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Educator Retention and Recruitment Study Committee Feedback Form
August 15 2017 2:37 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Office of Special Education Services, SC Department of Education
Job Title	Team Lead
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>I have worked as a teacher, principal, assistant superintendent and superintendent in Pennsylvania and New York. As a first year teacher in Pennsylvania, I was recruited from college by a small urban district that needed diversity. The recruitment effort was on-site at my college (personal attention). Had it not been for the on-site visit, I would not have considered the district. They also offered assistance with housing and tours of the areas. This type personalized service is needed in our rural smaller districts. Send a state recruiter to various college and universities, offering placement assistance. It is not always about the money when determine where you want to work, but the warmth and care that is offered.</p> <p>Grow-our-own: Start incentive programs for high school student to attend state colleges and major in teacher education with a give-back of a few years of service. This is done in many programs, such as our CREATE Program. College is very expensive and student may consider the offer.</p> <p>Once you get the teachers, offer incentive for them to stay. Morale building incentives. The smaller rural districts are in need of state support. They have difficulty finding and keeping teachers. Provide professional development for principals in these district on building relationships, supporting and collaborating with others. I would venture to say that most new teachers leave because of lack of support from their building administrators and alienation from veteran staff.</p> <p>Consult with a district where retention is high and implement some of their efforts.</p>

Form Name:
Submission Time:
Browser:
IP Address:
Unique ID:
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Educator Retention and Recruitment Study Committee Feedback Form
August 15 2017 5:26 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	South Carolina Public Schools
Job Title	Teacher, 30 years
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>I should not walk down the hall and see new teachers in tears, not because they are busy planning for lessons or student issues, but instead having so many useless, needless, worthless hoops they are struggling to jump through. I should not hear veterans saying, "They have sucked all the joy out of teaching." I should not hear teachers, when asked, "Are you ready to go back to school?" answer, "No, I'm dreading it." To quote another teacher in a recent newspaper article: "Teachers today are micromanaged and assessed with invalid metrics that require tremendous amounts of useless data tracking and paperwork. They spend their own money to buy supplies and give up their weekends to grade papers and make lesson plans, because "planning time" at school is filled up with meetings and paperwork." All this for a small paycheck that has not meaningfully increased in years. We have become so standards paranoid and bureaucracy-driven that we have effectively eliminated any sort of teacher autonomy and have been made to become robots of the state. We must, without question, follow in lockstep what we are told what to teach, and when to teach it, regardless of whether it is what the students actually need. Until the last several years I have loved my job and profession. The last several, though, have burned me out. I do have some ideas that I believe will help solve some of the issues we are dealing with, and others that I have spoken with have agreed. I will be glad to serve on a committee and share them. But mark my words - if the state of South Carolina does not address these issues soon, we are only at the tip of the iceberg of a crisis. If we desire to keep our teachers, then we must stop making it impossible to be one.</p>

Form Name: Educator Retention and Recruitment Study Committee Feedback Form
Submission Time: August 17 2017 8:45 am
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Unique ID: [REDACTED]
Location: [REDACTED]

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Legacy Early College
Job Title	Media Specialist/Instructional Coach
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<p>Educators can only be retained by meeting their basic needs first. Teachers need to feel supported by administration and not just in a theoretical way, but in tangible ways that are support driven, not supervisory driven. Administration needs to ensure that new teachers are not given the most difficult, least desirable courses and the most course preps. New teachers need be supported in their content, in their grading policies, in their communication with parents, all the the things that as veteran educators we had to just figure out. Mentor teachers need to be given release time during their day to spend quality planning and support time with their mentees. These things cannot be simple additions at the end of the work day because new teachers and mentor teachers are already overwhelmed.</p> <p>Teacher preparation programs need to do a better job of preparing teachers by working more closely with schools to determine what teacher need to know before entering the classroom. Student teaching begins after school has already begun, the teacher has all rules and procedures in place, the rooms set up and the student demographic and developmental statistics disaggregated. New teachers can become overwhelmed in the first few years because they have never been exposed to the teaching process from beginning to end.</p> <p>Ensuring that young teachers have livable working wage would definitely help with retention. Many new teachers must take on second jobs in order to live comfortable which in turns causes burnout and the students get shortchanged because the teacher comes to school under prepared and exhausted. A livable wage is critical to ensuring we retain educators.</p> <p>I also think pathways to teacher leadership would help retain teachers as they feel they can "climb the ladder" and increase their responsibilities and income based on their performance. The current system allows for raises only because you complete a year of service. If there were multiple pathways to increase salary responsibility, I believe they would be more motivated to stay in the profession.</p>
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Form Name:
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Educator Retention and Recruitment Study Committee Feedback Form
August 21 2017 8:05 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Beaufort County Schools
Job Title	Media Specialist
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>As a South Carolina educator who has worked in two other states, one need I see is to make the work climate teacher- and student-friendly. For example adding more paid planning time during the school day, mandating duty-free lunch, and limiting the number of after school hours we are required to stay after school. It is common for planning time in the elementary school being used for meetings and professional development, so a teacher may have less than 2 actual planning hours a week. Add to that required after school staff meetings and events and teachers work more hours than it shows on paper without even getting to the lesson planning and grading. Many elementary teacher are required to eat lunch while supervising their students, which means teachers can spend an entire work day without having even a 15 min break from duty much less time to prepare for the next day. Teachers, especially in their first years or in high need school, spend 10-plus hours of their personal time a week planning and preparing for the classroom. That time is uncompensated and not forgotten with a small annual stipend. Teachers have no rights to negotiate these terms (mandated breaks, limited after school hours, duty-free lunch or planning) into their contracts and many teachers from union states leave after a year or two working in these conditions to go back to higher pay and better conditions. If you are looking to see why teachers are leaving and discouraging others from entering the profession, you should look to see how administrators are treating their workforce in the day to day working environment. This retention issue is not about seeking out individual teachers but about creating a work climate that treats one as an educated professional with human needs and not a low-level, replaceable drone. Overworked, overtired teachers with no time to plan are not what are students deserve.</p>

Form Name:
Submission Time:
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Educator Retention and Recruitment Study Committee Feedback Form
August 24 2017 12:33 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Marlboro County School District
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Pay for working retirees should be consistent through out the state. Currently in my district, a working retiree is being paid at the fourteen year bachelor's degree pay scale, whereas a neighboring county is paying their retirees the same salary they would be making if not retired. Teacher who are retired from NC schools are allowed to come to our district and not be penalized because they are retired. They are being paid at the top of the pay scale.

Form Name:
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Educator Retention and Recruitment Study Committee Feedback Form
August 26 2017 8:13 am

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Sumter School District
Job Title	Special Education Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>I considered to leave the profession several times due to:</p> <ul style="list-style-type: none">•increase in demands without compensation or consideration of the impact such as decrease of instructional time.•decrease of vision, direction, action and professionalism from the district and school administrative leaders that has increased of dirty politics within the school district and negatively impacts the learning environment for students.•increase of with-holdings with the decrease of benefits and take home pay.•cost of professional development or degree advancement required without scholarships, tuition reimbursement or incentive programs.•decrease community and parental support with the increase of polarized social issues in the community and world.•increase of student apathy in academics and responsibility.•decrease in moral and school spirit due to poor administrative choices - increase duty responsibilities. improved working conditions and decrease of instructional preparation time as well as the other items on this list. <p>South Carolina and society needs a major shift in the perception of education as a career. There are many careers that has better pay and benefits with less stress that individuals are drawn to instead of education. Increase pay, benefits and intensive programs such as tuition programs and reinstating programs like TERI may help.</p> <p>I stayed because I had my children and could watch their educational experiences. With the TERI ending and it's restrictions, I will be forced to leave education at the end of this school year. I hope and pray that the state of South Carolina can turn this long standing problem around quickly, so that the ripple effect will not devastate the future of our youth or communities.</p>

Form Name: Educator Retention and Recruitment Study Committee Feedback Form
Submission Time: September 5 2017 1:10 pm
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Unique ID: [REDACTED]
Location: [REDACTED]

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	South Carolina Arts Alliance
Job Title	Executive Director
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<p>These items are offered as a private citizen, not as official recommendations of the organization listed as my employer.</p> <p>Some thoughts on teacher recruitment and retention - other than increased pay (which should be a given).</p> <p>1) Refund for PRAXIS / certification exam costs. Currently, if you are studying to be a teacher, the cost of PRAXIS - and other certifications - comes out of pocket for education majors in college. (For my sister total certification costs went over \$700 as she had a speciality field - special education) These costs are not included in tuition at colleges. It would be great if after 1 year, or some other number of years, teaching in the state system, teachers were refunded for these out of pocket costs.</p> <p>2) Transfer of Months of Service. If a teacher and a district amicably dissolve an employment contract before the teacher hits the required number of days per the contract to qualify for "1 year of service), AND the teacher transfers to another district within the state with no gap in employment (leave Friday, start Monday -- maybe Tuesday), they should be able to retain those months of service at their former school and have those months count towards their state retirement plan. Currently, if a district has a policy of 150 days equals qualification for a year of service, but a teacher gets out of their contract (in an amicable way) at day 145, those 145 days do not count towards their years of service. Additionally, since that teacher would only have about 60 days in their new district, those 60 days also do not count. The end result is that the teacher loses a full year of service - they are not eligible for a yearly pay increase, and have to work a full year longer to hit full retirement, even though they have been in a state classroom for that whole year. Those days should count.</p> <p>3) Masters Programs in Rural Cohorts. As a way to retain teachers in rural areas, looking into ways to help teachers achieve their Masters degrees within a "rural cohort" at a state university would be beneficial. Cohorts offer lower costs for the Masters program. Teachers have a hard time, or find it impossible, to pay for their Masters program if they are the sole income in a household, so a cohort payment plan works well. If rural teachers were given this opportunity, not only would they stay in their rural classroom longer, but the Masters program research and internships required would then be done by those teachers (broadening their experience in rural districts), raises their salary level, and also creates the potential to move upward in the education industry - possibly all within their rural district.</p> <p>4) Community Development. I would love to see the important role local governments and</p>
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communities have on recruiting teachers be brought forward. Local governments may not have a say in local education, but they do have a say in local quality of life. Many teachers cannot stay in rural areas not because of their school, but due to the lack of quality housing (especially rental markets for 1st year teachers), retail and restaurant development, cultural offerings, and overall community vibrancy. In my previous job working in a local government's community development department, I saw that education was never really a part of our discussions in economic development - it should be. Incentivizing local governments to enhance quality of life for teachers (housing, partnerships, etc) may be another way to impact teacher retention long-term.

Form Name:
Submission Time:
Browser:
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Educator Retention and Recruitment Study Committee Feedback Form
September 20 2017 5:18 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	USPIE
Job Title	Board member
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Rewrite standards that are NOT 90%+ in line with Common Core...Return autonomy to teachers to teach children and not teach to the tests. Make sure Teachers are respected as a MAJOR stakeholder and are not just given mandate after mandate from the USDE. Return as much local control back to the local school boards. Smaller class siz.

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Educator Retention and Recruitment Study Committee Feedback Form
September 20 2017 9:18 pm

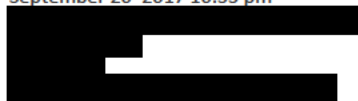


Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Dutch Fork High
Job Title	Teacher
Phone	[REDACTED]
Email	[REDACTED]
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.

Form Name:
Submission Time:
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Educator Retention and Recruitment Study Committee Feedback Form
September 20 2017 10:33 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[Redacted]
Organization	Elementary School
Job Title	Teacher
Phone	[Redacted]
Email	[Redacted]
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.

Form Name: Educator Retention and Recruitment Study Committee Feedback Form
Submission Time: September 21 2017 6:41 am
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Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Dutch Fork High School
Job Title	Teacher
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<p>I reluctantly went into the TERI program four years ago when the state decided to sunset it. My financial advisor presented strong evidence in support of doing this, even though my teacher heart was desperately afraid of being forced out of teaching before I was ready. Now I am in the fifth and final year of TERI, and I am facing the reality of that fear. It would not be my principal or my school district forcing me out, however, because as a department head, district professional development leader, AP Literature teacher (and College Board AP Reader), and Teacher Cadet instructor (and trainer of new instructors across the US), I have value to my district. What would force me out and what is causing me great anxiety as I face the reality of my situation is the salary cap of \$10,000 coupled with a 14% salary reduction in my district for retirees. It is not fair that the retirement I have earned will be stopped for my group of TERI retirees and never recouped. It is not fair to take a teacher who is still doing the meaningful work with strong reputation and leadership and pay her LESS at this point in her career. It is not fair to expect these teachers to work the same job for less money. What this is causing me - and many others - to do is to seek employment across state lines. You WANT people like me to stay in the classroom. What SC is doing, however, is forcing me into a decision of working for less or driving to Augusta or Charlotte where my retirement won't be affected. I have no doubt that I can get a teaching job there with my credentials, but I do NOT WANT to leave SC. I just want the state that I have given so much to to treat me fairly. I don't know anyone - and I want you to ask yourselves this - who, when put in my position, would see their way to staying and doing the same job for less money, while at the same time losing all but \$10,000 of the retirement money we own! You have a chance to save us, and I hope you will see that seriously. Finally, as a Teacher Cadet instructor, I am an encourager of young people to enter the profession. I am very successful at this. This is what you are seeking, is it not? Ways to encourage young people into the profession? You have ME, and I have over 100 teachers in classrooms who are there because of the start they got in my classroom. Removing me -- through the salary cap and district salary reduction - removes that. I just don't understand how you see this as logical, and I hope that this committee will recommend changes that will help keep me - and many others just like me - in the classroom. I would be happy to testify, meet, or speak by phone should you desire any additional information.</p>
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Form Name:
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IP Address:
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Educator Retention and Recruitment Study Committee Feedback Form
September 21 2017 11:38 am

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Marlboro County School District
Job Title	Acting Superintendent
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Please note the following that would help recruit and retain quality teachers in high poverty rural districts:</p> <ul style="list-style-type: none">a. High poverty rural districts need resources to provide for a more competitive salary schedule. (We had a situation last year where we lost an employee to another district because the other district was able to offer \$8,500 more.)b. Good teachers do not mind being held accountable, but they need and desire the resources and professional latitude to do the jobs they have been hired to do.c. Finally, good teachers have become overwhelmed with the constant changes to curriculum standards, accountability and evaluation methods. It appears that a new system and/or framework is introduced every two to three years. It would be great if the State could adopt a set of standards and systems for accountability and evaluation that would remain in place for 10 to 15 years with minor adjustments being made as needed. (Even the research states that it takes about 15 years to determine the validity and reliability of new approaches, innovations and/or techniques.)

Form Name:
Submission Time:
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Location:

Educator Retention and Recruitment Study Committee Feedback Form
September 24 2017 4:28 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Ninety Six Elementary
Job Title	teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>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.</p> <p>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.</p>

Form Name:
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Educator Retention and Recruitment Study Committee Feedback Form
October 9 2017 10:18 am

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	South Carolina Department of Education
Job Title	Education Associate II
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>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:</p> <p>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.</p> <p>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.</p>

Form Name:
Submission Time:
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Educator Retention and Recruitment Study Committee Feedback Form
October 20 2017 7:25 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Greenville County Schools
Job Title	Gifted/Talented Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Listed recommendations from Study Committee..."Address the Districts which are behind one or two steps from the recession." This is major recommendation but the District I just left (Spart) after 32 years is behind MULTIPLE steps in comparison to Greenville Co. I have lived like it is 2008 for the last 8 years with such a wide discrepancy in pay for veteran teachers in comparison to neighboring Greenville. This recommendation needs to STRONGLY be examined. Greenville consistently raised their scale since the recession, while Spartanburg didn't putting blame elsewhere in the legislative branch and stating that as a split district they are unable to raise salaries of veteran teachers unless it is state mandated. Living with 2 state mandated pay increases(thank you SC) only for 8 years while cost of living continues to rise. While my district did not increase my salary over those 8 years by choice. Money budgeted for salaries posted and moved to buildings while not maintaining cost of living increases unless it was state mandated. Districts like Greenville will gain veteran teachers because they "FAIRLY COMPENSATE". Facing a paycut of 15 % (Spart5) coming off of TERRI, plus a very low scale didn't touch Greenville county salary. Even when notified after my acceptance that Spart 5 cut was changing to 7.5 % cut. There was no comparison with the substantial pay scale of Greenville. Greenville County is a model district to retain quality, veteran teachers...32 year veteran, National Board Certified. Fairly compensated now.</p>

Form Name:
Submission Time:
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Educator Retention and Recruitment Study Committee Feedback Form
October 22 2017 11:21 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Public Service
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Increase teacher salaries!</p> <p>I apologize in advance addressing this issue so informally.</p> <p>Despite the lack of resources, time, overwhelming amount of work completed outside school hours and pressure from the higher powers: parents, administrators, district and state) I am passionate about my profession. With that being said, I am also a single parent with a two-year old. I feel obligated as a parent to seek other professional opportunities concluding this school year in hopes to begin providing a more stable future for my child. My paycheck is \$958.00 every two weeks, which is barely enough money for child care, car payment, and modest grocery shopping. Doctor bills, student loans and living expenses remain on the back burner.</p> <p>Fortunately, my parents have been supportive and have allowed my daughter and me to live with them until I have reached a solution. The irony is that I decided to attend college at University of South Carolina to avoid being in this exact predicament. I often am asked, "why not advance professionally and get a master's degree?" Well, that is not even an option for the simple fact I cannot pay the student loans I have accumulated from just my Bachelors. Then, the lack of time from the demands of my professional and personal life. Finally, the pay still is not competitive because of the additional expense the degree would cost. It is around 8 P.M., only after I've cooked dinner, bathed my child, and put her to bed, I begin working again (grading papers, answering emails, completing second year teacher evaluations, taking online required trainings etc.) I usually get finished between 11 P.M.-Midnight. I am up the next morning by 5:30 and the vicious cycle repeats nightly with the exception of Friday.</p> <p>Yes, increasing salaries would not completely solve the teacher shortage; however, it would give teachers more incentive to persevere.</p>

Form Name:
Submission Time:
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Educator Retention and Recruitment Study Committee Feedback Form
October 23 2017 1:27 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Orangeburg Consolidated School District 4 (Edisto High School)
Job Title	Chemistry and Physics Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>I presume I am one of those teachers that the committee hopes to retain, as I approach retirement. I have chosen to remain in the classroom after 29 years experience and a PhD. I once thought I'd have to be carried out of my classroom to get me to retire, as I felt little stress from the day to day teaching experiences and simply and absolutely enjoyed teaching chemistry. I still absolutely love teaching chemistry (and physics) but have found the daily stresses outside of the classroom exhaust me.</p> <p>Remarkably, I would not ask for any kind of bonus pay or would not want to teach fewer classes or make a higher salary to remain a teacher. I would simply like for students to be held accountable for their academic actions (or inactions). We now offer students "content recovery" which results in students utter disregard for learning and assessment. Regardless of strategic and purposeful planning, teachers are faced with students who anticipate the opportunity to receive credit for every assignment regardless of their efforts.</p> <p>Furthermore, teachers are constantly receiving mandates and initiatives (from somewhere) for which we have had no input.</p> <p>To me, retention boils down to making teachers feel valued and professional. This may result from including teachers in decision making both at the state and district levels. Feeling valued and professional is also more likely to happen if students who are disrespectful and disruptive (regularly) in class are removed from class permanently.</p> <p>I welcome the opportunity to provide my experiences and views on this important issue.</p> <p>Sincerely, </p>

Form Name: Educator Retention and Recruitment Study Committee Feedback Form
Submission Time: October 25 2017 12:15 pm
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Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Rock Hill School District 3
Job Title	School Counselor
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<p>I just want to say "thank you" for providing an opportunity to give feedback/suggestions to better the state of careers in education in SC. I have worked in SC public education for going on 12 years. I do appreciate Superintendent Spearman and others taking strides to make education in SC a career that will draw in new talent and retain our state's already dedicated professionals.</p> <p>Some ideas:</p> <ul style="list-style-type: none"> * Increase the teacher salaries across the state. To be competitive with other jobs and states, SC truly needs to consider raising certified salaries for all certified employees. * Consider increasing the National Board Supplement. People that commit to achieving National Board are usually staying in education. * Consider partnering with local public colleges for tuition breaks/free graduate courses so that teachers have affordable avenues to continue their education/training. * Consider adding a benefit like incorporating the cost of providing lunch to teachers from the cafeteria. Being able to advertise that teachers are provided school lunch would be a marketing tool to draw in new hires. * Consider partnering with local colleges to utilize students in post-secondary programs for education/early childhood to run childcare centers for exclusively for teachers' children at a reduced cost. Very few daycare centers allow for teachers to have their children in on the school schedule, so teachers end up paying for childcare year round (winter breaks, spring breaks, summer) in order to keep their child's slot. If a partnership was established for centers that operated on a school schedule, then college students would benefit (and have experience to possibly stream into education themselves) and teachers would have an affordable place for childcare that was parallel with the teacher schedule. * Consider the use of more paraprofessionals in elementary schools, especially. The help they could provide to teachers with clerical tasks, activity planning/organization, parental communication, record keeping and more could make a huge impact on instruction. <p>Again, thank you for asking for feedback and for listening to educators!</p>
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Form Name:
Submission Time:
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IP Address:
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Educator Retention and Recruitment Study Committee Feedback Form
October 25 2017 10:33 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Mom, teacher and concerned citizen
Job Title	First Grade Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>I believe, in order to retain new and experienced teachers, it is imperative that this committee consider the amount of time that teachers, new and experienced, are devoting to work related requirements well beyond the scheduled work day. Many teachers, in order to be effective with regards to instruction and to complete requirements and responsibilities that aren't related to instruction, work from well before the school work hours to well beyond. Often, teachers come to work 30 minutes or more prior to students and the expected arrival time for teachers; and then they work for 2-3 hours beyond the work day at their respective schools. Even with this type of devotion, teachers are often bringing more work home in order to simply keep up.</p> <p>I wonder if there are any other professionals that would complete this amount of work beyond their expected hours, taking away from their family and/or personal time, with no pay or even a regularly scheduled break throughout the day.</p> <p>I love teaching. I want our state to retain teachers and I want to do my part to support new teachers in my district. Unfortunately, I can't alleviate the extensive amount of requirements that seem to increase from year to year, nor can I provide them with time that isn't available.</p> <p>I hope this committee will spend some time truly evaluating why our teachers are exiting by, what appears to be, masses. Spend time in our schools, walk where we walk, and see what we give each day. Thank you for the time you are taking to evaluate this unfortunate problem our great state is facing and for working together to find a solution.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
October 26 2017 1:10 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Richland One School District
Job Title	Teacher
Phone	[REDACTED]
Email	[REDACTED]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Find a way to lighten the teacher's load. So many of us are required to take on extra duties, but we are struggling to keep up with planning for our students' needs. I agree that students need as much individualization as possible, but the classroom sizes are not conducive to this. We have to find a way to make teaching less stressful, and these are just two ways to do this.

