retain teachers in the state to include the following:**

- **Student loan forgiveness with a specified commitment to the district**
- **Tuition reimbursement towards acquisition of advanced degrees**
- **Service bonuses for years of service to school districts**
- **Home down payment assistance with a specified commitment to the school district**
- **Duty free lunch**
- **Lift the \$10,000 salary cap for retirees**
- **Compensation for working beyond the 190 day contract year**

Policy recommendations from researchers Leib Satcher, Linda Darling-Hammond and Desiree Carver-Thomas recommend that recruitment and retention policies for teachers should focus on:

- Creating competitive, equitable compensation packages that allow teachers to make a reasonable living across all kinds of communities
- Enhance the supply of qualified teachers for high-needs fields and locations through targeted training subsidies and high-retention pathways
- Create productive school environments, including supportive working conditions, administrative supports, and time for teachers’ collaborative planning and professional development-all of which help attract and keep teachers in schools.

### **Recommendation #3**

**Incorporate comprehensive, induction and support programs to include the following:**

- **National Board Certification to include state and local stipends with a specified commitment to school districts**
- **New Teacher Mentoring Programs**
- **Teacher Residency Programs for hard to staff districts to recruit and retain talented and diverse candidates in high-need schools**
- **Increase in classroom support funding**

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<sup>2</sup>Allegretto, Sylvia A and Lawrence Mishel (2016). The teacher pay gap is wider than ever. Washington, D.C.: Economic Policy Institute. (This is the most recent data available).  
Learning Policy Institute, Research Brief September 2016, Ann Podolsky, Tara Kini, Joseph Bishop, Linda Darling-Hammond

- **Strengthen principal training programs and district leaders who can create productive teaching and learning environments, which have a major impact on teachers' decisions to stay or leave the classroom**
- **Professional development stipends that increase based on years of service**

According to the New Teacher Center, school climate measures have been shown to be directly associated with students' opportunity to learn and educators' opportunity to maximize their impact in the classroom. Teachers working in more supportive professional environment improve their effectiveness more over time than teachers working in less supportive contexts.

On average, teachers working in schools at the 75% percentile of professional environment ratings improved 38% more than teachers in schools at the 25% percentile after ten years.

Further, teachers who work in supportive contexts stay in the classroom longer and improve at faster rates, than their peers in less-supportive environments.