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 2:17 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Red Bank Elementary
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	First year teachers need strong administration support, good college preparatory programs, and environments in which they can thrive. Administrators need to provide first year teachers with a light caseload, great mentor teachers, and strong emotional support. College programs need to vet current student teachers candidates. Many of these teachers lack the positive attitudes, organizational management of students, and discipline. They are setting a bad example for future teachers. First year teachers also need to teach in environments in which they know they will be successful, have strong administrative support, and have some type of incentive to teach.

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 2:21 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Richland Co School District One
Job Title	Teacher
Phone	[REDACTED]
Email	[REDACTED]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Teachers need a structured orientation process that is universal that guides the instructional process and expectations. Mentor teachers need to be held more accountable and financial incentives should be emphasized for retention rather than recruitment.

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 2:24 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Richland One
Job Title	Special Education Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Teachers need more money and more days off.

Form Name:
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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 2:41 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	School District of Oconee County- West-Oak Middle
Job Title	Assistant Principal
Phone	[REDACTED]
Email	[REDACTED]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	One idea I have had was to offer some more teacher perks such as discount/free admission to the state/county museums, state/county parks, etc.

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 2:42 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	PSTA
Job Title	Social Studies Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	I think that it would be helpful if induction programs were uniform in length and content through out the state. Some of our most challenged districts are implementing 3-year long induction programs. This makes recruitment and retention in these struggling counties a problem. When you consider the additional teacher workload carried by those employed in these counties anyway, an entire extra year for licensure is a long time to wait. Perhaps closer oversight by the state department would be helpful in getting districts to work efficiently for their employees.

Form Name:
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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 2:50 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Dutch Fork High School
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	In order to retain quality teachers, take away the cap imposed on new retirees that will begin next year. I am currently a veteran educator with 35 years experience who finished TERI in June 2017. Because of when I began TERI, I was able to come back to work for this school year, 2017-18. However, other teachers who will finish TERI next year will not have that luxury because of the \$10K cap. Nothing can really replace an experienced teacher, and the state would be prudent to eliminate that cap so that veteran, experienced teachers can afford to remain in the classroom where they will be sorely needed.

Form Name: Educator Retention and Recruitment Study Committee Feedback Form
Submission Time: November 1 2017 2:50 pm
Browser: [REDACTED]
IP Address: [REDACTED]
Unique ID: [REDACTED]
Location: [REDACTED]

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Chapin High School
Job Title	Teacher
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<ul style="list-style-type: none"> - Stop adding mandates that teachers have to pay for with their own money like Read to Succeed literacy certifications. Is this truly what will fix the issues with literacy in our state? Absolutely not. As a high school English teacher, I am incredibly concerned with literacy. However, insisting that ALL teachers pay for a class with their own money to help increase literacy is absurd. If a child can't read by high school, he or she needs a specialist, NOT a math teacher who has a "Read to Succeed" certificate. Think about it. Seriously. Will a math teacher with a literacy certificate truly make a difference in literacy?? Sounds like the 2007 Base Load Review Act to me and one more example of failure of leadership to make a sound investment in something that will actually have a return on investment. The literacy program makes for great sound bites and public relations, but I do not believe it serves the students of South Carolina. -Increase pay for teachers. National Board money should be stopped and reapplied to teachers who are actually teaching at their schools. Trust your leadership (principals) to know who is working efficiently with students and who is not. National Board is a waste at my school as I have coworkers who get the stipend, but they're so bad that they've lost the privilege of teaching some of our more challenging classes. I started the process of certification myself but then stopped when I realized I would have to pay to retake one part and found out that I would have to reapply every five years to an organization that in my mind, is a money-making enterprise. -Make it easier for people to BE teachers. I've been a pharmaceutical representative and experienced FDA audits and rigorous regulations that were life or death for patients. We make teaching ten times harder. And no one should die. My out-of-classroom experience is one of my greatest strengths as I can speak to what kids will most likely really need in the workplace. Let's make it easier for people from the workplace to come into our ranks! -Partner with schools to be better "hubs" for our college programs for student teaching. I teach at an amazing school, yet we rarely have student teachers. -First year teachers should be paid and allowed to have two planning periods. One for actual planning and one to go watch other teachers teach or to meet with administration/leader teachers on lesson plans and improving teaching. -Consolidate districts to save money and get that money to more teachers - and then reduce class sizes. I think the entire state of Arizona has 17. We have so many I lose count. I think we're at 103. Anyway, what in the WORLD are we doing with so much duplication of cooks in the kitchen?? This is the saddest waste of tax money in
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our system.

I have some pretty strong feelings about this and if you need a teacher voice on a committee, I'll be happy to serve. I made a CHOICE to go back into the classroom because I love the opportunities I have every day to work students. It makes me sad that the profession is in the state it is in - that even as I am in grad school now for the second time I know I'll only get paid 60 cents on every dollar that most careers make for advanced degrees - but it's worth it.

Our kids NEED us to work together to strengthen the profession!

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 2:52 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Calhoun County Public Schools
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	As a 13 year veteran teacher in SC, it is vital to increase teacher pay significantly. I have experience and a Masters Degree and it is necessary that I have a second job to help support my family and plan for the future of my 3 children. A 2% pay raise every couple of years is not enough. My district offered a bonus last year to teachers who signed their contract. This was great, but it needs to happen every year.

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Location:

Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 2:56 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Berea Middle School
Job Title	Instructional Coach
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	If you want to recruit and retain educators in SC then you must get back to the root of what education is all about. Education is about students. However, in SC, and across the nation, education is no longer about students and teachers. It is about how a school can look good in the newspaper. Students have become data points. Many teachers feel they are no longer appreciated. There is much discussion about the fact that a large percentage of teachers leave education after 5 years. Has anyone ever looked at the relationship between those teachers who leave after 5 years and the fact that students loans have been paid off? Throwing money at a problem does not fix the problem. Too much emphasis on testing, and not enough on students, will drive more and more teachers away from the field.

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 2:58 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[Redacted]
Organization	Byrnes Freshman Academy
Job Title	Media specialist
Phone	[Redacted]
Email	[Redacted]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Cut out unnecessary professional development which just adds time to an already overworked staff. Most professionals seek out professional development on their own which they find helpful in their current class situation.

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 2:59 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Dutch Fork Elementary
Job Title	Math Interventionist
Phone	[REDACTED]
Email	[REDACTED]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Remove the \$10,000 cap retired teachers may make when returning to a SC teaching position or tutoring work funded by school districts. Many would come back at a much lower salary or hourly wage.

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 3:00 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Chesterfield High School
Job Title	Science Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Increased pay. Paper reduction-remove any unnecessary paperwork or hoops that teachers jump through. Housing purchase assistance. Tax incentives, More money on the teacher supply cards as many teachers still spend way more money that what is provided. Based on position type, salary needs to be a bit more competitive when compared to private sectors. Bonuses based in need for the position. Tuition-assistance to get higher degree. Student loan forgiveness programs based on years of service, etc... Treat teachers with the respect they deserve. It seems that teachers are often blamed for things that are beyond our control. More equal funding for all school districts. It is discouraging to try and teach and not have all the tools needed to be effective, and then see some schools that seem to have an over abundance.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 3:06 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Scvcs
Job Title	Coordinator of elementary special services
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	The demands made of teachers make the job unappealing to prospective educators. Support staff in schools could be utilized to allow teachers to focus on helping children. Remove bus and lunch duties so teachers have adequate planning, tutoring and family time. State benefits, once a real plus, are now more expensive for less coverage. The funding here needs to improve. The cost of benefits cuts into already low salaries. Increased salaries and reimbursement for costs of required professional development should be considered. Read to Succeed course requirements, for example, are financial and time burdens. Other professionals are not rated on the test scores of others. We do not close medical practices when too many patients are over weight or have heart attacks. We should not be valuing teachers based on test scores. Reduce the number of state tests given.

Form Name:
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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 3:06 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Elloree Elementary School
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	As a teacher of 19 years, I have seen many leave the profession within three years. Our district is not consistent with principals, policies, or programs. We spend a whole lot of money on buying programs that Elementary Teachers say are overwhelming and not any different from older programs. Teachers feel too much pressure and with the work day being too long (7:15 - 3:30)with limited recess, it's draining and unhealthy. The second reason we cant retain teachers is because we don't have an effective ADEPT program or coordinator. New teachers, especially the ones from other countries, have little support from administration. Some districts meet once a month, have snacks, give treats in their boxes just because, and show consistent and constructive support. Both of these reasons are coming from "the top". Hopefully something can be done.

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 3:17 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Woodmont High School
Job Title	teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	school loan aid (not just for bachelors either)

Form Name:
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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 3:19 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Lex/Rich 5
Job Title	Teacher--reading intervention
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Student Loan forgiveness for teachers needs to be extended to include more categories of types of schools and jobs. The thing is, some of the highest levels of loan forgiveness (the ones that forgive up to \$17,500) require teachers to teach in Title 1 schools or special education. That is a great way to draw teachers to those types of schools and positions, but a TERRIBLE way to retain them. Teaching in a Title 1 school is draining. I just began teaching in one last year (during my 8th year) and if I would have begun my career here I may not have kept going this long. I love what I do, but it would have been a hard place to begin and fall in love with teaching. Student loans plague so many (including myself) and is my biggest stress. I really think that could be worked on.</p> <p>Teachers need to feel like what they do matters. So often, we watch other careers start at \$50,000 and people achieve bonus structures and have hour lunch breaks, etc. It's not like we all joined this career for the money (in fact, people remind us of this constantly) but we need support from the State to know that what we are doing is important. Our district is offering a bonus at Christmas--that's AMAZING! Every school district should do these types of incentives.</p> <p>Lastly, in order to retain teachers you have to give them emotional support. This is a job that requires a lot of ourselves. Mental health is important. Encouraging more businesses to offer discounts or different rates for teachers to self care would be huge.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 3:26 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Hardeeville Ridgeland Middle School
Job Title	Math Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Recruitment: Better pay Retention: It is so obvious I won't waste time saying it again. No one is honest to address the real problems of but rather they make solutions that do not even address what is wrong. I'm near the end of my career, and am anxious to get out of the profession.

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 3:29 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Dorman High School Freshman Campus
Job Title	Chorus Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>We need to expand the system of support provided to teachers within the first five years of their careers. During this time, many teachers are deciding to commit to the career or not. A potential solution would be to expand the mentoring program beyond the first year of teaching. By allowing new teachers to work along side and team teach with Master teachers they will be learning from the professionals in the field and having valuable, hands-on experience where they are being compensated as a full time professional.</p> <p>Another option in these first five years would be to offer a higher, incentive pay the first five years of employment that would be the equivalent to what a teacher in year 5 would be getting paid. Start at that salary and keep it frozen for the first five years (with the exception of salary increases due to education, NBPTS etc.)- then in year 6 the teacher would continue forward on the step scale.</p> <p>The attached article includes information about mentoring support and increased salary in an effect recruit and retain educators.</p>
Please upload comments, suggestions, feedback, and supporting documents.	https://s3.amazonaws.com/files.formstack.com/uploads/2779531/55274061/362143628/55274061_darling_hammond_2003_keeping_good_teachers1_1.pdf

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 3:30 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Berkeley County Schools
Job Title	High School Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Pay teachers more Keep class sizes low Provide all teachers regardless of subjects supplements and resources to teach the course without having to make everything from scratch Provide assessment tools Help motivate students by not making them take courses they don't need to graduate (high school)

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 3:33 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Saluda Trail Middle
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Equitable salary among districts in the state would be a good start. Next is to restrict new initiatives that make teacher days longer without planning time. For example: many teachers are having to do 4-6 preps, contact parents, write referrals, collaborate in PLCs, collect and analyze data, dissect data and differentiate based on the data, grade papers, clean our classrooms, meet with parents, attend PD, among other things during every normal day. Many teachers are flat out burnt out. Some of the data we are expected to analyze is done by professional analysts at 3 and 4 times the pay rate and they do half the analysis. Many teachers are just struggling to be at school most days while thinking about all that needs to be done.

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 3:34 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Anderson School District One
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>To Recruit: Take veteran teachers out to the colleges to present to education classes reasons why they are in teaching. Some colleges have education clubs- go talk to them and take all those posters and materials you have been hoarding and give them away. Take some students on the recruiting trips/ job fairs to tell what their current teachers mean to them and why good teachers are important. And always make salaries attractive and working off student loans a possibility.</p> <p>To Retain: Support, support, support. Have classes, before school starts, conducted by experienced teachers (and pay those teachers) who have reputations as having great classroom management techniques. Work with the new teachers to develop a plan that will work from day one. Have coaches in their subject spend time in their classrooms and helping them plan their lessons. Let the coach model lessons or co-teach with them.</p>

Form Name: Educator Retention and Recruitment Study Committee Feedback Form
Submission Time: November 1 2017 3:46 pm
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IP Address: [REDACTED]
Unique ID: [REDACTED]
Location: [REDACTED]

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Florence Career Center FSD1
Job Title	Special Needs teacher
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<p>Until we are relieved of Betsy DeVos there is not much any individual state can do. Nearly anything we want to do costs money and she is determined to funnel money away from public education. But, in the fantasy world in which we have funding, first of all we must have better pay. Secondly, the pay must be comparable for all districts, including in rural and small districts. Children in those districts are already disadvantaged, and without equity things are looking worse for them each school year that they are without enough quality educators.</p> <p>Also, better training on classroom management, and that includes for administrators. They need to know how to help their teachers who are screaming out for assistance. Teachers need support. Free classes for teachers on classroom and behavior management, as well as in their area of certification, so they are not burdened with paying for training would be excellent.</p> <p>My sister and brother-in-law taught for 35 years in New Jersey. They hardly had to do anything for recertification. Also, they only worked 183 days a year. If we cannot get paid more, cut our teacher work days. Make our work year 186 instead of 190. Or have the state department give free recertification training on the teacher work days. What they expect of teachers is too much, and then ask us to pay for it. Example: the new Reading classes we are required to take. I already have my recert hours and I had to take that as well, and pay for it.</p> <p>Teachers would be more motivated to stay if their unused sick days would be paid out in cash if they stay until full retirement time. Pay us \$80-\$100 a day for up to 100 unused days. In the long run it would be just as inexpensive, because they would save the cost of substitute teachers, and students will learn more with their own teacher in the room instead of a substitute.</p> <p>Give new teachers a regional or statewide conference every year, with speakers, fun, break-out sessions and gripe time. Being with others who are in your same situation, with the same frustrations you have will help them. Let them have 2 professional leave days off from work to do it.</p> <p>Establish a statewide lesson planning portal. There is nothing wrong with sharing information among willing parties. Sometimes we all just need a new idea. Cross reference it up by standard, grade, subject, key words, etc. I know that I would share what I do. If something works for me, I am happy to share so other students can benefit. It would certainly help me to get fresh ideas on my subject matter every now and then.</p> <p>These are a few ideas.</p> <p>Thank you.</p>
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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 3:50 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[Redacted]
Organization	Scott's Branch High School
Job Title	Teacher
Phone	[Redacted]
Email	[Redacted]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<ol style="list-style-type: none">1. Do a better job of promoting the ABCTE program of alternative licensing. It is a quality program and a good way to recruit local college graduates.2. Reduce the school week to 4 10 hour days. This would also reduce expenses (electricity, food cost, etc).

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 3:51 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	PSTA
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	1) support teachers that are struggle 2) remove at stake testing 3) pay a reasonable wage that is comparable to the states I've worked in before.

Form Name:
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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 3:58 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	T. L. Hanna High School
Job Title	English Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>The single, most important reason for leaving the teaching profession is the lack of leadership in administrative positions. When teachers have absolutely no support from the school administrators or the district administrators, they will leave the classroom. Here at T. L. Hanna, we have lost 60+ teachers (veterans and new) in the last two years. While the salary is a contributing factor, most of these folks left because of the administration. Until South Carolina makes it a priority to get administrators in schools who have a teacher's heart, we will continue to lose teachers at a rapid rate. Most administrator's say that the students are most important, but the actions of administration prove otherwise. Teachers have the most important job in the school district, and until they are treated as having the most important job, they will leave in droves. All we want is to be treated as the professionals we are. In no other profession are people treated as poorly by their superiors as teachers are.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 3:59 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	CCSD
Job Title	Teacher
Phone	[REDACTED]
Email	[REDACTED]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Increase pay, allow teachers to work with less interference from administrators. Provide meaningful and effective professional development.</p> <p>End the practice of sticking new teachers with the least desirable tasks.</p> <p>Provide sabbaticals.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 4:21 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Oakland Elementary
Job Title	Principal
Phone	[REDACTED]
Email	[REDACTED]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Higher beginning pay and consistency with testing for upper grades

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 4:44 pm

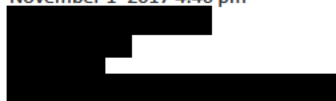


Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Irmo middle
Job Title	Sped teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Beside the obvious of using questionnaire of those departed , also use questionnaire for those staying.</p> <p>#1. Stop paying for Incentives like National Boards and give bonuses for actual results. Make it real. Give \$ 50 per student for a 7 point increase on MAP.</p> <p>#2. The number 1 cause of poor morale is discipline. Change the system. I have ideas.</p> <p>#3. Stop the PD mess. Waste of time.</p> <p>#4. Change the way the system addresses special education issues.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 4:46 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Horry County Schools
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	To recruit teachers offer to pay for professional development and/or educational degrees at all levels through scholarships. To retain teachers offer incentives for those doing a job well done. Do not continue to "punish" everyone for those who just fall into education and aren't proficient teachers.

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 5:11 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Spartanburg Two
Job Title	superintendent
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>It is not just South Carolina; it is a national issue. Giving students four high-stakes tests at the end of every year with all the concomitant pressure is a huge negative for young people considering the education profession and for teachers still in the classroom. We can institute a common sense approach for accountability such as one test in third and seventh grades for reading/math, our current EOCTs in the four high school subject areas, and an ACT/SAT if that makes them feel better.</p> <p>We need to pay teachers a better salary; we have students graduating from our career center earning \$50k or more with welding, electricity, auto mechanics, machine tool, graphic arts and even cosmetology certifications. Can we not pay teachers a competitive wage?</p> <p>And, as administrators, we need to support and train our teachers the best we can. They get into the profession to make a difference; we need to do our part not to load them down with too many initiatives and duties that takes the joy out of the work. We can do that.</p> <p>Finally, having the legislators supporting us instead of continually beating the drum about the need for vouchers, that we do not care about kids, etc. is demoralizing (though I think in SC it has gotten better with the support of the SC Chamber of Commerce). That could help us recruit and retain teachers.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 5:25 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Lexington School District Three
Job Title	Teacher/Retired June 2017
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>For recruitment: I suggest salary increases for our state. I also suggest making teaching salaries the same statewide just as all students are entitled to the same education all teachers should be entitled to the same pay.</p> <p>For retention: I suggest taking the cap off so that retirement won't stop after \$10,000 based on the 2013 retire/rehire guidelines. I also think since that cap was placed districts should NOT be allowed to "negotiate" lower salaries for retire/rehire teachers. In school district Lexington 3 our salaries were negotiated down to beginning teacher plus 5 years the first year the "negotiated" salaries were allowed. Because administrators salary range is so much higher they lost about \$6000.00 a year where I lost \$22,000.00 my first year. I was retired/rehired at beginning plus 7 years experience. Now the teachers who r/r do get paid a beginning plus 13 I believe. I wrote to my senators and representatives about this when it happened and Nikki Setzler was the only one to respond and his letter said, "This was never meant to happen and I can't believe a district would use this formula, I will look into it". M That was in 2009 and I never heard another word. The state should have given districts the option of lower ALL salaries for R/R employees between 5% to 20%. That would have eliminated such practices. Also offering teachers signing bonuses to bring back retirees where needed.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 6:10 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Florence One School District
Job Title	Assistant Principal
Phone	[REDACTED]
Email	[REDACTED]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	The first is to bring TERI back and make salaries more competitive with the surrounding states.

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Location:

Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 6:17 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	PSTA
Job Title	Math Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>I have been teaching 10 years without an increase in pay, and our district held back step increases for 3 years. You are hiring from Pacific rim countries as no one will come to SC due to the low wages.</p> <p>We are \$500 a year from the lowest pay in the US, and \$40,000 from the top (depending on years service) The legislature has approved themselves how many pay increases over the last 10 years?</p> <p>Do I have to say pay increase? Or a real bonus for those teaching what you cannot get, math and science.</p> <p>of course to get a pay increase you will need to change the tax rates, which are 1/10 of what a NY property tax would be. I am not sure how my \$600 SC property tax is divided up it is just so cheap I don't bother looking. However on a property at the same value in NY school taxes are \$3500.00, County taxes make up the other \$3000 of the 1/10 mentioned above.</p> <p>Or you need to think about what other states are doing to gain revenue in their state.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 6:34 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Anderson School District One
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>To Recruit: Take veteran teachers out to the colleges to present to education classes reasons why they are in teaching. Some colleges have education clubs- go talk to them and take all those posters and materials you have been hoarding and give them away. Take some students on the recruiting trips/ job fairs to tell what their current teachers mean to them and why good teachers are important. And always make salaries attractive and working off student loans a possibility.</p> <p>To Retain: Support, support, support. Have classes, before school starts, conducted by experienced teachers (and pay those teachers) who have reputations as having great classroom management techniques. Work with the new teachers to develop a plan that will work from day one. Have coaches in their subject spend time in their classrooms and helping them plan their lessons. Let the coach model lessons or co-teach with them.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 6:42 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Retired
Job Title	Long-Term Sub
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Reinstate the TERI program. That was a big plus for me to stay on and teach for forty (40) years. I do not see how the TERI program cost the state money. A recent article stated that approximately 6000 state employees will be retiring at the end of the year because the TERI program was cut out because it was costing the state money. How? 6000 teachers * \$350 per month to the system = \$2,100,000 per month the state could invest, as we got no interest on the money. This does NOT include what the district was paying, so at least double that amount to \$4,200,000. Then multiply that by 5 since you could TERI for 5 years and you have \$10,500,000 that the state should have invested at no cost to them. (Remember, we had to pay into the SCRS even though we were already retired at NO additional benefit to us.) I fail to see how the TERI program cost the state money.

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 6:47 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[Redacted]
Organization	Wilder Elemntary
Job Title	K teacher
Phone	[Redacted]
Email	[Redacted]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Stop the testing and let us teach. I am a kindergarten teacher and this is my 29th year in education. The testing I have had to do this first quarter has been ridiculous! What is the point of KRA if there is no post test? So someone can tell me my children are ready for kindergarten? I know whether they are ready within the first week of school! I don't need a test that takes a whole quarter to administer to tell me that. Next step guided reading, DRA and standardized report cards that take forever to complete...it is just too much! Every time we turn around someone is shoving a new program down our throats! I love my children but trying to complete everything the state department wants and then complete what the district wants is driving teachers away! I have decided to retire this year because i am just fed up! These people making decisions need to come and sit in a classroom for a week!

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 6:59 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	JET
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Obviously recruiting new teachers is the pay, but support is also important. I always thought a new teacher should work with a veteran teacher as a co-teacher to ensure success. Also new teachers should not be given the bottom performers and behavior problems, which goes to speak to retention.</p> <p>As for retention, the principals need freedom to discipline the students. These means the district and the state dept. needs to let go of the reins. Quit penalizing a school that cracks down on discipline. If that happened the schools would be safer and learning would be occurring. As of now it seems principals are afraid to take control of the building due to micro-management.</p> <p>Retention would also increase with less "have tos" put on teachers plate. When I first began to teach, I had to know my content and research best way to relay the information. I had to contact parents and volunteer for one or two activities. Now I teach more hours, I have to fill out more paperwork, give up at least one planning a week for a meeting, reflect officially on a document (which I have done for years but makes sense to me), I have more discipline problems, I am held accountable for scores, plus I am expected to do what I originally did.</p> <p>Retention would increase if parents and student were held accountable more than the teacher. As a teacher, I have no control of sleep, diet, video game access, coulter exposed, and study time.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 7:41 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	TL Hanna High School
Job Title	Spanish Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>More than anything, develop more reasonable expectations for the time that teachers have to put in each week. We have to plan lessons, grade papers, attend 504 meetings, comply with IEPs, contact parents, deal with discipline issues and much more during the insufficient planning time we receive. For those of us who actually teach instead of sitting behind a desk, we have to spend huge amounts of our personal time to complete our work.</p> <p>The state can help by not adding things like the well-intentioned "Read to Succeed" requirement. This is requiring teachers to spend time and money on canned professional development instead of using that time to learn about things that will actually help them in the classroom.</p> <p>Finally, provide more flexibility with PD days. I enjoy attending workshops in the summer. Why can't I attend those instead of attending canned PD sessions during the year? It would be great to be able to choose the PD I attend AND to have the option to use that as flex time so that I get a day off during the year. That would definitely help morale.</p>

Form Name: Educator Retention and Recruitment Study Committee Feedback Form
Submission Time: November 1 2017 7:54 pm
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Unique ID: [REDACTED]
Location: [REDACTED]

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Andrew Jackson High School
Job Title	Art Teacher
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<p>I feel the biggest obstacle to recruiting and retaining quality educators in South Carolina is low wages, especially in comparison to child care and health care costs. There are several ways to address this.</p> <p>One would obviously be to simply increase teacher pay. In comparison to many states, our compensation is extremely low. It is impossible for two adults to live on a beginning teacher salary (trust me, my husband and I tried when we first came out of college.)</p> <p>Another solution might be providing free or low-cost, high quality child care and/or elderly care for teacher's families. This would increase incentive for quality educators to stay employed after having families, as well as bring in new teachers who already have families and want a job that provides convenient, high quality and low-cost child care.</p> <p>A third idea would be increasing the quality of health care that is offered. Our current plans are very good compared to the general market, however the market currently offers such hideously bad coverage that this claim is not worth a whole lot. Families in our income bracket simply can't afford to pay a thousand dollar deductible each year, which is what we are asked to do despite paying hundreds each month for the privilege of that coverage.</p> <p>The fact of the matter is that we are in a stressful job that demands long hours, lots of extra classes, extra work like writing grants to fund our classrooms and lots of pressure to get things right from parents, administration and legislators. Add to that the day-to-day grind of dealing with struggling, frustrated students and many educators wonder what the point is. You have to be passionate about your subject and about teaching, other wise you aren't going to stay. However, being compensated, being sure that your family won't suffer for your absence and knowing that you won't be bankrupt if you get into a car wreck on the commute go a long way towards feeling safe and comfortable in a job.</p> <p>I hope you find these suggestions helpful. I am sure they are nothing that hasn't been put on the table before and I realize that they cost money which is a drawback. However, until one or all of these issues are addressed, I think we will continue to have problems recruiting and retaining educators.</p>
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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 8:08 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	AC Flora High School
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>I am in my 23rd year of teaching. I am National Board certified (2004, Renewal 2014) and hold a Doctor of Education in Curriculum and Instruction. In 2024, my certificate expires. I will have roughly 29 years of service and will only be 54 years old. If I lose my local and state stipend, I will make \$12,000 less per year. I am not the only other teacher in this situation. I do not believe any lawmaker or policymaker had the foresight to understand how this would impact not only teachers, but also schools. I would encourage the General Assembly to reconsider closing this program.</p> <p>While any pay raise is appreciated, 2% is insufficient when factoring in years without a raise since the economy crashed in 2008. Our pay has not kept up with increases in cost of living, insurance, and this year increased contributions into state retirement to fix a problem not of our making.</p> <p>Generally, if there is profession with a shortage of candidates, wages generally rise. This does not apply to education. Lawmakers and policymakers are going to need to shift the way that they think about teachers and the profession.</p> <p>Finally, I would say that all of the blame for lack of student achievement, the unrealistic accountability measures, volumes of paperwork, endless testing, etc. have done nothing but demoralize those who are in the classroom. Students feel this discouragement no matter how hard we try to cover it up. I have 50 students in two sections of Teacher Cadet that you fund through CERRA. When I asked why there were not interested in becoming a teacher, I was not surprised by their responses: (A) low pay; (B) lack of respect from students and community; (C) too much testing; (D) long hours; and (E) there are other jobs that are more "prestigious."</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 8:11 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Public school
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>This is my 12th year as a public school teacher in SC. I have taught in the upstate and the low country. I have taught at Title 1, magnet, primary, and traditional elementary schools.</p> <p>The biggest problems facing educators and soon to be educators are the pressures that come from the top down and the lack of respect for the classroom teacher. Spring to spring 1.5 years growth is expected from every student every year on MAP testing in Pickens County. For some students that is attainable and for others, it is not. But to say that every child will perform on grade level by a certain deadline is daunting, frustrating, and unrealistic. When concern is expressed over this, teachers are looked at as complaining, unqualified, and lazy. This is the view of a lot of law makers, school administrators, and communities. Imagine taking on a job with that amount of responsibility, pressure, and lack of respect. No wonder SC can't hire and retain enough teachers. Who would want to work in those conditions. Not to mention the amount of after school professional development, during school PLC, book chats, vertical planning, etc that teachers are required to attend. Never is there time in the classroom to work on the teacher's never ending to do list. We will always have problems hiring and retaining teachers with these issues.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 8:15 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Lugoff-Elgin Middle School
Job Title	7th Grade science teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<ul style="list-style-type: none">-Higher Pay-Smaller Class Size-Working Technology-Less Paperwork

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 8:21 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Mt
Job Title	1st Grade Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Raise pay is the number one way to recruit and retain educators. The work beginning teachers do is so unfair to a beginning teacher. They just went through classes doing lesson plans. Create a mentoring program where beginning teachers can actually be mentored, supported, and have a shoulder to cry on. Beginning teachers get burned out fast and the extra work is partly to blame. Make sure special education students are beat served.

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 8:24 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	School District of Newberry County
Job Title	Curriculum Coordinator
Phone	[REDACTED]
Email	[REDACTED]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	More wages that are competitive. Pay for Master programs to advance degrees and interests. Take things away- all the different programs that are similar. Common for whole state- stick to it and don't change it. Support documents for SCREADY.

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 8:31 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Hollywood Elementary School
Job Title	teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Recruitment and retention of educators relies on two things: excellent leadership and positive voice. While money is important to everyone, money is not what recruits and retains educators; an educator knows before his training even begins that education is not a money making occupation. Teachers want to make a difference. In buildings where talented leaders grow teachers that make a difference, retention rates go up. Furthermore, when a talented leader develops a positive culture, teachers are happier and thus stay. My school is proof! We have very little teacher turnover. If you study the schools with little teacher turnover, I feel sure you that the common thread will be an outstanding administrator. It starts from the top!

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 8:51 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Indian Land High School
Job Title	Chemistry Teacher/Science Department Chair
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	I am a 27 year veteran teacher in SC. I am not ready to retire, since I will only be 49 years old when I have 28 years vested. I want to work in SC many more years. However, I have capped out on the salary scale of my district as of year 23. I am not aspiring to be an administrator to further a degree to increase my pay. I only want to teach, which is my passion. I think it is ridiculous that I am not continually paid for increased years in experience. It is also ridiculous that it actually causes me to lose money each additional year that I work in SC. I lose money in that my salary is frozen, but retirement, insurance, and taxes continue to increase deductions from my pay. The TERI program is ending. With that said, there is little to no impetus to retain a veteran teacher in SC.

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 9:13 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Lancaster County School District
Job Title	teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<ol style="list-style-type: none">1. Higher salaries would help recruit and retain teachers.2. Fewer obstacles to certificate attainment and renewal3. Fewer job embedded which do little or nothing to improve learning: Ex. Student learning objectives.

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 9:25 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Berkeley County School District
Job Title	Teacher Evaluator
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>You cannot recruit, much less retain teachers in SC with some of the lowest pay and incentives in the nation. Colleges and universities are not producing the numbers to fill the growing number of vacancies because teachers are becoming severely burned out. CERRA data reveal that teachers leave the profession mainly due to the lack of support from stakeholders - this includes parents, students, and even school and district leadership. Teachers in SC need to feel empowered and currently, that does not exist in a capacity strong enough to help truly promote our profession. BUT, if we can grow our own, starting in the middle grades and providing similar coursework at the high school level that we offer to CTE and trade skills, then we can help offset the cost students have to spend when they reach college. If credits towards education/teaching could be earned at the high school level, this could help recruit educators. But retention lies in PAYING our educators a competitive and fair wage, and treating them like the professionals they are.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 1 2017 9:59 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Horry County Schools
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>I would just like to state that the focus does need to be on recruiting teachers but also KEEPING the teachers that at here.</p> <p>I am just starting my 10th year teaching and I am still \$120,000 in student loan debt. I have 1 BA and 2 M.EDs. I still don't make enough to make a dent in my loans. I moved her in 2004 to attend Coastal Carolina University as an out of state resident. I didn't know if I was going to stay or move back. I ended up getting hired out of internship my senior year of college. So, I stayed. 75% of my loans are private and can't be forgiven. As depressing as the financial struggle can be, I truly love what I do.</p> <p>People have to WANT to teach not be bought in with over the top incentives. Current teachers need just as much help and support!</p>

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Unique ID: [REDACTED]
Location: [REDACTED]

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	PSTA
Job Title	Teacher
Phone	[REDACTED]
Email	[REDACTED]

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

I just retired from Georgia. My Mom had two very scary health events last school year that could have ended her life. One being a heart attack. I moved to SC and retired earlier than I had planned from Georgia so that I could take care of her. I am currently teaching for Anderson School District 4. I have taught at 5 different schools in my career and this is by far the most demanding of teacher's time. I don't think it's the school system, I think it is the State DOE. TOO MUCH testing. REFLECTION CRAZY!!! TOO much accountability and Demanding the SAFE T of me, my first year teaching in SC is unbelievably frustrating. My room was left in a huge mess for me to clean and then teach out of by the former teacher who did not move out until school was starting. I am a FACS teachers and have 4 different lesson plans a week to develop. SC standards are not the same as Georgia and two of the classes Georgia does not offer, so I am starting from scratch with each class. We are 10 weeks into the school year and I am still opening boxes that were packed by students at the end of the year and put in storage at the other side of the building to properly equip my foods labs. I am so busy doing testing analysis from Elementary and Middle school testing (for my High School students) to create SAFE-T and SLO's that I don't have time to get my classroom straightened out. I have worked two Saturdays all day long trying to get my room in order.

My decision to leave a fantastic job in Walker County Georgia making more money has me questioning my decision. Career and technical teachers in Georgia get extended day pay for all that they do. That is why there are 30,000 FCCLA members in Georgia and 542 in South Carolina. FCCLA in SC is really poorly managed by the DOE. Where are the Carl Perkins funds going in this state? I grew up in Greenville, SC. I love SC but no wonder it's ranked so low in education. I believe I work with very good teachers. STOP all the accountability and let the teachers do their jobs. To get SAFE T done, I am having to get up at 3 am. If I do not make SAFE T I will not be coming back next year. I have not been able to spend quality time with my mom. I am always working on something for school. I work very hard to have excellent lesson plans and differentiation in my classroom and that should be more important than accountability. My sister tells me she plays tennis with some young new teachers and they have expressed the same frustration that I have and are looking for employment outside of education. By the way the State Superintendent in Georgia, Dr. Woods ran on "Less testing". SLO's are gone. I'm not against SLO's, in fact I helped develop the Early Childhood Pathway SLO's in Georgia, looking at testing scores from previous years was NOT a part of that process. On top of that student behavior has gotten progressively worse each year that I have taught. Rules are great but if they are not enforced they are worthless. Last year it was proposed in the Georgia legislature that retired teachers be able to come back at 100 percent. So they would get their retirement and be able to be

paid at full salary at a new job. It is expected to be up for a vote in 2018. South Carolina has awesome insurance but as a retired Georgia teacher I was told I could not get it. I had dental and a 125 plan in Georgia but was recently told that because I cannot get insurance in SC (PEBA- I was willing to pay for it) that I could not have a 125 plan or dental insurance. What !!!!

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 12:48 am

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Darlington Middle School
Job Title	ELA 7 Honors teacher/ELA Dept. Chair/Team Leader
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	In order to recruit and retain teachers, we need to pair new teachers with a mentor in their content area for a minimum of 2 years, offer competitive salary for new teachers, provide at least 3 state level professional development opportunities geared specifically to brand new teachers during their first 2 years of teaching. In order to retain your highly qualified, seasoned veteran teachers, we MUST guarantee a step increase in pay each year they teach, provide a minimum of 4 professional development opportunities (2 state level, 2 national level) geared specifically to veteran teachers in their content area and/or special interest area, provide in-state scholarships for master's degree (covers at least 2 years of study), and offer teachers at Title I schools \$1000 yearly bonus for teaching in a Title I school. Increase the teacher supply stipend check in the amount of at least \$350 for school supplies at the beginning of each school year. And last, but not least, treat teachers as professionals--just as you would doctors, lawyers, etc.! After all, without teachers, none of the other careers/professions would be possible.

Form Name: Educator Retention and Recruitment Study Committee Feedback Form
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Location: [REDACTED]

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	PSTA
Job Title	Public School Teacher
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<p>Retaining teachers in S.C. will be a real struggle in the next few years, as I was on the verge of leaving the profession myself this past year. One of the biggest burdens on teachers is the pressure of public image--which is driving teachers to jump through hoops to prove they are perfect. Each school district has an image it wants to communicate to the public that is founded in data: number of students performing at a certain level, number of students suspended or retained, percentage of free/reduced lunch, and on and on. It seems to me that in the last 20 years, it has become much more important for the districts to look good according to numbers than to actually reach and train students. The population demographics of each district are different, therefore they will have different Report Card results. The pressure from the district level to look glossy and beautiful for the public is in turn requiring individual teachers to perform unrealistic feats--which they are not given the time to do.</p> <p>Teachers are being driven to show/prove they are super human by expecting lesson plans that show not just what the students will be doing in each class each day but also accommodations for ESOL students, differentiation for individuals and those with special needs, essential questions (not just the standards being addressed), formative and summative assessments, and the list of instructional strategies being used. (My weekly lesson plans are 10 pages long, on average.) Planning the lessons, assignments, and assessing the students takes me between 10-20 hours per week. (Please don't misunderstand, I enjoy writing lessons and creating fantastic lessons for my students. I enjoy teaching.) Now consider the time allotted for the creativity and planning time: less than 45 minutes per day for elementary teachers. One day of the week is required training time with an Instructional Coach or Team meeting. (This 45 minutes is the time given while the class is in enrichment, P.E., for example). Teachers need to be able to plan, collaborate, and mentor one another. The 3 hours given do not equal the 10-20 hours needed to accomplish needed tasks.</p> <p>From where does the extra time come to attain these expectations on the average teacher?</p> <p>You tell me.</p> <p>Teacher burn out is high because they are being asked to perform super-human tasks without the resources (TIME). They must choose to either borrow the time from their personal/family/community pot or choose to "let it go" and just not get it done. Most teachers I know do not "let things go," but work until they are weary. Their families are suffering because the enthusiasm and energy required to do an incredible job with students taxes their strength. Something has to give. And when the teacher can't do it all, in enters fatigue, depression, and burn out.</p> <p>Ask any general practice doctor in South Carolina what his/her number one complaint from teachers is: fatigue & depression.</p> <p>My suggestions are to allow more time for teachers to do what they</p>
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need to do--plan, teach, assess. Stop requiring teachers to prove they are doing what they are supposed to by cutting out all the extras required on lesson plans and evaluating teachers all the time.

If administration would be present, visible, and supportive regarding disciplinary issues, teachers and their students could shine instead of feeling like they are being evaluated and judged. (If a teacher is not doing his/her job well, the admin. should target that individual.) But I think the principals are being pressured by the districts to evaluate the teachers and require proof from all teachers. I think the districts are getting pressure from worrying about public image and Report Card results.

In conclusion, I wish teachers could teach their children without fear of being judged and evaluated for some goal of having a perfect public image. I wish teachers had more time to do what they are required to do. I wish the districts wouldn't keep pushing the message that the students and teachers just aren't good enough--test scores, behavior, etc.--it is demoralizing. Teachers who are demoralized get sick. They quit. They retire.

We are doing the best that we can, and it just isn't good enough.

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Educator Retention and Recruitment Study Committee Feedback Form
November 2 2017 6:58 am

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Chapin High school
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>There needs to be more teacher input into board of director, legislative and superintendent decisions</p> <p>Teachers in South Carolina don't have a voice at the decision tables. Decisions are made by representatives who have spent very little to no time in the classroom in the last 10 years.</p> <p>This is why teachers in other states have unionized in the past. With a proactive approach by legislators we will not need a union to have a voice.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 7:10 am



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[Redacted]
Organization	Hunter Kinard Tyler School
Job Title	Art Teacher
Phone	[Redacted]
Email	[Redacted]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>To recruit and retain educators in South Carolina, we need the following:</p> <ul style="list-style-type: none">-More guided mentoring for first-time and/or seasoned teachers (With this new emphasis on data, many teachers are getting overwhelmed with how to apply the new processes in their instruction while maintaining authentic.)-More collaboration between various subject areas (Instead of only creating curriculum maps for each "general" subject area (while excluding related arts), let's start making all subject areas more cohesive. For instance, allowing the music and math teachers to collaborate and help students find relevance in fractions and counting. Or in art, covering the domain of "measuring and data" via the usage of rulers for fifth graders.)-More positivity (We all know that teaching is already stressful at times with the new standards and constant upgrades from technology, but a kind gesture in the workplace can change the environment and keep teachers in South Carolina.)

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 7:45 am

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Palmetto Scholars Academy
Job Title	Assistant Principal
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Partner with local media to 1) showcase positive experiences/educators in public education and 2) minimize distractions from the work that educators are trying to perform (i.e. Charleston media with recent report on teacher absences)</p> <p>Intentionally provide PD/support for educator self-care; including the encouragement of empathy from leaders (recognizing the need for support before it impacts students)</p> <p>Focus has been on made on the whole child; focus on the whole professional</p> <p>Empowering effective educators/leaders to coach/support ineffective educators</p> <p>Recruiting vibrant, adventure seeking young professionals to teach in rural communities. Provide living quarters (similar to camp counselor arrangements). Look to other major fields (i.e. communication, recreation, psychology) as a source for educators.</p> <p>Recognize the value of equity. Not all classrooms, districts, nor educators need the same resources.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2 2017 8:03 am

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	River Springs Elementary
Job Title	Phys Ed Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>A few thoughts/suggestions:</p> <p>More pay to keep qualified educators from getting sharked into less stressful and higher paying jobs. This is frequently happening and the impact is that the less qualified teachers who wouldn't be eligible for a better or higher paying job elsewhere are left, which has a negative impact on students. At the very least making sure incentives like NBC stay in place to allow high achievers to be compensated.</p> <p>Year round schooling to decrease teacher burn out would be great - 9 weeks on, 2 weeks off - still take a month for summer break.</p> <p>Better support for first year teachers - provide them with curriculum resources, support forums memberships, send them to conferences and give them mentors - first year is the hardest and many quit within the first 3 due to burnout, lack of support and frustration.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 8:20 am



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[Redacted]
Organization	Westwood High School
Job Title	Teacher
Phone	[Redacted]
Email	[Redacted]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>I believe that legislators must meet with teachers (new and retired) to fully understand the impact of their legislation. I would LOVE the opportunity to meet with them face to face to explain the impact of their legislation.</p> <p>The legislature needs to IMMEDIATELY repeal the Retirement Restriction draw. Why go back to work if you are going to restrict our income? We have advanced degrees such as Administration that we cannot use because of the restrictions, but we have extremely valuable expertise that could make our schools better.</p> <p>Retired teachers who were not able to TERI are telling young people NOT to enter the teaching profession because the legislature has put limits on our retirement and what we can and cannot do because it impacts our ability to draw our well earned retirement and still work - unless we teach. What if we want to be a library aide, work in a special needs class, serve as a Discipline secretary? All those avenues are closed to us because of legislation. Why enter a profession that the legislature can dip, change or disrupt your retirement????</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 8:24 am

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Lexington Elementary School
Job Title	Principal
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<ol style="list-style-type: none">1. Remove the TERI salary limitations immediately.2. Reduce the amount of unnecessary state mandated testing.3. Reduce and/or remove the amount of needless paperwork and evaluations such as: SLO's, EVASS and GBE's4. Re-write the Read to Succeed legislation and reduce the number and requirements for elementary teachers in course work or provide financial supplements to defer the cost of these 4 courses.5. Increase first year teacher's salary.6. Increase all teachers' salaries to or above the SE average.7. Remove the Dyslexia mandate for 5K-3rd grade teachers8. Provide \$1,000 start up money for first year elementary teachers for classroom supplies and materials, books, etc.....\$500 for middle and high.

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Educator Retention and Recruitment Study Committee Feedback Form
November 2 2017 8:59 am

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Dutch Fork Highschool
Job Title	English Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>There needs to be an increase in pay for young teachers. When I was a beginning teacher, I worked two part-time jobs and each summer just to pay rent, student loans, tuition for course for renewal and personal improvement, car payments, insurance, etc. Now, at the end of my career, I would like teachers to be able to receive retirement and regular pay if their districts deem that the teachers are needed. Also, the state needs to continue to support national board stipends or any other endeavors that teachers make to improve the quality of instruction. Also, we need a less rigid form of teacher assessment and staff development in many districts where we are micromanaged to the point where many teachers feel the need to leave mid career and mid-year. We teachers are with our students more often than the parents are. We guide, instruct, listen, and teach these young people each day. Therefore, there need to be some serious assessments and changes by the govenment to keep good, qualified teachers in the classroom.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 9:27 am

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Florence One
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Teachers are looking at pay. They are seeing they can make a lot more money for a lot less headache. Teachers are not being supported well enough their first years of teaching and are just trying to keep their heads above water during those years.</p> <p>Government is focused on a test and teachers are teaching, but have to deal with the everyday life of the students as well.</p> <p>Lawmakers want all students to be the same at the same time.</p> <p>Children are not all the same. Teachers are being graded on student performance of an assessment, fair or not per student, and we are the only profession basing pay on children and their learning.</p> <p>Teachers want the respect our profession deserves from the lawmakers in charge. If teachers can't get it, then they leave and go to a place where lawmakers have no say in their pay.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2 2017 9:39 am



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Dorchester 2 School District
Job Title	Teacher/Coach
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Provide enough support for 1st 3 years</p> <p>Provide signing bonus for new hires and incentives for teachers who retain in the profession.</p> <p>Take more off of the plates of teachers and allows them to teach.</p> <p>Have anniversary bonuses for teachers who stay in the profession in 5yr increments.</p> <p>Provide the necessary training for teachers to meet the expectations of politicians at no cost, for example Read to Succeed nonsense that forces teachers to spend their money on classes for an initiative that will change in a few years.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 9:44 am

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Spartanburg High School
Job Title	English Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>This is an age-old societal problem.</p> <p>First, teachers are not viewed as true professionals, and, consequently, we do not attract the strongest and smartest. Incentives would help - teacher loan forgiveness programs, more scholarships like Teaching Fellows, funding provided to schools for professional development at the state level, and of course salary raises. I have a passion for teaching and have found ways to increase my salary via a Master's Degree and National Board Certification. I also freelance to proctor standardized testing on the weekends and score AP exams in the summer. It would be dishonest for me to say that this is not motivated by money. These have been valuable professional growth experiences, but I initially did them for pay increases. I have many, many family members and friends with less education who make a lot more money than I do, which is incredibly frustrating. They work in the business world, not in education. Pay does matter, as much as we would like to pretend it doesn't.</p> <p>These issues especially need to occur in impoverished parts of the state (i.e. the corridor of shame). Likewise, improvements could be made to fund some schools and districts more equitably.</p> <p>If our students encounter smart and passionate educators, their interests in becoming teachers will increase, and our field can slowly grow into the truly respectable profession it deserves to be recognized as.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2 2017 9:51 am



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	SCDJJ
Job Title	Certifid teacher
Phone	[REDACTED]
Email	[REDACTED]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>One of the issues I have right now with education in my district is the lack of respect for teachers, and the use of so much technology which our at risk students find difficult and boring. Our district is currently using a blended learning strategy that students and teachers find useless. They spent an amazing amount of money on a program called Edmentum and its nearly impossible to motivate our already at risk students as its mostly on line learning.</p> <p>The second issue is related to the first. Because our students do not care for the program, discipline problems have multiplied and control in this environment is at an all time low. Teachers are hired to teach-Let us. The third issue is financial. Teachers are not compensated and spend an unusual amount of money on classroom supplies while district leaders spend more and more on technology that students' are not using because they find it lacking in terms of human connections. Lastly, having teachers do busy work that waste valuable time. Reading a "motivational" book and having to hold "book chats" about a book called no complaining. Oh the irony.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 9:53 am

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Chapin High School
Job Title	ELA Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Recruitment - You need to start teachers at a living wage. Either that or find a way to create "teacher colleges" that are affordable, so teachers don't start out 80-100 thousand dollars in debt to earn 30 thousand dollars a year.</p> <p>Retention of young teachers - There needs to be a more streamlined and helpful process to wean teachers into teaching. The Safe-T program is cumbersome and does little to actually prepare new teachers for the reality of the classroom.</p> <p>Retention of veteran teachers - There need to be fewer laws that lead to greater extra work on teachers. None of these laws helps to improve education.</p> <p>1) SLOs do not improve instruction - they just create more paperwork and meeting for teachers and administrators alike.</p> <p>2) Technology mandates do not improve instruction - they simply dictate that I need to take extra classes to learn about what I'm already effectively using in the classroom.</p> <p>3) Reading initiatives for all educators do not improve instruction - they simply dictate that I need to take extra classes and pay for them myself to learn about what I'm already effectively doing in the classroom. I teach secondary English. I took it upon myself a long time ago to learn about effective reading instruction strategies, but I did so at my level, at my leisure, for free.</p> <p>These are just a few suggestions at the state level. Essentially, we need to be able to use our time and energy actually teaching and collaborating with our colleagues to make whatever improvements need to be made rather than providing copious amounts of evidence proving that we are teaching. Ironically, most of our "evidence" has little to nothing to do with actual instruction. If evidence of instruction is needed, let us provide it to you based on what we are already doing effectively instead of creating yet another program for us to use.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 10:01 am

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Teacher/Stakeholder
Job Title	Mathematics Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>The State Department needs professionals in place that are able to equip, train, and encourage young educators in particular to stay in the profession. These professionals need to be able to connect to young educators in multiple ways, particularly with common AND different levels of experience, age relevancy, content areas, legislative education, and/or innovative strategy implementation.</p> <p>As a young educator myself, I would really appreciate having someone within the State Department that not only understands my challenges as a teacher, but also as a young educator.</p> <p>Effective and efficient, ENGAGING training and seminars that engage teachers throughout the year would be highly beneficial. We sit through way too many training sessions that are not helpful and seem like a waste of time. I appreciate meaningful training, and I believe ALL teachers, not just those that new, would appreciate this.</p> <p>The elimination of three tiers in our content classes (such as Geometry Tech/OGL, Geometry CP, and Geometry HN) and the replacement of just two levels places an even heavier burden on teachers to perform. It is impossible to truly differentiate when students are improperly placed in levels of classes. This burdens the teachers because we then have to deal with upset and angered parents and hopeless students that don't see success when we are doing everything except inflating grades to help those students.</p> <p>Lastly, teachers spend all day planning, teaching, grading, and hoping that our students will achieve success. We aren't paid enough for just the amount of stress and strain that brings to our families, let alone the emotional toll it takes on our psyche. We have to find a way to encourage and motivate our teachers long-term, whether that is higher pay, stronger support and protection from parental involvement, more teacher awareness in legislation, etc... I volunteer for any involvement that our state would like from teachers in this area.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2 2017 10:09 am



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	barnwell district 19
Job Title	teacher/coach
Phone	[REDACTED]
Email	[REDACTED]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	teacher pay!!! its a joke! have the state get a hold on some of these DO's and administrators as well. to much personal agenda from DO's and administrators

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 10:30 am

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Lexington District 2
Job Title	High School English Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>To Whom It May Concern:</p> <p>Thank you for asking educators for suggestions on how to retain quality teachers. It has to be time consuming for you. So, I will keep my humble suggestions to a minimal. Nevertheless, my suggestions are based on 14 years teaching experience, 2014-15 Teacher of the Year, and a long history of advancing literacy levels among reluctant learners. That being said, I have no complaint about my teacher pay and there are more pragmatic ways to retain quality teachers. Below are 2 suggestions.</p> <p>1) Reduce teacher stress. Teachers perform duties that are irrelevant to teaching and the planning of quality instruction. I (and teachers across the State) do morning duty, security duty, bathroom monitoring duty, hall duty, lunch duty, dismissal duty, and more. Reducing teacher duties will do more than reduce stress. It will add more integrity to the profession of teaching and emphasizes a respect for teaching, planning, and student learning.</p> <p>2) Increase public awareness of the challenges teachers face on a daily basis. Rarely are teachers recognized for the hard work and dedication that they show to students. The public generally views teaching as the "Job with summers off." The public is unaware of the academic, behavioral, and discipline problems we face every day.</p> <p>Thanks again for listening</p> <p></p> <p></p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2 2017 10:33 am

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Aiken County Public School District
Job Title	SPED Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Increasing teacher pay is a major necessity, however for the new teachers I see leaving the profession, it's the excessive amount of paperwork, unnecessary "professional development" that doesn't address their needs, and first and foremost the lack of support from administrators with discipline issues.</p> <p>Having the right components in your classroom, such as a library, gathering area, student work, anchor charts, etc is great if you have a classroom that runs smoothly and the kids that disrupt the class can be removed. This does not happen. For the most part, the new teachers are the ones that get the "problem" kids and the veteran teachers get the "good" kids. College does not prepare you for the real problems in a classroom. Look at the schools where the new teachers leave. Chances are they are not top rated schools. They are high poverty, low parent support, low test scores, and IF THE TRUTH IS REALLY TOLD discipline is an issue (most of the time the truth is not told about this issue).</p> <p>We have 4 to 5 new teachers come to our school each year due to turnover. Out of those, one may stay. The others either go to another school, another district, or out of the profession all together.</p> <p>Lack of support from administration and parents, discipline, excessive paperwork, and pay are the issues that must be addressed in order to recruit and retain teachers.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 11:59 am

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Special Services
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>First of all, I am not sure how you would recruit teachers because I believe that teaching is a calling. People who teach typically do so because they love their students and want to make a difference in their lives.</p> <p>I see teachers leaving the profession for a number of reasons:</p> <ol style="list-style-type: none">1. Not enough support from the administration. In one school I taught, we were actually told to stop writing so many referrals because it made the numbers look bad and the district office was watching us. At that school, typically half the teachers left each year. We need to feel supported especially when we have students who are preventing the entire class from learning. Schools should not be told how to discipline students either without being fined by the state department or given a bad report card. It is time we held our students to a higher level as the teachers are also held. We often can't do our jobs because of the students who are misbehaving in our class. We also aren't producing good workers by allowing them to get away with misbehaving.2. No one goes into teaching because of the money, yet we are micromanaged by our district and the SC dept of education through data teams, professional development, read to succeed, SLO, etc. Now there is a new rubric to see how well we teach from what I understand. How about step back and let teachers teach. Get rid of some of the upper administration in districts who tell us how to do our jobs and pay teachers more. Get rid of professional development and let us plan interactive, interesting lessons for our students. Let us decide what is the best practice for our students. We aren't doing this for the money, we teach because we love the profession.3. At some point, we will be too old to teach and it would be nice if the legislators in our state would make better decisions about our retirement. This scares a lot of us too. <p>Lastly, I love my job and I love my students. I come in early and stay late for them. I do the paperwork and the busy work for them. When I get frustrated I remember why I am here and it is all for them.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 12:56 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Dutch Fork High School
Job Title	English Department Head, AP Lit Teacher, Teacher Cadet Instructor
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>I believe we overburden our first-year teachers with induction work at a time when they are struggling to navigate survival of lesson planning. They have SLO's, school and district requirements like data teams, and other initiatives, and many are fully exhausted before Thanksgiving. I would like to see first-year teachers given extra planning time for that first year instead of full teaching schedule so they can get some of that work done. (I don't dare dream that some of that work might go away!)</p> <p>I know this is an investment in FTE, but I believe if we truly want teachers to stay beyond the average of five years, we need to look not only at how much we PAY them, but how we INVEST in them. What they need is TIME, so how can we think creatively within the confines of state government and give them what they need most? If you ask them, money will probably not top the list; time will. So why not take some of that money and pay for the time they so desperately need? If we show that level of support in their first year, they are more likely to see that investment for what it is - true support for what they need most.</p> <p>I would suspect that this one thing, advertised to education majors in their senior year across our region and country, would have the effect of recruitment that we desire. Who WOULDN'T want to teach in a state that truly understands what teachers need most? It's a matter of WHERE you put that money that will make the difference.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 3:37 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	DFHS
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Smaller class sizes, more accountability for students, pay raises for teachers. When we are working 60+ hours a week, dealing with multiple behavior issues in class with minimal support from home (in many cases), and having to grade 140+ papers for each assignment, it's very hard. Especially if you are a parent yourself.

Form Name: Educator Retention and Recruitment Study Committee Feedback Form
Submission Time: November 2, 2017 4:02 pm
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Unique ID: [REDACTED]
Location: [REDACTED]

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	T. L. Hanna H. S.
Job Title	teacher
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<ol style="list-style-type: none"> 1. Increase pay. Duh. 2. Stop allowing legislation to be passed that is anti-intellectual and anti-public education. Stop allowing lies about vouchers to be told. 3. Stop treating teachers like children. Treat them like the highly-educated professionals that most of them are. If someone is ineffective, man up and deal with that person; don't punish everyone. 4. Allow teachers' unions, or otherwise pass legislation that protects the rights of teachers. For example, teachers should be allowed to have an uninterrupted lunch break where they are at least allowed to sit down and eat their lunches with dignity. No teacher should be required to stand during his or her lunch break. 5. Insist that administrators support their teachers when it comes to discipline and high academic standards. Stop letting ill-behaved kids run the schools. 6. Stop allowing ignorant parents to run schools, influence legislation, etc. Leaders and people of influence need actual qualifications. 7. Recognize that a high graduation rates are not necessarily good. Not everyone can or should get a diploma. A 100% graduation rate would mean low academic standards. No school should be a diploma mill. That's demoralizing to teachers, and creates an ignorant populace. 8. Those students who cannot get a diploma need an alternative way to gain job skills and become productive citizens. Special education students should not be left to flounder in regular classes when they are not capable of gaining a diploma, much less going to college. They should not be told they can go to college--you are setting them up for failure. They should be given opportunities to develop the gifts that they do have, which in many cases, are wonderful and correspondent to needed skills in our society. Everyone doesn't need to go to college, and when you suggest that everybody has to, you devalue other skilled jobs. Yes, this does affect teacher retention, because people get tired of working in a broken system that throws our most vulnerable kids "under the bus." Legislators and education bigwigs love things that sound good on paper, so they can pat themselves on the back, but those things aren't necessarily what our kids need. 9. End the system in which teachers are also coaches. Coaches need to be separate positions or volunteer positions. A teacher's first priority should be teaching, not coaching. Social studies should not be a joke subject because most of the teachers just majored in the easiest thing so they can coach football. I tried to hold the academic standards high, and my efforts are undermined by the coaches down the hall who give the exact test to the students as a "study guide," so that all the students have to do is memorize and regurgitate. It's an insult to everyone. 10. Actively combat the sexist, good-old-boy system that is still in place in so many schools. If we had more female administrators, and
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more administrators of color, you would have stronger schools. Stop promoting male social studies teachers who are ineffective in the classroom into administrative positions by default. They make horrible administrators, which backwards priorities.

11. Don't allow districts to take any money out of academics and put it into athletics. No high school should have a multi-million dollar field house when money is being removed from academics (you know, the reason we are here).

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 6:49 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	AJ Whittenberg Elementary
Job Title	4th Grade Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>I teach 4th grade in Greenville County. I have been following your initiatives to get a pay raise for teachers, and I appreciate all your efforts. As a teacher in my 21st year, I have been able to mentor many new teachers and be a cooperating teacher for student teachers.</p> <p>I am very concerned about the retention rate of our teachers. I would love to see you and some of the government officials hold some teacher forums to really talk with us about why WE think teachers are leaving the profession. I think if you all could really look at the comments that are made on Molly Spearman's Facebook page (where she talked about the potential pay increase), some valuable information could be obtained. Another idea is to use that information to develop a mandatory survey on some of the issues that are addressed. I think that in addition to higher pay, the state needs to really look at the hours we work and why we are working way more than a 40 hour week.</p> <p>In order to be a certified teacher, we have required college courses to take. Having to take all the Read to Succeed courses and the amount of extra work that is expected with those is a bit much.</p> <p>The amount of benchmarking we have to do is taking away from valuable teaching time.</p> <p>The extra duties and required after school meetings are taking a toll.</p> <p>The lack of support from parents makes it very hard to teach. Parents these days are not supporting us with discipline issues.</p> <p>I would be happy to put together a group of teachers here in Greenville if you are interested in meeting with us.</p> <p>Thanks for considering my ideas. I anxiously await a reply.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 7:01 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Greenville County Schools
Job Title	Literacy Coach
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	I attended the Zucker Family event in September centered on this issue. One of the things that stood out to me was there were only 2 teachers in attendance, myself and the Berkeley County teacher of the year. One of the biggest frustrations in the education profession is teachers feel we have no voice. Forums discussing issues important to us are inaccessible due to the time they are scheduled. We would love to be a part of the discussion instead of having decisions made for us.

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 7:10 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Chesnee Elementary School
Job Title	2nd Grade Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>The pressure on teachers for students to achieve becomes greater with each year. More and more pressure to be the best and have the best test scores. Teachers document their teaching more than they plan for their teaching and more than they actually teach. Remove the pressure, give teachers freedom and trust they know what's best for kids. We are working our butts off and killing ourselves in the process. I love my students, but my family suffers. I spend countless e tea hours grading, documenting, planing, etc and it seems the responsibilities and tasks just continue to grow. Trust teachers!</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 7:12 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Teacher
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	More funds for teacher salaries. Student loan repayment. Masters program repayment.

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 7:13 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	GCS
Job Title	Literacy interventionist
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<ul style="list-style-type: none">-Teachers don't feel respected.-The workload is incredible, demands are continuing to rise, and teachers need second jobs to maintain a decent standard of living.-Administrators at the building and district levels are out of touch with what their requirements look like when a teacher adds them to an already-overflowing plate.-We differentiate based on learning styles and abilities each day in the classroom and then judge students and teachers on one standardized set of tests.-Morale is down everywhere I've worked in our district. People stay because they care so much about the children, but it's becoming harder and harder to reconcile staying given all the obstacles teachers face. <p>I would love to be part of a committee seeking input on these issues. It's something I'm passionate about helping to find answers for, not just gripe about. Until at least some of these issues are resolved, teacher recruitment and retention will continue to plummet.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 7:56 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Pickens County
Job Title	SLP
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>This is specific to Speech Pathologists in the school setting.</p> <ol style="list-style-type: none">1. SLPs in the school setting actually provide a means of income for the district/state through Medicaid billing for medical necessity... they do not need to then be paid on a teacher's salary as they are not teachers, but rather medical professionals. remember - the competing market for SLPs is the medical setting where the pay is based on this medical knowledge.2. Caseload size is as important as classroom size. SLPs cannot provide quality services when they are over-extended any more than classroom teachers could.3. Take SLP certification OUT of the Dept of Ed Office of Certification and having it based on licensure. This would NOT effect services or staff, but provide the necessary structure to providing adequate, ethical, comprehensive services.

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 7:58 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[Redacted]
Organization	Greenville County Schools
Job Title	Third grade teacher
Phone	[Redacted]
Email	[Redacted]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	I think the financial incentives for returning teachers should definitely be higher. I also think teachers should be compensated for the "extras" that they participate in- Grade level chair, afterschool activities, teacher of the year, and committees. This way, teachers will be more motivated to participate when they are actually being compensated for their time. I also think it would be a great idea to provide childcare vouchers or onsite daycare facilities. Many young and thriving teachers are forced to leave the classroom because their salary doesn't even cover the cost of their childcare. Finally, the demands placed on teachers has to stop. Read to Succeed, high stakes testing, and other constantly changing requirements have to end. All teachers understand there must be checks and balances, but it is insulting to continue to ask more from teachers without taking some of these responsibilities away. I love teaching but barely being able to provide for my family while spending too much time afterschool is too much!

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Educator Retention and Recruitment Study Committee Feedback Form
November 2 2017 8:01 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Greenville County Schools
Job Title	5th grade teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<ol style="list-style-type: none">1. Teacher pay is far too low and not competitive. I am considering leaving teaching for many reasons. Better pay is one of them.2. Work demands. Teachers have outrageous demands for student success from the state and district levels and not a lot of time to do it. If I need to work as hard as I am, I should get paid higher for it.3. Standards and expectations of students. Fifth graders are expected to master content that I feel is far beyond their developmental capacity. Students should be assessed on retaining information and then they can apply and make those connections the state expects of them when they are developed and able to make those connections. So many of my students are struggling and discouraged because they simply cannot make those deep level connections that the state is forcing them to make. Essentially the state is forcing all students sent to make deep applications and connections to information at the same time. And if they don't make the connections (even if they are behind developmentally) they score poorly on tests. And when they score poorly on tests more demands and work is created for teachers. Teacher become more stressed and students do as well, causing them to hate school and perform even worse. And the cycle continues to worsen.

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Educator Retention and Recruitment Study Committee Feedback Form
November 2 2017 8:02 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Greenville County Schools
Job Title	Speech Pathologist
Phone	[REDACTED]
Email	[REDACTED]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Retention - imagine working for a company for years, become an expert in your field, paid retirement, chose to take an encouraged early retirement benefit which was ended by your employer and then told you can continue working BUT you must take a reduction in your salary and you have to continue paying into the retirement system for someone else to receive benefits. Then told if you make over \$10,000 you can no longer receive the benefit and salary which you worked for your entire career! Remove the cap. Don't reduce salaries when you are working the same job!</p> <p>Recruitment- make teaching important again. Find an advertising agency to promote the positives of teaching. Let people who have actually taught make the decisions. Reduce the testing and stress. Stop pushing down curriculum. Give teachers resources. Support teachers!</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 8:07 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Spartanburg County Schools
Job Title	Teacher
Phone	[REDACTED]
Email	[REDACTED]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Increasing our pay, providing state wide curriculum that may make it easier for planning; other than standards and support documents. Also providing more days to plan to successfully prepare for units.

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 8:10 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	State of South Carolina
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>I often consider seeking other career paths because I feel that I am not paid the salary that I am entitled in comparison to other careers. I have a Master's Degree and I have been teaching for nearly a decade. Many members of my circle of family and friends make almost \$10,000 annually more than I do with an Associate's degree from a Community College and less than five years experience. The job is even less appealing when factoring in that "lunch breaks" and "planning" aren't really breaks like in other career fields. They are simply opportunities to rush to a cafeteria duty or another team meeting. As a Special Educator, I feel even more of a burden than when I taught General Education because of the quantity of paperwork. Every IEP written takes approximately 1-2 hours to write and another 1-2 for work related to the meeting such as contacting the parent, scanning copies, sending to the proper person in Special Services, and proofreading IEPs for colleagues. We do all of this while still doing everything that General Education teachers do such as planning, teaching, grading, contacting parents, etc. All subject areas deserve pay relative to other careers, but Special Education also deserves a stipend for additional paperwork.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 8:14 pm

[REDACTED]
[REDACTED]
[REDACTED]

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	District 5 Schools Spartanburg
Job Title	teacher
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<p>To retain teachers in SC please consider the following:</p> <ul style="list-style-type: none"> * let teachers spend less time documenting and data collecting and let them TEACH * be realistic- teachers cannot plan for 25 individualized differentiated lessons for students at all levels while managing special ed students who were previously in self-contained classes, while concurrently attending meetings, calling parents, adding in new tech, etc. We keep adding new programs but we never take anything off. * TRUST teachers to decide how best to approach their students. We are often given the curriculum, our schedule breakdown, the suggested material to use and now even the grouping for our kids. Not everything works the same for every kid. Let the teacher determine how to meet the needs. * BACK us sometimes. There is less and less respect in some schools and fewer consequences available. * Increase pay to reflect the level of expertise and effort teachers have. We are behind compared to other states nearby. It's insulting to sow so much into a job, and to be supplementing that job with our own money to get the materials we need for our classes and then be passed over for meaningful raises year after year. (Yes, there is money at the school, but again...how it is allowed to be spent is decided for us. The things we REALLY use have to be bought by us) <p>I keep hearing about needing more mentoring for new teachers. I can assure you, the new teachers I have worked with in recent years had PLENTY of support and mentoring. They left because of the micro-managing and lack of backing with behavioral issues. Like most of us, their time was being spent data collecting, documenting, reporting, and dealing with management issues or counselling issues.</p> <p>I hope SC can figure this out. I have worked in SC in a Title 1 school for 27 years. I love those kids. I can honestly say I don't feel like they are getting the best anymore because my time and energy are so divided, and my hands are so tied with regard to approaches I can use to meet their learning styles.</p>
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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 8:21 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Taylor's Elementary School
Job Title	5th Grade Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>When I moved to SC from California, I knew I would be taking a major pay cut. On paper before taxes, health insurance, etc., I make \$13,000 less per year than I did in California. I had significantly better health insurance as well. After taking out taxes and high costs of health insurance and doctor visits, I'm making closer to \$20,000 less per year. A doctor's appointment in the beginning of the calendar year costs me about \$250, and we all know that teachers get sick from working with kids. While I understand that cost of living is much lower, I can work a lot less and make about the same amount of money working at Starbucks. I am currently working as a tutor 8 hours each weekend to try to supplement my income so that I can work at paying back my student loans for the Masters in Education that I earned.</p> <p>My husband and I have talked about me quitting my job and looking at working for a private educational company (a textbook company, tutoring, technology programs, etc.) so that I am significantly less stressed and making more money, but still in the education field that I love. I want to continue to be in the classroom, but it doesn't make sense financially, so I don't know that I will remain a classroom teacher once I have my own children.</p> <p>I have never been happier with a school principal, the variety of programs my students get (music, art, etc.), and I adore my students. This is what keeps me motivated and loving my job. However, once I have my own children, this passion for teaching might not be enough to keep me in the classroom due to finances.</p> <p>Thank you so much for taking the time to think about the needs of the teachers. It is through happy, healthy teachers that we can take care of and teach our students.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 8:25 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Greenville County Schools
Job Title	Elementary Counselor
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>I am a retired classroom teacher. Last year I was offered a job as a part time elementary counselor. I love what I do. My heart breaks for the classroom teachers. Every little problem, improvement, new curriculum idea eventually falls on them. They are exasperated, overworked, and under appreciated and also underpaid. Many of their classrooms are bulging at the seams with 30 students. They are constantly given more and more responsibilities with none taken away. Their stress levels effect their students. Schools are entirely too crowded with some elementary schools reaching 1000-1200 students. These are little children who need a smaller more intimate environment. I understand the need to cut costs, but not at the cost of our future. Our cost cutting efforts will not pay off in the long run. Greed is an ugly part of education.</p> <p>I would love to see teachers receive higher pay and even be given the opportunity to job share with full benefits with another teacher. Teachers are the people you should consult. Few college students feel the desire to enter a profession that is under appreciated and underpaid. Teachers at my school work from sunup to sundown and are given little say in the curriculum they teach. Children do not come in one size fits all, teachers know their students best and all students are not ready for the standards that are literally crammed down their throats, by the unrealistic expectations forced upon our teachers. I love the teaching profession. I love the children of this state. Teaching is not a business, but rather a passion and a gift. Give these professionals back the right to do what is best for the students they teach. One size does not fit all.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 8:31 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Greenville County
Job Title	Teacher
Phone	[REDACTED]
Email	[REDACTED]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Remove the read to succeed endorsement required for teachers. Teachers regularly receive professional development and are required to take 120 hours every 5 years to keep their certification. They should not be required to take 4 college classes additionally.

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 8:34 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Greenville county schools
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Stop having so many tests for young kindergartners

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 8:40 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Ford Elementary School/Laurens School District 55
Job Title	First Grade Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>-Increased pay. Did you know that a first year teacher in Georgia with a B.A. is paid more than a 10th year SC teacher with a Masters Degree?</p> <p>-Classroom management training</p> <p>-Assistants in early childhood grades. Children are expected to go from thriving in Kindergarten with 2 teachers, then expected to do just as well in 1st/2nd with just one teacher. For a first year teacher of young children, an assistant (even half day) would be especially helpful in relieving stress and managing the classroom. We teach our children to collaborate, why not let us lead by example and show them how to work with an assistant.</p> <p>-Schools should be REQUIRED to provide teachers with curriculum. I taught at New Prospect Elementary School in Anderson 5 under the principalship on Layne Putnam. It was my second year teaching, but my first year in the district and first ever experience in 2nd grade. I was told that my instruction didn't meet standards. I only used the curriculum provided to me by the school district (which was only for math---I purchased my own curriculum for ELA) and had no clear guidelines. Guidelines are necessary to let us know where we should be going.</p> <p>-Districts shouldn't be allowed to make a teacher resign over not passing induction or SAFE-T. There should at LEAST be the option of moving to another school in the district. SAFE-T is a terrible way of evaluating teachers. My SAFE-T year was spent in a terrible environment with no mentor. I was constantly criticized and it began to impact my physical health (at age 23.) I wasn't given support but was expected to thrive. With the SAFE-T model, a teacher can go an entire semester doing something wrong and not get any feedback until their mid year meeting after it may be too far gone.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 8:43 pm

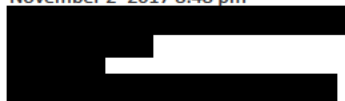


Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Former employee of Anderson District 5
Job Title	Classroom teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Teacher raises is a great start, but working conditions being what they are in many districts, it won't be enough. I know it may seem difficult to believe but we have some very poor leadership in some of our districts. The micromanaging and in some cases bullying makes for working conditions that no amount of money will make up. In my last years I spent more time assessing, collecting data, tracking and meeting than I did teaching. It was no longer worth it. I have plenty of documentation I am glad to share.

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 8:48 pm

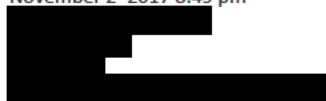


Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[Redacted]
Organization	Chandler Creek Elementary
Job Title	Teacher
Phone	[Redacted]
Email	[Redacted]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Pay more, stop changing state testing, consult teachers on state testing, spend an entire week in a classroom, not a school, a classroom (the same classroom, please come to mine), let kids be kids, stop adding more to our plate.

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 8:49 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	School District of Pickens County
Job Title	Social Studies Teacher
Phone	[REDACTED]
Email	[REDACTED]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Bring back ALL middle grades social studies testing so I can have my job back. I know of schools who will not be hiring social studies teachers because of this. I want my career back, or I'm going to look for another one.

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 8:54 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[Redacted]
Organization	South Carolina Teacher
Job Title	Early childhood educator
Phone	[Redacted]
Email	[Redacted]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Let teachers teach the way they know how. It seems like the people passing the laws are not in the classroom to honestly see how they want us to implement a new program. Giving a teacher 20, 6 year olds and telling them to teach small groups while the rest of the class is on task is not as easy when you have so many needy students. Most teachers have duty before and after school, stay for meetings and conferences and then are told to "do" more. Maintain a web site, stay connected to parents, grade papers, lesson plans, Pre and post test, analys data. I do love my job and am so excited to see the excitement on the kids when they realize they have leaned something! The pressure from administration and even above them is stressing all of us out!

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 8:54 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Chandler Creek Elementary School
Job Title	School Counselor
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>The overall feeling from educators that I get is that teachers are overwhelmed and overworked. The tests that we are giving students are not developmentally appropriate. The standards are difficult for teachers to understand and when left open to interpretation, students are being left behind not because they are incapable of learning but because they were not taught what was needed for a test. Something has got to change and it has got to change quick. I am really unsure as to what happened to the SCPASS which seemed more appropriate for our children if we have to take standardized testing at all. I am really unsure why the State doesn't give credit to schools working with high poverty levels for the gains that we actually make with students. When we welcome students into our school that are reading significantly below grade level, we see growth and work as hard as we can to get them there...yet the pressure is put on teachers because those students didn't "meet" standards. We are going to lose teachers that care. We are losing teachers that can make a difference. Teachers leave Title I schools in droves because they can go to a school with less poverty and be praised for all of their students meeting the standards. If we want all students to have equal access to a high quality education, things have to change to keep good teachers in schools with high poverty levels. They will not stay if they are continually demoralized by standardized testing. I honestly don't know how much money would make people stay. How much money makes it worth working yourself to the bone all day long and not even getting a break to plan on some days? When they look at the jobs of their peers and see them getting hour long lunches, breaks throughout the day, and working less hours, all the while making thousands more a month, it doesn't seem very enticing to stay in the field of education. I love my job but it is very sad to see so many teachers leave my school every year.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 8:59 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Greenville County Schools
Job Title	Elementary Counselor
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>I am a retired classroom teacher. Last year I was offered a job as a part time elementary counselor. I love what I do. My heart breaks for the classroom teachers. Every little problem, improvement, new curriculum idea eventually falls on them. They are exasperated, overworked, and under appreciated and also underpaid. Many of their classrooms are bulging at the seams with 30 students. They are constantly given more and more responsibilities with none taken away. Their stress levels effect their students. Schools are entirely too crowded with some elementary schools reaching 1000-1200 students. These are little children who need a smaller more intimate environment. I understand the need to cut costs, but not at the cost of our future. Our cost cutting efforts will not pay off in the long run. Greed is an ugly part of education.</p> <p>I would love to see teachers receive higher pay and even be given the opportunity to job share with full benefits with another teacher. Teachers are the people you should consult. Few college students feel the desire to enter a profession that is under appreciated and underpaid. Teachers at my school work from sunup to sundown and are given little say in the curriculum they teach. Children do not come in one size fits all, teachers know their students best and all students are not ready for the standards that are literally crammed down their throats, by the unrealistic expectations forced upon our teachers. I love the teaching profession. I love the children of this state. Teaching is not a business, but rather a passion and a gift. Give these professionals back the right to do what is best for the students they teach. One size does not fit all.</p>

Form Name: Educator Retention and Recruitment Study Committee Feedback Form
Submission Time: November 2, 2017 9:15 pm
Browser: [REDACTED]
IP Address: [REDACTED]
Unique ID: [REDACTED]
Location: [REDACTED]

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Greenville County Schools
Job Title	Teacher [REDACTED]
Phone	([REDACTED]) [REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<ol style="list-style-type: none"> 1. The cost of preschool is why I left after twelve years. I was spending more than my mortgage (over half my bring home pay) to have my kids in preschool. They weren't even being given much of an education despite my paying through the nose and the school being considered the second best school in the area. 2. Parents run our system now. There's little to no discipline because everyone wants to avoid a parent calling the district... we all know the district will back the parent more than a teacher usually. You can't teach kids who know there is no consequence if they don't obey/listen/work. 3. College doesn't teach what's really needed to teach. There's too much to type here, but I'd love a chance to chat on this if you'd like information. 4. There's no incentive to be amazing. I was told once that I needed to dial it down because the teacher beside me couldn't keep up with my ideas and we needed to all be doing the same thing. (My principal even told me I should just write the plans for the other teacher and let that girl make the copies. Did I mention she had 28 years of experience?) I'm a creative person and I teach like me, no one else. I should not have to lessen myself for another nor should anyone else have to for me. Creativity is going out the window. Everything is so rigid, so scripted, so cookie-cutter ... There's no room for us to be US. Or, more importantly, for the kids to be themselves! 5. There's not enough time to work a miracle. Other states provide the tests up front, per the backwards design model we are encouraged to use. We fly blind. We found out in DECEMBER one year that we'd be taking an entirely new test. That left us scrambling to cram all the new expectations into those last few months. The minutes expected by our district would require the school day to last til after 4 pm (I've counted) and that's if zero transition time is allowed, zero time for brain breaks, zero time for stupid cookie dough assemblies. 6. Teachers are PEOPLE who need rest, encouragement, enrichment, and understanding. The public views us as crayon and glue users and the state isn't really doing much to get us back to being considered professionals. 7. It's stupid that we can't wear jeans more than once in a blue moon. We are professionals, yes, but if you want me to sit in the floor and read a book with my kids, I can't very well do that in a dress or black pants. There's a way to be professional and comfortable. Not to mention... a black pants type wardrobe is expensive and we don't make much. 8. After twelve years and a master's degree, I still made under \$55k. I'm getting a second graduate degree currently and having to borrow almost every penny because there's almost nothing left to save after having kids on a teacher salary. There are very few professions that would offer that same level of pay for the same level of experience and education.
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I am not the teacher who gets all the best scores, but I always have the most students who leave the classroom with a love of learning. Always. I am a good teacher and I know it. I'm not afraid to give my honest opinion about how to change education and I'd love more of a chance to do so if you'd have me.

Last, but not least, please forgive my spelling / grammar in this!:) I'm typing speedily on my phone and I know between the scroll not working well and my phone hating me, there are bound to be issues.

THANK YOU for asking our opinions!!!

Form Name:
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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 9:18 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Chandler creek elementary
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Expecting a single teacher to teach 20 children in a first grade class is alone challenging. Then we have students who do not speak English and we are expected to teach them English and read on grade level, now expected to have students with autism who have so many countless needs it's near impossible to give other children attention they deserve and need. Not to mention making sure you are challenging the high achieving students and somehow still give attention to your average students. It's overwhelming to expect a teacher to meet the needs that are being placed in our classrooms and reaching standards that are no longer developmentally appropriate in many ways. Teacher burn out is real and understood because we are over worked and under paid. Class sizes need to be smaller. Students with special needs need to be with a teacher trained and specialized in serving their needs in a even smaller class size with additional teachers. All inclusive classrooms are burning out the teacher who is expected to wear 20 diff hats on top of the other students suffering because the students with special needs are taking so much of the teachers time and attention. The same with our EsL children who do not speak or read English. Their 30 min. Pull out a few times a week is not enough. If you want to keep teachers pay them like they are valued. My husband who did not go to college makes 63k a year in a career who appreciates his hard work and pays him accordingly. I have 2 degrees and have worked for 12 years as a highly qualified teacher and make almost \$20k less than him. His benefits are also much better than mine. Thankfully I teach because I know I make a difference in the lives of children. Although it is getting harder and harder to continue to focus on that when our job is getting more overwhelming every year and the pay is lack luster.</p>

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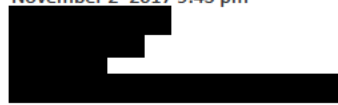
Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 9:33 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Greenville County Schools
Job Title	Substitute Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>I am a career changer and taught full time in the Greenville County School District during the 2016-2017 school year. I interviewed at two schools and took the first offer for employment I received. In the initial interview I was told I would have a team to plan with, work, with, and receive support from as a new teacher. However, when the school year started I found out that I was one of two fifth grade teachers. I taught math and science, and the other teacher taught ELA and social studies. There was "no team" and no one to plan instruction with. I was assigned a mentor who did absolutely nothing to mentor me as a new teacher other than sharing some old plans and her old SLO as an outline for my SLO. As a new teacher I was given very little resources for my classroom, and it took administration until Christmas to give me a fifth grade math kit. The instructional coach was told to meet with me to "plan." She had never taught fifth grade and basically looked at my plans to see that I was following the district pacing guide in math and science. I shared my concerns with my administration, but was still given little support. There were also a lot of behavior problems in my grade level that obviously had not been dealt with before the students reached fifth grade. I also had little support when it came to student misbehavior. I asked to be transferred to a different school, but was not allowed per district policy which stated that I had to stay in the same school for three years before I could receive a transfer. Therefore, I resigned my position due to the lack of support I received during my induction year. There were also other new teachers to the school that did not return for similar reasons.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 9:43 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[Redacted]
Organization	Pendleton Elementary
Job Title	Teacher
Phone	[Redacted]
Email	[Redacted]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Recruitment and retention go hand in hand. The majority of teachers work very hard and are extremely dedicated but low pay, large class sizes and unrealistic requirements lead to teacher burn out. If a teacher is 100% committed then she gives her all regardless of circumstances. The problem is that one can only do that for a short period of time. Smaller</p> <p>Class sizes, 18-20, would do wonders in keeping teachers. When class sizes are large it takes much more planning, energy, time to grade, time to prep, the list goes on. With smaller classes teachers feel like they can meet the demands of the job and still be successful and creative.</p>

Form Name:
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Unique ID:
Location:

Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 9:56 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Pendleton Elementary
Job Title	Teacher
Phone	[REDACTED]
Email	[REDACTED]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Recruitment and retention go hand in hand. The majority of teachers work very hard and are extremely dedicated but low pay, large class sizes and unrealistic requirements lead to teacher burn out. If a teacher is 100% committed then she gives her all regardless of circumstances. The problem is that one can only do that for a short period of time. Smaller</p> <p>Class sizes, 18-20, would do wonders in keeping teachers. When class sizes are large it takes much more planning, energy, time to grade, time to prep, the list goes on. With smaller classes teachers feel like they can meet the demands of the job and still be successful and creative.</p>

Form Name:
Submission Time:
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Unique ID:
Location:

Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 9:57 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Greenbrier Elementary
Job Title	First Grade Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>There are several reasons I feel there is a shortage in new teachers in SC. First of all- the demands put in us are outlandish and unreasonable. We have assessment upon assessment to give students but far less time to teach. Standardized tests do not give an accurate account of what a child knows or doesn't know. Second- we have so many requirements put on us with no overtime pay or reimbursement of funds (PLC's required every Wed., IPMs once a month, PDs, Read to Succeed classes (which we get no graduate credits for and we have to pay for the classes). We have very little money given each year for supplies for our classss forcing us to beg for funds through Donors Choose or Go Fund Me or writing grants. All of these are great but also time consuming.</p> <p>More and more teachers are feeling the stress of having to teach inclusion classes without having ANY training in teaching special needs classes. The mainstreaming of IEP kids is a great idea in a perfect world or maybe even for the child, but what about the extra stress placed on the REGULAR ed teacher???</p> <p>We come to school an hour and a half early and leave 2-4 hours past our contract time. No overtime is paid to us. Any other profession in the country gets paid overtime.</p> <p>We are expected to go go go. We feel very unappreciated- from parents, students and administrators.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 10:12 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[Redacted]
Organization	Pendleton Elementary
Job Title	Teacher
Phone	[Redacted]
Email	[Redacted]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Recruitment and retention go hand in hand. The majority of teachers work very hard and are extremely dedicated but low pay, large class sizes and unrealistic requirements lead to teacher burn out. If a teacher is 100% committed then she gives her all regardless of circumstances. The problem is that one can only do that for a short period of time. Smaller</p> <p>Class sizes, 18-20, would do wonders in keeping teachers. When class sizes are large it takes much more planning, energy, time to grade, time to prep, the list goes on. With smaller classes teachers feel like they can meet the demands of the job and still be successful and creative.</p>

Form Name: Educator Retention and Recruitment Study Committee Feedback Form
Submission Time: November 2, 2017 10:33 pm
Browser: [REDACTED]
IP Address: [REDACTED]
Unique ID: [REDACTED]
Location: [REDACTED]

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Greenville County Schools
Job Title	First Grade Teacher
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<ol style="list-style-type: none"> 1. PAY YOUR SC TEACHERS MORE MONEY. Not 3% raise that ends up paying for our rising health care premiums Pay us a substantial amount of money that SHOWS we are WORTHY of our profession. 2. Give teachers adequate health care. In a profession that is predominantly women, office visits to the OB for annual checkups are NOT covered and can run \$300 or more. You want to keep qualified teachers? Then give us health care we can afford so we can get these necessary checkups. 3. Time. Time to collaborate with our colleagues and administrators. Time to prepare engaging lessons. Time to reflect and respond to student work. If you want exceptional work from exceptional teachers, we need time. During the day, I teach. I have to address student needs for seven hours straight. Some days I have NO BREAK. Not even to use the restroom. So the time I am in the school building, does not give me ample time to prepare lessons, grade papers, analyze data. I usually do ALL of this ON. MY. OWN. TIME. WITHOUT COMPENSATION. 4. Have our backs. We are in an age where teacher credibility is nil. We have parents who don't parent but teachers are expected to "fix" their children. And then it is on the shoulders of the teachers to get the student to grade level. We need to start holding parents accountable as well. It takes a village. Don't put the sole responsibility on teachers. It is overwhelming. It is exhausting. It can be rewarding but it can also be downright depressing. 5. Reduce the caseloads of special ed teachers. The documentation, planning, and preparation for these students with IEPs are drowning our current teachers. I see our teachers are now physically ill because they just cannot keep up with demands. These teachers should NOT have the same class size as a regular education teacher. Period. Help them. 6. Stop requiring districts to spend money where it no longer is applicable. It's ridiculous that we spend millions of dollars a year in contracts with publishing companies just because of a mandate. These books are antiquated and do not meet the realistic needs of lower economic students. With technology teachers have a variety of sources, more flexibility and more tools to meet the needs of students. 7. REDUCE THE AMOUNT OF STANDARDIZED TESTING. Mrs. Spearman promised when she was campaigning, that she would reduce the amount of testing, and that she thought students were being over-tested. This is why I voted for her and not much has changed. The names of the tests have changed but the number of tests and the length of these tests are ridiculous.
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Educator Retention and Recruitment Study Committee Feedback Form
November 2, 2017 10:43 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Greenville County Schools
Job Title	Teacher
Phone	[REDACTED]
Email	[REDACTED]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Recruit: I'm not sure I agree with recruiting as much as I do retaining. I believe the Lord gives people a heart for this job and if they don't have the heart...we don't want them impacting our kids. I did, however, greatly benefit from networking and professional development (once I already knew I wanted to be a teacher) from the Teaching Fellows program.</p> <p>Retention: Man. If all of the power needed to change kids' lies within us, WE need to be supported! Mentally: more BREAKS (I don't get a planning period everyday. I am literally without a break at all from 7:15-3:15. Emotionally: we need to be able to vent and network with others without fear of losing our jobs for "complaining." Professionally: more opportunity to observe other experts in the field! I believe in being the change, let me know how I can help.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 2 2017 10:57 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	PSAT
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Get rid of all the unnecessary paperwork. Teachers spend more time writing paperwork plans, than they spend teaching. Regardless of how much you would like to cookie cutter educators, teaching is an art, which is recognizable when witnessed, but hard to quantify. Get the paper pushers and non teacher legislature members out of the process. Better pay and pathways to higher pay while staying in the class room would help also.

Form Name: Educator Retention and Recruitment Study Committee Feedback Form
Submission Time: November 2, 2017 11:02 pm
Browser: [REDACTED]
IP Address: [REDACTED]
Unique ID: [REDACTED]
Location: [REDACTED]

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	NEXT High School
Job Title	English Pro
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<p>Fear rules academia. I refused to return to public education until I was invited to teach at NEXT because of the atmosphere of fear that I've discovered in most public high schools.</p> <p>Politicians are afraid of being seen as too liberal or of wasting public funds. School board members are afraid of losing power. Principals are afraid of losing funding. Teachers are afraid of losing their jobs, their benefits, and their careers.</p> <p>NO ONE can operate long-term in a fear-infused environment. We talk about how students are coming from traumatic situations while actually collectively creating our own traumatic situations because of incompetence, micro-management, and a lack of vision about what constitutes education.</p> <p>To recruit and retain educators, SC should do the following:</p> <ol style="list-style-type: none"> 1. Treat educators as professionals who are well-trained, intelligent, and capable of doing a job once given the proper tools and resources. 2. Stop expecting educators to do nonsensical "professional development" courses that aren't actually connected to their area of study and that aren't provided for by the state. 3. Any required courses/paperwork/extras should be paid for by the state. 4. Stop changing jargon/ideas/foci/curricula/standards every few years. Only consultants benefit from the changes. It takes several years to see improvement happen on mass education. Flexibility is great; change for its own sake is harmful (especially when the terminology changes but not the substance). 5. Raise pay or stop expecting teachers to do work at home. If you expect 100 essays to be graded outside of school, then offer paid grading days. If you expect amazing collaborative lesson plans, then stop the pointless meetings and give teachers the time, training, and resources to plan. 6. Kick out dangerous kids. Just do it. Expect respect and get rid of those who absolutely refuse to give it. 7. Provide tech coordinators to work on implementing technology (or whatever the fad du jour is) with teachers so teachers have time to plan content rather than spending 40% of their time figuring out a new, shiny tool. 8. Stop adding to the paperwork. I know bureaucrats love the forms. We don't. We are charged with teaching, not filling out mindless work. If you really need forms, give us all personal assistants. 9. Put former educators with more than 10 years of experience in charge of education. Again, bureaucrats and politicians have their uses, but putting a non-educator in charge of
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requirements/forms/etc. is as ridiculous as putting a civilian in charge of the joint chiefs of staff.

10. To repeat: give us the TIME, resources, and power to do what we love--teach students.

Thank you.

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Educator Retention and Recruitment Study Committee Feedback Form
November 2 2017 11:16 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Fork Shoals School
Job Title	Media Specialist (former classroom teacher)
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Yes- We would all like more money. But what we need:</p> <ul style="list-style-type: none">-Appropriate time for planning and preparing lessons. 30-45 minutes 3x a week does not cut it.-Appropriate class size. 27 Kindergarteners is crazy! I would beg for law makers and administrators to sub for the Parapro in K5 classroom for a day and that would fix class size-A break from lunch with students; A moment to breath and eat a meal in peace and maybe get to the restroom will help teachers finish the day strong instead of frazzled.-Let's look at a teacher's workload and take a few things off the plate. <p>We all came to the profession with enthusiasm and spirit. However, all of the "stuff" is weighing us down and driving us away.</p> <p>I understand that lawmakers and government officials probably have good intentions, but as you listen to teachers...really listen and put yourself in their shoes. I applaud you for allowing teachers a voice!</p>

Form Name: Educator Retention and Recruitment Study Committee Feedback Form
Submission Time: November 2, 2017 11:25 pm
Browser: [REDACTED]
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Unique ID: [REDACTED]
Location: [REDACTED]

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Greenville County Schools
Job Title	Teacher
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<p>The best way to recruit and retain educators is to provide adequate prep time in addition to compensation for the hours this profession requires to be done well. My contract hours are approximately 7:45 - 2:45 daily. I have a planning period during the time my class goes to related arts for 45 minutes a day, 4 days a week. On a good week, that gives me 3 hours of prep time that I am compensated for. Usually, one of those planning periods is taken by training, or special event, or absent related arts teacher. Some weeks, I only have 2 hours and 15 minutes to plan and prep for my elementary classroom. The expectation is that I am leading small group reading, small group math, assessing students, collecting and analyzing data, providing hands-on opportunities (with a variety of materials), communicating with parents, maintaining my PAS-T notebook with evidence that I am a proficient teacher in addition to planning highly engaging, challenging lesson plans. That simply cannot be accomplished in the time I am given at the elementary level. My middle school counterparts have two planning periods a day. My high school counterparts with block scheduling have an hour and a half for planning daily. Instead, I arrive early. I work 2-3 hours several days a week after my contract time is up. My evenings and weekends are spent researching ideas, gathering materials, analyzing assessments, and planning. While I am aware that I chose to be a teacher, and knowingly entered a profession that is on the lower end of the salary range (especially given advanced degrees many teachers have) and would require more of my time, there is no preparation possible for the stress, exhaustion, and time constraints that I would be under as an educator (and how those have grown over the last 13 years). There are often children who need me the most, but require a far greater percentage of my time and emotional energy that some days wipe me out before lunch time - with no relief until the end of the day - there is no switching classes and getting a fresh start every hour or two at the elementary level. It can be emotionally draining. There is also the emotional connection I make with my kids and the relationships I build with my families. With all of the other commitments, I still make time to attend their ball games and PTA events to support my school because I find value in those events. My principal often encourages us to take time for ourselves, but I often wonder - how? With a never ending to do list and little time to prep, it's easier to work late and know I am as prepared as I can be, but yet I still do not feel as if I am able to reach my peak potential most days. I have been fortunate to teach in a district with ample resources, yet I still spend time writing grants for additional supplies and materials I cannot buy on my own and that budgets do not always cover. I have been fortunate to work with supportive administration and coworkers, and I know this is not always the case. My passion for my job, combined with the leadership of my district and the relationships with my coworkers keep me energized and coming back for my students. My students, who are proud of what they are learning</p>
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and whose families are amazed at what their young students can accomplish keep me coming back. Without that combination of support, I may have been one of the statistics of a teacher who left. There have been years where my role affected my health - I can pinpoint the times due to the reversal of the health issues in June when school ended. I work a part-time job, like many of my coworkers, because my salary with years of experience and a Masters Degree is far less than that of my business counterparts who hold only a Bachelors. Many more of my friends in education hold advanced degrees and receive fewer days of 'on the job' training. My friends in the business sector often receive training related to their job over a period of time during their regular working hours. When I have had the opportunity to go offsite for training, only my conference admission & room were covered. We paid for our own food, gas, and once left at 4:00 in the morning so we would arrive at registration on time. Many teachers will pay out of pocket to attend workshops and trainings on their own time. My business counterparts are almost always reimbursed for their travel and expenses in addition to receiving overtime pay or comp time hours on a regular basis for exceeding their hours. Our delivery of subject matter to kids is expected to continually evolve, but the treatment of teachers and the education system hasn't. As an early childhood educator, my kindergarten students are expected to leave my classroom reading, writing multiple sentences, and adding and subtracting to 10. I still have students who come to me in August who can't write their name, who do not know the difference between a letter and a number, who don't know how to hold a pencil, and who lack social skills necessary to independently complete many common school tasks. Yet, we wonder why our students are going to first grade below grade level. There is a vast need for more early childhood programming to prepare students for school - and a serious need for smaller class sizes in early childhood classrooms. We have students who need intensive support - and SPACE - to develop socially, emotionally, and academically who are not getting what they need because our classrooms are so full of students and tables for them to sit at. My room has little open space outside of a large carpet area - no room for other centers - due to my having 24-27 students in a small classroom. This is also an added stress that could be addressed with more funding for class size reduction. Please understand that I love my job - and I am happy to teach. I wouldn't want to change my profession. I haven't yet experienced the burnout that other teachers have, but I can understand why they chose to leave. I realize how I could be happier and more energetic if the time I spend was validated and I was given paid time to complete the necessary prep work. I understand how I could be a better ME if my time away from school was actually spent away from school, recharging so I could give my students my best efforts and maintain relationships with friends and family without worry. I am thankful for the discussion of a raise and

I would ask you to seriously consider more funding so our students could have more opportunities outside the classroom for skills that make them well rounded and healthy while giving teachers adequate time to plan and prepare (and use the bathroom).

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Educator Retention and Recruitment Study Committee Feedback Form
November 3 2017 5:11 am



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	None
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Higher pay would be great, but is 2% enough? I would honestly say that the best way you could retain teachers would be to take some of the workload and requirements off us! I feel like more and more is added each year, but nothing is ever taken off!! Also, I know the standards were just revised and they're designed for college and career ready kids, but having SO MANY standards is ridiculous. I can barely cover what all needs to be covered, and there certainly isn't enough time to make sure the kids are proficient with them. Who would want to become a teacher when they see their teachers (while growing up) exhausted and stressed out? Who would want to be a teacher knowing all that, then find out just how much a teacher makes? If many of us were just starting out, I bet we'd choose a new career too.

Form Name:
Submission Time:
Browser:
IP Address:
Unique ID:
Location:

Educator Retention and Recruitment Study Committee Feedback Form
November 3 2017 5:18 am



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[Redacted]
Organization	Greenville County Schools
Job Title	Teacher
Phone	[Redacted]
Email	[Redacted]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>1. Teacher pay- pay should be comeptitive and in line with the majority of the states in our country.</p> <p>2. Benefits- seeing as how most teachers are women and our state insurance doesn't even cover an annual physical each year, this is one more thing we have to pay for out of pocket when most other insurances see this as preventative care and cover 100% of the cost.</p> <p>3. Education credits- it would be nice to get some kind of loan repayment credit once you've taught for so many years. Continuing education is important for a teacher, yet it is very expensive. With our salary most can't afford to pay for it out of pocket and have to get student loans.</p> <p>I know there is a program for teachers who serve in underperforming or title 1 schools, but it would be a nice incentive for everyone to have a chance to have some type of loan forgiveness.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 3 2017 5:28 am

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Spartanburg county district two
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>I just emailed Molly Spearman last week. I have been an educator for 14 yrs with an elementary degree. Since we have highly qualified they took the upper grades off of my certification. I transferred to our middle school to teach 6th grade but I want to be middle school certified so that I am stay at the middle level for 7th and 8th grade. I am having to go take classes at night and take a praxis when we have an enormous middle school teacher shortage. A few years back we grandfathered teachers into certifications so that they didn't have to go through all of this and by the way there will be no pay increase with this certification, but I'll have to pay for classes and praxis.</p> <p>Also, taking all these e tra read to succeed classes only stresses teachers out more. If we had more time to focus on our teaching and our students and not worry about all this e tra development and classes, I feel like teachers would be more likely to stay in our profession.</p> <p>Pay is another subject but every time we get a few percent increase, they take more formour retirement out against our will, and you never see the increase on your check.</p> <p>These are my concerns. Thanks for listening!</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 3 2017 6:00 am



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Spartanburg 2
Job Title	Teacher/parent
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>While Increasing pay will help recruit and retain teachers, most people in education (or any government job) aren't doing it for the money. We come to work for the kids! Working in the education system to take some of the headache out of it(the extra meetings to talk about meetings; the extra paperwork to fill out just to do your job and help the students that need it; too many tests providing too much data to effectively use; the feeling that nothing we do is ever enough for the parents, or the powers that be, etc) will help retention more than anything. The increase in pay will help with recruitment, but the lessened workload will help with retention of quality teachers. While we ALL use our own income to help our students become successful or to help our classroom run efficiently, quality teachers aren't leaving because of the pay, they are leaving because of burnout. One of my suggestions would be to look at the teacher expectations in education twenty five years ago. Compare those expectations to now, then work to find a common ground. While teaching has never been and never will be an EASY job, I believe we can work to make it more effective while still growing successful adults.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 3 2017 6:41 am

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Greenville County School District
Job Title	4th grade teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>I've taught for 14 years. It is more stressful and more demanding each year. The standards are rigorous, hours are long as work follows us home each day and through the weekends.</p> <p>I find that the mindless district demands: Mastery Connect benchmarking each quarter, common assessment notebooks, long training as we move into project based learning and 1:1 technology with Google platform, large class sizes, lack of planning without common planning times for a team (only 3 days of related arts). High stake testing (with threats of retaining students based on performance). It's a constant chase your tail, hectic pace.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 3 2017 8:11 am



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Retires
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Listen to teachers about what they like to teach (high school level). Just because they can legally be given a subject to teach does not mean that they like teaching that subject. If they have no input about what subject they want to teach and are simply told this is what they are teaching it impacts their level of excitement about the subject and ability to excite the students about the subject. Also,give teachers back up in parent conferences.

Form Name: Educator Retention and Recruitment Study Committee Feedback Form
Submission Time: November 3 2017 8:13 am
Browser: [REDACTED]
IP Address: [REDACTED]
Unique ID: [REDACTED]
Location: [REDACTED]

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	School District of Pickens County
Job Title	Special Education Teacher
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<p>As a special education teacher, I am concerned with this huge area of need and shortage. I was looking through the files/presentations from your October meeting and I do not see special education addressed. To start, I love my students. I am their advocate. I want to see them succeed. However, the demands of the paperwork and needs of the students are completely overwhelming. There are many solutions I wish to be addressed, but I want to highlight just a few areas here. I wish the state would look at the caseload numbers for resource teachers. In this age, resource is not what it used to be. I have a handful of students that are at max resource, which means they are in my special education "support" room for 2 and 1/2 hours a day. These students are significantly below grade level. I also have, at the same time, in my room, those students that receive support for about 1 hour and 45 min. daily and then those that just have support for a smaller block of time. Each of these students only count as "one" on my caseload. This is extremely overwhelming. But, the paperwork required for special education is also very stressful and overwhelming. I am still planning for every lesson, with students most of the day, giving grades, at professional development sessions, etc. and then have hours of paperwork to complete after school. Other states will at least provide a stipend to special education teachers because of the paperwork and because it is such an area of shortage. There are not enough special education teachers coming from colleges to fill all of the needs. I also believe that the inclusion setting needs to be a state initiative. It has been historically known that special education resource pulls out of the general education class, but the least restrictive environment encourages them to stay whenever they can. A lot of times, I think students are only pulled because there is not enough staffing to give some the inclusion setting they need and others the resource pull out time they need. Thus, many students are pulled out to fit a "system" because of lack of staffing. Special education needs to continue to move forward to provide the least restrictive environment based on the student's needs. I know others will say the pay needs to be increased for all teachers. I would agree to an extent, but I would ask that the caseload numbers for special education be addressed and stipends are looked at for special education teachers. I hear too many teachers in the profession right now wish they could find another job that wasn't so stressful and overwhelming. If those left that want to leave, but haven't yet, the shortage would be even greater than it is now and right now it is in dire straits.</p>
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Educator Retention and Recruitment Study Committee Feedback Form
November 3 2017 8:16 am

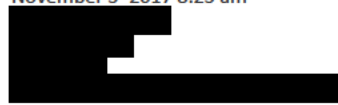


Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Pickens County
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Current teachers need an increase that exceeds the cost of living. All of the raises we have gotten in the last 10 years have been absorbed by rising insurance, pension, and food costs. As a teacher who has been teaching for 11 years, I find it difficult to get out from under debt of student loans, so I can only imagine what new teachers will face. Starting teacher pay should be around 40,000 and after 10 years I should be in the 50,000 s. In my experience more degrees do not always give better results. Higher degrees benefit the universities the most. Most who obtain them look for ways out of the classroom to make them pay off. We need incentives to stay in the classroom! Teachers who spend all their time jumping hurdles have less time to devote to students and planning creative lessons.

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Educator Retention and Recruitment Study Committee Feedback Form
November 3 2017 8:23 am



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Retires
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Listen to teachers about what they like to teach (high school level). Just because they can legally be given a subject to teach does not mean that they like teaching that subject. If they have no input about what subject they want to teach and are simply told this is what they are teaching it impacts their level of excitement about the subject and ability to excite the students about the subject. Also,give teachers back up in parent conferences.

Form Name:
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Educator Retention and Recruitment Study Committee Feedback Form
November 3 2017 9:39 am



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Richland School District Two
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>South Carolina is a great place to teach, however, teacher recruitment and retaining teachers are issues. I think the state should raise the bachelor level pay for incoming teachers. It is almost necessary with the cost of living in most places for new teachers to go into a Masters program immediately following their undergraduate education.</p> <p>To retain current teachers, much can be done. Most importantly, reduce the number of standardized tests that are given. Students are not meeting the expectations on these tests and their teachers are getting blamed for this. It could be that the tests themselves are developmentally inappropriate and expect too much of children. This puts a great deal of stress on teachers, especially new teachers who are trying to get the hang of the job.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 3 2017 11:00 am

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	PSTA, Westwood Elementary
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>I have taught in SC for 24 years. My husband is a first year business teacher in the PACE program, after being in banking for many years. We have one son, and live very modestly. I work two jobs (teaching & tutoring now and reading camps in summer), and he now has three jobs (basketball coach, pastor, and character coach/mentor/counselor) to pay monthly bills, insurance, and taxes. This is ridiculous that we can not just teach to make ends meet. In my school of 28 teachers, only 6 do not have a 2nd job, to make extra income. So, to retain and recruit teachers... PLEASE raise our salaries to the national average, and allow step increases to continue throughout our teaching careers. I saw a DECREASE in my take home, gross salary this year which is very discouraging. How does this motivate me to do more and work harder? We are professional and should be treated and paid as that. Most of my colleagues have Master's Degrees or more to see increases, but that also means you have more bills to pay for student loans.</p>

Form Name:
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Educator Retention and Recruitment Study Committee Feedback Form
November 3 2017 2:06 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Greenville County Schools
Job Title	8th Grade Inclusion Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	I think that teachers do not want to teach in South Carolina for several reasons. I think pay is one thing, but I also believe that the lack of support is another. Teachers that I talk to feel overworked and underpaid. Most teachers, including myself, feel that the demands that are put on us are often not reasonable and attainable. We are requested to do things at a moments notice. Being a teacher is stressful enough without having sudden demands placed on you. For example, I was notified at the end of October that I am on Cycle 5, which I do not think is correct, but nonetheless, I am having to go through formal evaluation and was not informed of it until very late. Another complaint that is heard often is that teachers cannot really teach anymore. As educators we are told to follow this curriculum, attend this meeting, not discipline a child that way, etc. We are constantly micro-managed and feel as if our job, teaching, is no longer what is important. South Carolina is too worried about "looking good" on paper and simply not worried enough about making sure that students are getting the best education that they can.

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Educator Retention and Recruitment Study Committee Feedback Form
November 3 2017 2:42 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Chapin High School
Job Title	Teacher
Phone	[REDACTED]
Email	[REDACTED]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Just like in any profession the higher the salary, the greater the recruitment and retention. As the education-student pool grows so will the ability to acquire the best of the best, and keep them. Also, allow alternative-certification teachers to spend time with master teachers prior to having their own class rooms, especially at the beginning of a school year.

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Educator Retention and Recruitment Study Committee Feedback Form
November 3 2017 5:39 pm

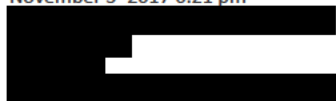


Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Cherokee county
Job Title	Special education teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Teachers need support. We need to be treated as professionals. We need to be able to pay our bills. Our student loans should be forgiven...no stipulations. We need less training and more planning time. Give us time and freedom to do our jobs. Supply our classroom needs. Give us what our students NEED to learn.

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Educator Retention and Recruitment Study Committee Feedback Form
November 3 2017 6:21 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[Redacted]
Organization	Greenville County Schools
Job Title	Teacher
Phone	[Redacted]
Email	[Redacted]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	My biggest challenge as a kindergarten teacher is class size. Smaller class sizes would allow for more small groups and individualized instruction to take place. Class sizes that exceed 20-22 cause for more disruptions, inability to meet with small enough groups in guided reading, and overall more challenges than a smaller class would provide.

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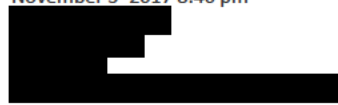
Educator Retention and Recruitment Study Committee Feedback Form
November 3 2017 8:30 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Public school teacher
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<ol style="list-style-type: none">1) Higher pay2) Enhance education degrees in colleges and universities. The programs need to be bigger and better.3) Teacher loan pay off for all educators-especially for higher education within the education field.4) Better support for beginning teachers5) Bonus incentives-short term and long term6) Real professional development that supports, motivates and doesn't take time from already busy schedules during the school year.

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Educator Retention and Recruitment Study Committee Feedback Form
November 3 2017 8:46 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	AJ Whittenberg
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>All teachers should automatically be enrolled in a teacher loan forgiveness program after being hired by a public school district. There are so many teachers who do not know about the loan forgiveness program and how it benefits them. We have almost no benefits as it is, and we have too many teachers feeling drained from student loan debt.</p> <p>Teacher preparation courses do not truly prepare future educators to be fully successful in the classroom. We need to include classes on second language acquisition, poverty in the classroom, and how to communicate effectively with parents.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 4 2017 8:28 am

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Greenville County Schools
Job Title	Reading Coach
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Recruit: don't wait until they are college seniors and doing student teaching to get them into our districts; recruiting begins in high school; how well are we recruiting our teacher cadets? Giving them college credit for large hours spent volunteering in schools during high school; offer signing bonuses and bonus for completing each of their first several successful years teaching; once Ts invest several years they tend to stay the long haul</p> <p>Retention: either raise salaries to meet the hours and funds our Ts are investing in their classrooms OR reduce requirements on them; grades shouldn't be required in primary grades at all; focus should be on ensuring Ss have solid foundational literacy and math skills and have been driven to enjoy and live both; grades cause critical skills to be taught in isolation so a grade can be given, yet Ss acquire a segmented learning and no joy in the acquiring of new knowledge; closely look at how developly inappropriate our elementary standards are for our Ss and how impossible they are to teach with any depth of knowledge since they are too broad; realize how behind our kinders come on day 1 in August which doesn't allow for k standards to be learned by our Ss cause they aren't ready. The first half of K is spent doing what they should of done prior to coming: recognition of number names, sounds and number identification; there is little to no fun in teaching anymore, which means our Ts stay stressed and our Ss sense their stress and dislike being around them in that stressful environment; our Ss spend the majority of their learning time taking assessments and being assessed; we aren't taking to select one assessment that allows us to drill down to the Ss strengths and weaknesses and then provide teaching to fill in their learning gaps; families aren't held accountable to their child's education; they are allowed absences and multiple moves across a given year and Ts are left to fill in gaping holes with less time than ever before. Reward Ts for years of service, involvement in extra-curricular with their Ss, years without many absences, participation in prof growth by their own doing, etc.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 4 2017 8:59 am

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Greenville County School District
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Number 1 priority should be paying teachers a salary that intices people to want this career. According to Forbes Magazine, special education and elementary education rank in the lowest starting salaries with a four year degree.</p> <p>What is disheartening for a teacher like myself who has been teaching for 14 years is that there is no way for me to get a higher salary through bonuses or promotion without forking out additional dollars for either more education or national board certification. I have a master's degree and if I didn't have my husband's salary there is no way we could live off of what I make per month.</p> <p>Teachers need to know they are valued. There is no difference between myself, who had 90% of my students who scored either exemplary or met on the SCPASS test, and the teacher in the same district who scored at 50%. I work hard at what I do but there is absolutely nothing for me on the other end of that work except an innate desire on my part to want to succeed. But if I were working for a company and had a hugely successful year I would be compensated through bonuses or promotion. Instead my reward is to now teach extra professional development which requires more preparation and time with no compensation.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 4 2017 10:33 am



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Greenville County Schools
Job Title	Academic Specialist
Phone	[REDACTED]
Email	[REDACTED]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	The number one reason more talented people do not choose education is the salary. Coupled with low pay, those who are associated with teachers know the sacrifices they make to help their students succeed. When I was a classroom teacher, the kitchen table became my work space every night of the week except for Friday and Saturday. I purchased over \$500 in supplies for my students. All of this I did without complaint because I love being a teacher and working with young people. However, my family and friends knew how hard I worked and were astounded that I made less money than a dental hygienist or hair dresser. As teachers we hold the future of our nation in the palms of our hands. Wouldn't you want the brightest and best to hear the call to teach? Then provide a base salary that will motivate young people to hear that call and choose education as their degree. Thank you!

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Educator Retention and Recruitment Study Committee Feedback Form
November 4 2017 11:05 am



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[Redacted]
Organization	Greenville County Schools
Job Title	Literacy Coach
Phone	[Redacted]
Email	[Redacted]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	After looking at the members of the committee, I again am disappointed that teachers are not included in the conversation. I am a Milken Educator and I continue to be surprised that South Carolina does not utilize their Milken Educators to discuss issues relevant to the education profession. Other states do. We are a great source of expertise and professionalism that is untapped. I would love to be included.

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Educator Retention and Recruitment Study Committee Feedback Form
November 4 2017 11:08 am

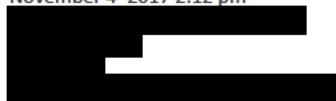


Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Retired
Job Title	Fifth grade teacher
Phone	[REDACTED]
Email	[REDACTED]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	I had planned on teaching at least three more years but retired at 25 90% because of administrative issues, lack of Actual Support, and horrible discipline issues that are State / district allowed. Teachers go into the profession KNOWING the money but have little clue about all of the unnecessary non teaching issues they will have to deal with daily. A huge percentage of " in service " and. " training" days are a complete was of time as they are actually created so high salaries for admins can be justified. You will not get the "truth" from classroom teachers unless you find a way to assure them that their administrators will be unable to trace what they say to them and penalize them for being truthful. In addition, Don't trust the " data " from the districts/State as the questions they ask teachers are worded and choices given for answers given that can be interpreted as the researcher want!

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Educator Retention and Recruitment Study Committee Feedback Form
November 4 2017 2:12 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[Redacted]
Organization	Lake Carolina Elementary
Job Title	Teacher
Phone	[Redacted]
Email	[Redacted]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Teachers are having more and more placed on them without significant pay increases. We are asked to assess, conference, track data, attend meetings,etc. all while continuing to meet the needs of our students on a daily basis. We need more support to encourage current teachers and those who may be interested in entering the profession!

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Educator Retention and Recruitment Study Committee Feedback Form
November 4 2017 2:21 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Springdale Elementary
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>To recruit and retain educators in SC will take a 3 part approach:</p> <ol style="list-style-type: none">1. Revamping the assessment process in the state of SC. According to data, we test too early(not all students,particularly students in poverty learn at the same rate), we test too long(last year my fourth graders took 8 high stakes tests during the month of May), and we have legislative mandates made by individuals who know NOTHING about educating students.2. REMOVE the political agenda(vouchers) to dismantle public education. As my husband says chase the money. The only people who will benefit from a voucher system are those who are already rich enough to send their children to private school, period. The only thing a voucher system will ensure is that our poorest students will continue to receive the least educational opportunities possible with funds going to private schools.3. If I am a PROFESSIONAL, treat me and pay me according. It is funny how when people address my clothing, my shoes, my behaviors, I am told" be a professional." However, when I ask to be paid like a professional, "sorry, you should be willing to work for bottle caps."(Part of a literal quote from a Senator from Greenville.) We are and are not state employees. We are expected to work unlimited hours and unlimited days to get the job done without compensation for our work. We are paid for 190 days, but work well past this time.

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Educator Retention and Recruitment Study Committee Feedback Form
November 4 2017 3:06 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Lake Carolina Elementary
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Teachers are having more and more placed on them without significant pay increases. We are asked to assess, conference, track data, attend meetings,etc. all while continuing to meet the needs of our students on a daily basis. We need more support to encourage current teachers and those who may be interested in entering the profession!

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Educator Retention and Recruitment Study Committee Feedback Form
November 4 2017 3:16 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Greenville County School District
Job Title	school counselor
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>To retain educators I believe that South Carolina needs to look at it's pay scale. I have 3 degrees and I'm still struggling to make ends meet. I had to get a Master's degree, which caused me to gain more debt, to get my current job. So I'm having to consider a second job, if I chose not to leave the field. Finances are a major stressor for many educators. The benefits also need to be revamped. This is my second career and my first career provided better benefits. The copay and the amount that I am billed after insurance is ridiculous. Also, the growing demands of the job. I feel that we have gotten away from the basics of educating because we are so focused on test scores that we are only teaching students to pass tests and not be successful adults. I feel that there needs to be more diversity and customer service type training for educators. There are many issues that students come to school with and teachers aren't properly trained, which causes them to stress and sometimes eventually leave the field. I also feel that teachers are so stressed that they forget the students and their families are people and there's a lack of compassion and relationship building, which is why soft skill and customer service training are needed. In conclusion, teacher pay, benefits, and training needs to be revamped and improved. Take care of those taking of the future!</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 4 2017 3:41 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	North Augusta Middle School
Job Title	Teacher
Phone	[REDACTED]
Email	[REDACTED]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	It has been harder to renew teaching certificates in this state. There is always some other hoop we have to jump through.

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Educator Retention and Recruitment Study Committee Feedback Form
November 4 2017 3:45 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Greenville County
Job Title	Pre-K Special Education teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>The retention of teachers needs to be looked at all ends. New teachers; teachers with ten years of experience; and 20+ years of experience. The work load increase over the last 10 years has increased tenfold. Especially with special education. We have NO time to breathe during the day. No breaks. Lunch with our students, recess with our students...</p> <p>The learning expectations for 4-6 year olds is not always developmentally appropriate for them. Play centers are disappearing. They need to learn to socialize and get along with others.</p> <p>I know this year I was given several reading curriculums to use with PreK special education... three-five year olds... I know other special ed teachers given the same thing. Teacher Burn Out is increasing. The support for us is not there.</p> <p>And the number of student in classrooms is crazy. I know there were 35 students in my son's social studies class last year in high school . 24 "at risk" children allowed in PreK classes. Up to 15 student in special education with an age difference between K-5th grade?</p> <p>I noticed teacher retention looking at a lot of incentives for keeping the newer teacher in the classroom. But what about the older teachers? We don't need the offer of loan forgiveness or teaching in rural schools. How about reduced price on college classes for their Master's degree? How about a monetary incentive for 5 years, 10 years, twenty years?</p> <p>Five and ten years still have a chance for a second career and gives them a chance to think about leaving for a less demanding job. How many individuals on the the council could come into our classrooms for one day and return the next day? I would love for them to see our day filled with smiles, tears, constantly "being-on" even if you had a bad day, paperwork, meetings, deadlines, etc.</p>
Please upload comments, suggestions, feedback, and supporting documents.	https://s3.amazonaws.com/files.formstack.com/uploads/2779531/55274061/362802659/55274061_079cbc50-12a9-49ad-a442-9d2be8698b5f.jpeg

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Educator Retention and Recruitment Study Committee Feedback Form
November 4 2017 7:09 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	School district will f Pickens County
Job Title	Assistant Supt for Instructional Services
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Strong pre-service programs that prepare students well with internships and practicum placements with our best teachers.</p> <p>More attractive and competitive salaries and student loan forgiveness. Many of today's students have student loans and low salaries may discourage young teachers from remaining in the profession.</p> <p>Lifting the salary cap for retired educators! Our best retired teachers may be needed to fill vacancies.</p>

Form Name:
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Educator Retention and Recruitment Study Committee Feedback Form
November 4 2017 7:36 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Pickens School District
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	The 4.0 rubric sets teachers up for failure. There's no differentiation between subjects, and all subjects do not fit in the same box. Teachers are supposed to differentiate for our students, yet we are judged on the same criteria as everyone else. Where's the differentiation in that? It's even more unfair that some of us are asked to teach multiple different courses in a day, and change courses from year to year. The lesson plans we spend so much time on in order to adhere to the 4.0 rubric guidelines can't even be reused from one year to the next.

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Educator Retention and Recruitment Study Committee Feedback Form
November 4 2017 8:41 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Pickens county
Job Title	Instructional Coach
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	I'm sure this has been said enough, but you have to pay great teachers well. This needs to be an immediate priority to ensure you are taking care of all the needs of each employee. I have coworkers that live paycheck to paycheck - and not to mention that that very same paycheck is used on classroom supplies. Secondly, reevaluate all the state and district initiatives and implementations. As a veteran teacher, adding and adapting to a new way is hard. Can you imagine the struggle of a first year teacher? Their main focus should be figuring out their classroom management and becoming solid with their content standards. We pile too much on teachers and add unneeded stress with all the extras many of them go above and beyond to fulfill. Support teachers with these actions. Thank you.

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Educator Retention and Recruitment Study Committee Feedback Form
November 4 2017 9:33 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Secondary Education
Job Title	Special Ed Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Sign on bonuses and annual bonuses.

Form Name: Educator Retention and Recruitment Study Committee Feedback Form
Submission Time: November 4 2017 10:01 pm
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Unique ID: [REDACTED]
Location: [REDACTED]

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Pickens County School District
Job Title	Teacher
Phone	[REDACTED]
Email	[REDACTED]

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

I have taught in the school district of Pickens County for 32.5 years, so I believe I have an insight into why teacher's are leaving. One of my biggest beefs with our district is that after 22 years of teaching, you no longer receive any type of increase in your salary. Anyone who has taught less than 22 years, get a cost of living increase yearly. To my knowledge, the last raise we were given was the same amount as our insurance increase. Therefore, I received a zero increase in my paycheck. I can still remember that Sept. 15 day, I was looking forward to a few more dollars in my account. However, when I looked it was nil. Everyone else was talking so happily about getting an increase and I, the veteran, just said congratulations! When your Superintendent gives himself a \$50,000. a year raise, but neglects his >28 year employees, then there is an issue. Along those same lines, I believe that the salary is unjustified. Each of our neighboring districts offer at least \$6,000. more per year than our district. I mean, even if the board is responsible for suggesting raising salaries, the state should have some sort of say = if the base pay isn't appropriate. We've struggled with our board for 5 years and basically we got left behind. Why can a board of non-educational citizens be able to determine our future? Where was our State Superintendent when that happened? Not only that, but if you teach at a Title I school, your salary should be increased every year - no matter how many years of experience you have. Everyone knows that teaching isn't a 7:45 - 3:00 day anymore. We have teachers that are at school until 6:00 every day. If you add up the number of hours we go above and beyond our "normal" hours, the times we give our own time to provide family nights, parent conferences, meetings, etc., then teachers aren't making that "huge" salary that people accuse you of making. On another note, our Superintendent went so far as to shut down 2 high performing country schools with a bunch of lies. Why can't the state get involved when that happens????

Also, there are lots of decisions made either federally or by our state, that are ridiculous. Teachers have to incorporate Traits Writing, Daily 5, and other things, yet there isn't adequate training. Most of the time, these decisions are pushed down AFTER the school year has started (or at least that's what we were told). The state/federal decisions need to be in place by July at the latest so each district has time to implement the "changes" for that year. Actually, a year in advance would be the best.

In addition, districts need to catch up with the world when it comes to in-service days. We are so far behind in the technological world. Districts should use the most recent up and coming technology to show teachers the "cool" things they can do to keep kids motivated and to reach the new generation of learners. There are colleges in our area that have students that I'm sure would be happy to come in and "show off" their talents in technology. Seems our state, district, and officials in charge are content with "old ways" of teaching.

Furthermore, one of the hardest things for teachers is when they don't get the respect that they deserve. Parents should not be allowed to degrade teachers - especially if an administrator is in on the conversation/meeting. Respect seems to be something that has gotten lost in teaching. Teachers should not have to put up with students that are truly unruly. Why in the world did we have to give up classes for special education like developmental delays, trainable, orthopedically handicapped, etc. Students that have "issues" need to have teachers who are adequately trained to handle those "needs". I mean, we have autistic students who are various places on the spectrum. Do we ever get trained to handle them? No. Plus, there are varying degrees of autism. How do you know the difference without adequate training? We have oppositional defiant students. No one has ever trained us on how to deal with those students. Even if a teacher took a college course about these, everyone knows until you experience it first hand, you are clueless.

Another concern is the amount of paperwork. We have to keep records of certain children and their behaviors during the day - which takes away from the other students. WE have to complete paper work on students that are not on grade level, so we can PROVE we worked with them. (Is that really trust?). We have to provide after school tutoring for those who are behind (even if they are receiving services during the day). We spend all of our time catering to the "low" achievers that our above average and high achievers are left to fend for themselves because our time is spent on the low achievers. How is that fair to either group?

Time has always been an issue. Why can't parent conference days be scheduled in the calendar, so that each parent knows well in advance, that on that particular day, they will go to school for a conference? The day after parent conferences, teachers should receive a half or whole day off. Teachers have no time to "truly" prepare. Unless you're willing to give up many hours of your own time to produce a great lesson, you don't give a great lesson. In middle and high school, this isn't the case. However, in elementary school. you only have 45 minutes each day. That's not enough time to make copies and go to the bathroom. Plus, you throw in a scheduled meeting or two, and your "time" is really cut back. In elementary school, it should be added in that one day a week, the teacher gets two activities back to back, so he/she can get prepared for the next week. It can be done!

I really hope that someone takes the time to read this ! Thank you for allowing me to state my thoughts.

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Educator Retention and Recruitment Study Committee Feedback Form
November 5 2017 11:30 am

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Greenville County School district
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Recruited teachers do not have a complete picture of the requirements of teaching and how those differ between districts. New teachers need this information in their freshman year, not as a junior. Students are reluctant to change their course of study as a junior, having invested so much time and money. I believe we need to be completely honest with potential candidates as college Freshman so they can make an informed choice about their careers. In my experience, education majors begin their practicum with an idealized image of education and are not fully prepared for today's challenges. My last student teacher spent a great deal of time learning how to write lesson plans with state standards but knew very little about the daily requirements of teaching. New teachers need more intensive hands-on training with classroom management, especially in lower socioeconomic regions. Colleges need to recruit veteran teachers who have actually taught in public K-12 classrooms in the past 10 years. Starting salaries need to increase, especially in rural areas.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 5 2017 4:00 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Fox Creek High School
Job Title	teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>As a border state to other states that pay more and have better benefits, SC needs to pay better and to have a better retirement system. We need to prove to our young folks in high school that they can live comfortably, be able to afford health care, and can depend on a system that will help provide for them when they are no longer in the classroom if they would choose to be the teachers we need. As a Teacher Cadet instructor I have heard many males--and females-- who have the teacher's heart and who are naturals to become teacher leaders, but they know they can earn more money to support a family down the line by working for big corporations, by doing some of the manual jobs (like welding), or simply leaving SC to teach where the pay and benefits are better.</p> <p>I believe we need to continue strengthening what we are doing in our classrooms; we need to provide all our teachers with resources necessary to promote 21st century learning, and we need to provide funding for safe environments. When our young folks see that SC cares what is going on in the classroom, this is an incentive to get on board.</p> <p>If we do all in my second paragraph and add to that what I have in my first paragraph, this would help recruit and retain amazing South Carolina teachers.</p>

Form Name: Educator Retention and Recruitment Study Committee Feedback Form
Submission Time: November 5 2017 5:44 pm
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Unique ID: [REDACTED]
Location: [REDACTED]

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Pelham Road Elementary
Job Title	first grade teacher
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<p>Two major areas need to be addressed--training and support. New teachers aren't being prepared to handle the amount of responsibility placed on educators. Theoretical pedagogy and in-class experience are far removed from one another. Few schools require classroom management courses, and if they do, they offer one at most. No one addresses the amount of stress involved in maintaining one's sense of self amidst a room filled with (mostly) disregulated children. More and more students are anxious and stressed, mirroring the anxiety and stress in their families. Adverse Childhood Experiences, trauma, basic needs--we are not looking to help students learn how to cope with life, rather we are expected to teach them to master standardized tests. It is difficult for new teachers to juggle all that is expected. And clearly, it is difficult for seasoned teachers to do the same--hence our difficulties with retention.</p> <p>Certainly pay is important--teachers are not adequately compensated for the amount of work they put in. However, I would guess if more teachers felt supported and respected--by their students, the families, our legislators and government--the pay would be something that could be reconciled. Instead, teachers are held to impossible standards of accountability, with more and more added to their to-do list each year. Time, training, conversations that include teacher input--these things are unfortunately rarely added, and when they are, it seems to be on a school-by-school basis, rather than planning from the state itself.</p> <p>I love my students and I love teaching. I work at a school where I feel supported by families and by my administration. I am blessed beyond measure to have the environment I have. But we do a disservice to educators when we act like this is the norm. Teachers need to see that self-care is a priority, and be provided with training and opportunities to practice it. They need to feel their voices are heard and understood. They need to be involved in the decision making process, rather than having decisions handed down by folks who have spent little to no time in a room with children where they CANNOT leave. I can think of no other profession that does not allow time for breaks, but teachers work daily without one.</p> <p>I do feel like, in many ways, we are in a crisis mode. Teaching is not a how-to problem, it has become a why-to problem. Those in the classroom are unable to remember their "why's." Those entering the classroom are not prepared for what happens when their 'why's' are interrupted. And many of us feel like we what we are being asked to do, especially at an elementary school level, is not in the best interest of the children. Students are not commodities, schools are not businesses. We've forgotten that heart smarts are just as important as brain smarts, and we are here to help form an entire</p>
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child.

I appreciate the opportunity to share feedback. I am certainly willing to offer more, as I believe public education is a civil responsibility, a right of the people that call America home, regardless of their country of origin.

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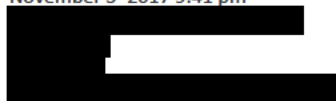
Educator Retention and Recruitment Study Committee Feedback Form
November 5 2017 8:36 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	School District of Pickens County
Job Title	5th Grade Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>This is my 33rd year of teaching. Frankly, I am glad to be at the end of my career and not in the middle, or certainly, not at the beginning. It is no surprise to me that SC teachers are leaving the field in droves. Each year, teachers have more and more demanded of us in the same time constraints as the year before. We have no time to explore the technology that we are required to use. We have no time to "keep up" with the latest educational trends. I put in 10-hour days most days. On weekends, I work 6-8 hours on lesson planning, grading papers, emailing parents, etc. Teachers need to be treated and paid as professionals. We need support. We need to feel appreciated. My teaching partner and I have the highest scores in our district. No one commends us or recognizes us. Teaching is a thankless job. It has come to the place where I would never recommend that anyone go into education. Why would I? Low pay, no recognition, no support, untold hours, increasing demands, etc.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 5 2017 9:41 pm

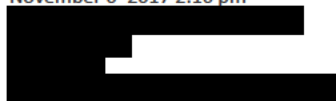


Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Powdersville Elementary School
Job Title	5th grade teacher
Phone	[REDACTED]
Email	[REDACTED]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Increase our pay, lessen the paperwork load, stop emphasizing test scores so much, let us do our job.

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Location:

Educator Retention and Recruitment Study Committee Feedback Form
November 6 2017 2:16 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[Redacted]
Organization	Retiree
Job Title	Retiree
Phone	[Redacted]
Email	[Redacted]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Reach out to career changers--not traditional educators currently in the workforce in our state and neighboring states.

Form Name:
Submission Time:
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Unique ID:
Location:

Educator Retention and Recruitment Study Committee Feedback Form
November 6 2017 6:38 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Greenville County Schools
Job Title	School Counselor
Phone	[REDACTED]
Email	[REDACTED]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Allow time for us to do an efficient job with the duties/ programs/ tasks assigned.

Form Name: Educator Retention and Recruitment Study Committee Feedback Form
Submission Time: November 6 2017 8:24 pm
Browser: [REDACTED]
IP Address: [REDACTED]
Unique ID: [REDACTED]
Location: [REDACTED]

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Northwood Middle School
Job Title	Teacher
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<p>Good afternoon,</p> <p>I'm currently in my second year of teaching. I have to say that what makes me question if I can do this until retirement, is how tired and exhausted (mentally and physically) I feel at the end of the day and week, compared to how much money I'm bringing home. I work from 730-4 sometimes 5 at night, straight with no breaks. Even lunch is spent watching and eating with my students. I love my school, students, administrators, and fellow teachers. And I love what I do. But it is very hard work and made even harder by how much I get paid. I have a second job at the school, working with the after school program, just to have extra income so that I'm not stressed about money as well. Compounded with large class sizes, parents who don't realize what all I do, and just think I'm out to get their child, it's a lot to continuously deal with on a salary that makes me feel like an afterthought in legislation.</p> <p>I feel that addressing this issue could help with retention. Good teachers will stay in their careers longer and won't have to get second jobs to make ends meat. They'll also feel more valued by the community.</p> <p>Rectifying this issue can also help with recruiting great new teachers. Practicum and Student Teachers see how hard teachers work and the things they put up with/ do on a regular basis, and say it's too much for not enough. Quite a few students I went to school with, changed majors by their 3rd practicum for that very reason.</p> <p>I love what I do, but it can be very disheartening to be held to the standards and work ethic of doctors, but paid less than sanitation workers.</p> <p>I also wanted to take this opportunity to tell you that the SC Teacher's Forgiveness and Career Changer's loan has been a big lifesaver. I would really have been struggling if I had to pay towards my student loans every month.</p> <p>Please let me know if you have any questions and have a great rest of your day.</p>
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Form Name: Educator Retention and Recruitment Study Committee Feedback Form
Submission Time: November 7 2017 2:07 pm
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IP Address: [REDACTED]
Unique ID: [REDACTED]
Location: [REDACTED]

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	School of Education Student
Job Title	Student
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<p>I was a substitute teacher (2 years) before I decided to return to school to obtain my teaching degree. I have learned so much about the ins-and-outs of our educational system: as a student, professional and as a parent. I have seen my own education program class size shrink from 20+ to only 3, that will (God-willing) graduate this May. The issues that I have seen are: very low pay, no professional respect from others in the community/professional world, no discipline or help with imposing discipline on students and extremely too much paperwork. I speak with teachers from various schools quite frequently. Honestly, many teachers are just trying to hold out hope for retirement. Teachers need to be given the autonomy to do what they know is best for their specific students. I say this without hesitation because, as a parent, I have seen what my children are learning comparative to what some of their friends are learning in other districts. There is no way for my own children to receive the same level of education as those in all other districts. Main reason....Our rural community does not have affordable access to high-speed internet. Personally, I pay over \$300/month (more student loan debt) to have enough GB's for my own schoolwork. My children do not have the ability to use the internet because of this. Their counterparts in other parts of the state are far ahead of them, in terms of computer use and the ability to use the various programs available at their schools. It is not the teachers fault, by any means. There are "programs" they could use if our internet service was even fast enough to load the materials and I could afford to pay for the GBs, but it simply is not. Holding their teachers to the same standards as in other districts is not a fair way to judge their ability as a teacher. Mandating all districts to teach a certain way, utilize a specific software and/or be prepared to take the same tests is just is not reality. Teachers in these various districts know what is best for "their" children. Allow teachers to be professionals and value what they say. Again, I say all of this to tell you that I have been in school for 4 years now and I will graduate in May. I think that the best things I have learned out of those four years is that substitute teaching gave me the greatest education. I had hands-on experience in the field that I was interested in and I knew what to expect once I was in the classroom. I have heard from many younger students, that began their journey into education, that they simply did not understand what they were in for. They were lured with the thought of summers off, Monday through Friday hours, and a few weeks off at Christmas. They did not see the child throwing the desk, hear the parent screaming about Little Johnny getting a bad grade, see the SLO's that must be completed. They simply were not aware of the bigger picture and therefore, when they had the chance to run...They ran! Away from the education field! Trying to utilize high school recruiting is not cost-effective and many of the Teacher Cadets that began with me have changed their majors, failed one or multiple Praxis exams or have simply given up. I have already passed my Praxis Core, Praxis II</p>
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and PLT and all that I have left is student teaching. Why not utilize those of us that are willing to go into the classroom now to cut-off the shortage? I love my little, rural town and I cannot wait to begin teaching! There is definitely a lure to go to another district though because of the minimum \$6,000/year difference in pay. The red tape, the debt incurred and knowing that I will teach many years before putting a dent in those student loans (and probably never retire comfortably) is not stopping me because I want to teach! I know that it is going to be hard but it is a calling. Trying to pull some people into the profession, without the heart for it, will lead to children that do not respect teachers or learning and who do not ever want to become good teachers. Get prospective teachers in the classroom quicker to see if they truly want to be in the profession. Cut out all of the extra classes that have nothing to do with what you need to know and give prospective teachers the honest point-of-view of teaching: in the classroom. We have to, as a society, value our teachers more! Pay them what they are worth! Give them the supplies needed to succeed! Show them the support that doctors, lawyers, and politicians receive because it was a teacher that gave those people their basis for becoming what they are today! So my recommendations for recruiting and retention are: better pay, easier access to all necessary materials to do their jobs, respect as a professional and autonomy to do what is best for their students. You will keep seasoned educators in the classroom and have others waiting in line to get in!

Form Name: Educator Retention and Recruitment Study Committee Feedback Form
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Unique ID: [REDACTED]
Location: [REDACTED]

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Spring Valley HS
Job Title	Teacher, AP Gov, Econ, Gov; Head Coach, Varsity Girls Soccer; Director, The Viking Cup
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<p>I hear from and speak with teachers about this and related topics on a regular basis, and there is one thing I can tell you that I see with regularity that skews this discussion per the perceived teacher perspective. Teachers are often scared to speak the truth about their situations. They complain to peers, family, friends, etc. about issues but then, when faced with administrative meetings, surveys, etc., they make different statements for fear of negative repercussions. There is absolutely no disputing, in my opinion, that what I am going to tell you is a common thread among most teachers and many candidates, all based upon daily interactions with both. I am going to break this into four general areas, most of which seem to be ignored, given "lip service," or are addressed in consistently opposite fashion per what might actually serve to recruit\retain teachers.</p> <p>First, and likely foremost, is compensation. Everyone knows the basic numbers, so I will not repeat them. Suffice it to say, though, that when I speak with students who WANT to be teachers, they are tremendously discouraged by the lack of compensation from start to end of career. I see new teachers watch their friends start careers at higher pay and then advance, financially, at exponentially higher rates....and many of them leave the profession for one of these opportunities (not to mention that, like it or not, general respect within one's peer group often hinges on making a decent salary). There is talk of the "southeastern average." Seriously? Does anyone thinking logically think that a difference of \$500 annually will serve to recruit\retain a teacher? There is talk about "raises" that happen annually, including steps. I feel certain folks from your offices must have looked at a variety of real increases in net pay over the last decade (yes, net, as this relates directly to spending power) and applied the Consumer Price Index (inflation) to these numbers. When you do this, you find that increases in spending power have been very rare, and spending power has most often DECREASED from year to year. If this is a surprise, let me provide an example that is representative of what I have personally experienced most years over the last decade. Minimal or non-existent raises coupled with increased insurance and retirement contributions have at times resulted in DECREASES in net pay, but more often increases just like this year...for me, \$11 per pay check. Sure, in nominal dollars this is a small increase, but in real (inflation adjusted) dollars it is a decrease. My increase of six tenths of one percent pales in comparison to the average annual inflation rate of about 2% over the past decade. Compounded over this decade, these become serious numbers - teachers are not imagining things when they think their paychecks don't stretch as far as they used to. Furthermore, you will notice that more and more teachers are taking on second (or more) jobs in order to make ends meet, only serving to further compound some of the other issues I will soon discuss. In fact, the only teachers I see who don't worry about pay</p>
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issues are those with high-earning spouses. The others are taking on second jobs to try to buy a starter home, working part time jobs to pay for a car repair, struggling to help their children pay for college, foregoing vacations they used to take for granted, etc. You will NOT attract the best and brightest to the profession, nor will you retain needed numbers, as this continues. Again, from my personal perspective....I have been in long enough that, like a soldier with 15 years, I logically must finish and retire. However, at that time it appears certain I will leave the profession to pursue other opportunities....even though I don't really want to.

A second issue, related to the above but also independent, is that of the ever-changing and ever more bureaucratic nature of the job (paperwork, redundancy, "data," instructional micromanagement, etc.). There is no doubt that the profession has changed immensely over the past decade or two. Some of the changes are positive, but many are not. Teachers fully realize that, proportionally, their time is absorbed more and more by things that do not directly impact what is happening in their classrooms (just clearing the inbox and responding to regular surveys takes up in excess of 100% of planning time allotted). They end up focusing inordinate amounts of time on these things and, therefore, proportionally less time on productive planning, teaching, relationship building, grading, etc.). They also are forced to find ways, often using technology, to shortcut the learning process just to stay afloat (such as, for one example, assigning what I will call "digital worksheets" that are graded and entered into the grade book electronically to save time but at the expense of real contact with students). They also are fully aware that, as requirements increase, they work harder and harder for, essentially, less pay. In other professions (business, hair care, law, medicine, sales, hospitality, etc.), harder work is rewarded with more pay. In hourly jobs, more hours means more pay. In teaching, teachers are not seeing this as truth because it is not. This creates resentment within the profession, exits from the profession, and certainly does not make teachers want to recruit the young folks they like into the profession (how many teachers do you know who DISCOURAGE their own kids or students from teaching?). Further, the drive towards turning students into bits of data or little data generators is going way too far. Good teachers know that data can be important, but they know that, very often, great relationships trump data when trying to educate a student. The time, and even the latitude, to forge these relationships is being taken away, often by the increased demands of the job or the canned teaching that is more and more often driven by centrally planned standards rather than tailored to the needs of students.

One of the reasons that the aforementioned and often counterproductive changes continue (and continue to multiply) is that administrators have completely lost touch with the real

classroom and teaching environment. From the state department of education down to district offices and the schools, there are a fair proportion of administrators (those who oversee classroom issues, not things like building, logistics, finance, etc.) who have either NEVER taught in a classroom or had minimal time in the classroom prior to moving into administration (or, even with extended time in the classroom, made the move to administration a very long time ago). These individuals drive educational policy and thus control policy and initiatives teachers must follow. Yet, they have little to no direct interaction with students nor understanding of the bureaucratic nightmares they have created for teachers. Those who are exceptionally organized, have few irons in the fire outside the classroom, etc. are generally able to stay above water and maintain a relative degree of happiness and job satisfaction, at least with respect to the overwhelming expectations of an out of touch educational bureaucracy. However, those with multiple irons in the fire (children, family issues, second jobs, other activities like church or charity work, etc.) are suffering....some I have seen to the point of resentment, anger, tears, or leaving for another profession. A solution will likely never happen, but here is one suggestion for immediately reversing this trend. Again, those in administration have NO meaningful contact with the classroom (observations don't count). Those at the state and district level have even less meaningful interaction (fewer observations count even less). Those in the ivory towers of educational planning (read universities) also live a very different educational life (and, considering that they are economically driven to create new and unique means of educating, evaluating, assessing, and otherwise managing students in any way that is different - like doesn't sell) than classroom teachers, administrators will continually have access to those trying to sell them on the newest educational panacea (translation - have your teachers do THIS and your schools will be wildly successful). Thus, the (a) solution....ALL educational administrators whose policies affect the classroom should be teaching a class (more logistically difficult at the elementary level, certainly). Just one...a single period in the middle or high schools (yes, those uncertified to teach will certainly require some special legal dispensation, and possibly coursework, to allow them to become not only certified to lead schools, but to teach in them). Once they have to jump through the hoops that they deem reasonable themselves, once they are evaluated (here is another component) by a school's most senior master teachers, things will change. A historic refocusing will take place.....ok, I'll stop. As I said, it will never happen. Still, if it could, it would almost immediately allow administrators to see and BELIEVE what their teachers are going through. At that point, they might strive to create a teacher-friendly work environment, at which time teachers might again begin to actually promote the profession to the next generation. You can see clearly where this is going.

Finally, all of the above (and this is just the tip of the iceberg, the few things that, unproofed and at pace, I am able to quickly put to paper) results in what I see and hear....the worst teacher morale I have ever seen....at what is considered a very good school with a very strong faculty. On the teacher happiness continuum, I consider myself to be, compared with my contemporaries, in the upper quartile - yet this is my assessment you have just read. I have personally cautioned my daughter (the one of my four children interested in education) and my students about what they will face if they enter the field. My wife, who certified seven years ago, saw what both her mother and I were starting to see in the profession....and took a job in corporate America instead. As I said prior, my life plan has changed from "teaching until retirement" to "retiring from teaching and then working elsewhere." At this point in my career (which will be at 52 years of age), I will retire with 10-15 years of planned working time left that, up until several years ago, were planned for the classroom. I am far from the only one.

To conclude - pay them; treat them like professionals who know what they are doing; quit reinventing wheels; quit expecting exponentially more work, especially without compensation; and make sure those "infantry commanders" have led men in combat and are willing and able to do so every day. Only then will you have highly qualified candidates competing for limited positions. A love for the profession and for the kids we teach only goes so far. That is the only thing keeping many in the profession, but it is not enough - and it is getting ready to get worse.

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Educator Retention and Recruitment Study Committee Feedback Form
November 7 2017 3:56 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	PTA
Job Title	Teacher
Phone	[REDACTED]
Email	[REDACTED]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Teachers are over worked and under paid. My check has increased only about 20.00 in the last 5 years. Our work load keeps increasing but pay does not match

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Educator Retention and Recruitment Study Committee Feedback Form
November 7 2017 4:33 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Union County School District
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Competitive pay commensurate with the Southeastern Average would help. A commitment to lower class sizes and a focus on quality preschool education statewide would ensure that children are receiving the experiences they need before they come to school. Many children are coming to school unprepared than in years past. We also need more programs in districts for autistic children. We are seeing more of these children than ever before. We need more training for teachers and more programs for these children to serve their needs.

Form Name: Educator Retention and Recruitment Study Committee Feedback Form
Submission Time: November 7 2017 7:42 pm
Browser: [REDACTED]
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Unique ID: [REDACTED]
Location: [REDACTED]

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Lyman Elementary
Job Title	teacher
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<p>As an educator for 17 years, I am one of those teachers looking at leaving the teaching profession. I love teaching! I have no doubt I was called to teach. I have 2 graduate degrees, have been our school's Reading Teacher of the Year, SC STAR teacher, have received numerous awards, my students won a national math competition 2 years ago, I have represented my school and district as a math and technology conference speaker multiple times, and received thousands of dollars in grants. I am blessed to work in a great school and district who truly care about the well being of children. I have one of the best classes I've had in several years. But the reality of today's classrooms and the needless demands put on teachers are overwhelming and exhausting. We have seen an incredible change in children in the past 5 years. I have restructured my entire classroom environment to meet the needs of the kids I'm teaching. I have an inquiry-based, hands-on learning environment with flexible seating. I teach 6 different reading groups, 5 different math groups, along with science and social studies every day to my own students. I get to school between 6:15 & 6:30 every morning and start working with my first student at 7:00. Most days I don't leave until after 4:00. I then spend another 2-3 hours at home working on plans because our grade levels don't have the same planning time. Did I mention I have a family? I spend over \$1,000. every year out of my own pocket on books, science material, and supplies for parties and prize boxes. The most discouraging part is when our own PTO won't donate to our matching Donor's Choose grant for books. We are dealing with attention and behavior problems we have never seen before. A lot of kids are unable to retain information regardless of how many times it's presented to them. Classrooms are full of students with behavior problems that distract from learning. Very little support is offered nor are there alternative options for these students. Teachers are spending more time dealing with students who constantly disrupt the classroom than they do teaching. Why should a student who barks, growls, hisses, kicks and yells out be allowed to remain in the classroom? What about a student who sings, talks, and calls other student's names while you're teaching and refuses to do any work? The message we send to the other students is that the behavior must be ok because there are no consequences for those students. Inclusion is another big issue driving away teachers. It's one thing to have students who are 1-2 years below grade level and need extra help, but it's another to have students who can't spell their name or don't know their ABC's. Yet those students are expected to pass SC Ready. Who does that benefit? Why can't we provide an adequate education for those students? How is a child who can't read the word "and" be expected to understand and retain information on Spanish and European Explorers? The last thing I'll mention is the increased meetings and co-horts teachers are made to attend. I have attended at least one meeting or class either during my planning time or after school every week since school started. Last</p>
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week I sat through the same meeting for the 3rd time this year because not everyone had seen the powerpoint. :0 Our district has bought so many programs over the past 10 years, all of which were going to increase test scores, we could have housed the homeless. Of course, we only implement them for a year because the next latest and greatest program comes out and we start all over again. I don't have the answers for retaining teachers. I just know at the rate we're going there's not going to be enough teachers willing to continue working the hours we're working or put up with the behaviors we're dealing with. We are overwhelmed and exhausted. That's not fair to our families.

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Educator Retention and Recruitment Study Committee Feedback Form
November 7 2017 7:50 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[Redacted]
Organization	Greenville School
Job Title	Teacher
Phone	[Redacted]
Email	[Redacted]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	If you want to attract and retain good teachers, administrators must be supportive of staff. They must not allow outdated teachers and ideas to become the norm. They must allow teachers to hold students accountable for behavior. They must effectively communicate and stick with decisions. They must not reward poor teacher behaviors and practices and punish others. Consistency is key. Favoritism is rampant. If you have a family and cannot devote all of your time to the school, you are looked upon poorly. This must change.

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Educator Retention and Recruitment Study Committee Feedback Form
November 7 2017 8:54 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Greenville County Schools
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Recruitment and retainment both depend on respect. This respect is two-fold. Teachers need to feel that their position is respected through monetary compensation and acknowledgment of time constraints. Teachers need to feel that they themselves are respected through having a voice in the things that directly concern them in the classroom. The districts from the school level to the top and the state department itself are ALL too top-heavy. There is too much management being paid exorbitant salaries and too little teachers being paid too little salaries. Every year we are disrespected by being asked to do more and more with less and less. There is always a new bandwagon to jump on. God knows how much money is spent on testing and software and such. No one ever asks what we think about anything. Everything comes from the top down, and we have no voice. Also, the pay scale needs to be adjusted as to the subject you teach and the number of class preparations you have per day. If the core subjects are high-stake, then those teachers need to be compensated as such. If a teacher has two or three preps, then he needs to be compensated either by an extra planning period or a stipend. Lastly, colleges need to drop the requirement of passing the Praxis prior to admission into an Education program. They should provide classes to help students pass the Praxis as well. The state definitely needs to offer more scholarships, grants, and forgivable loans to potential teachers. I hope this helps. Thank you so much for your time.

Form Name: Educator Retention and Recruitment Study Committee Feedback Form
Submission Time: November 7 2017 11:17 pm
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IP Address: [REDACTED]
Unique ID: [REDACTED]
Location: [REDACTED]

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Hillcrest Middle School
Job Title	Teacher
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<p>As a 16 year teacher with 2 masters degrees and National Board Certification, I have seen many teachers come and go. Most of the teachers I've seen leave have left the classroom but not the field of education. They've left because they couldn't deal with classroom management, stress of preparations while managing family and too little pay to justify the time invested. Many of our teachers have health problems caused by the stress of managing students while attempting to follow all the rules and procedures of running a classroom and teaching a set curriculum. And, most of the support/training we get is from people who no longer wanted to be in the classroom and either don't remember what it's like to juggle 31 adolescents in a 25x25 box for 50 minutes or don't know how. If you want to retain teachers - lower class sizes, mandate administrators and support staff teach a certain number of classes every year, stop changing the rules of how we are supposed to teach, and quit taking time away from our families. We are 9 month employees who are required to spend much of our recuperation time planning, preparing, training and meeting. One way to retain teachers is to give them guaranteed time off in the summer and the ability to leave school at a reasonable time without having to take a load of work home. (A new program called Mastery Connect is improving that problem while allowing us to track progress) OR pay them as 12 month employees and set expectations as such. With regards to changing the rules, every year there is a new big thing we have to incorporate ASAP into our teaching. It's incredibly frustrating to have to reinvent the wheel every year. For example last year we had to use Rubicon Atlas's pacing and strategies and this year it's obsolete.</p> <p>I am an awesome teacher. For 15 years I have adjusted - no, I have embraced and championed new ideas, accepting the challenges presented by my leaders, but after spending much of my summer in class, being told my good test scores aren't good enough, being required to add a reading certification to my teaching certificate, volunteering to teach a class during my planning period due to teacher shortage, having a student repeatedly steal from me, breaking in a new principal, training a veteran high school teacher and a GATE teacher on my team AND adapting to the most wonderful (and needy) students the first quarter - I'm tired. Bone tired.</p> <p>If you want to recruit and retain teachers, fix this.</p>
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Form Name:
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Educator Retention and Recruitment Study Committee Feedback Form
November 8 2017 7:13 am



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Lake Murray Elementary
Job Title	Physical Education Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Besides increased salaries for teachers, supporting the quality educators already in the state. Professional development opportunities, making the process of teacher evaluation more teacher friendly.

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Educator Retention and Recruitment Study Committee Feedback Form
November 8 2017 2:37 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Private School
Job Title	Kindergarten Teacher
Phone	[REDACTED]
Email	[REDACTED]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Consequences for students who are too disruptive for classroom-discipline. Consider paying for college credits.

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Location:

Educator Retention and Recruitment Study Committee Feedback Form
November 8 2017 6:00 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Greenville County Schools
Job Title	Elementary teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<ol style="list-style-type: none">1. Pay professional wages. My neighbor's child makes more than twice my salary fresh out of college with a BA. I have Masters +30 +more than I can count and 27 years of experience.2. Let experienced teachers teach. Leave them alone. Stop trying to train them like they are first year teachers. Respect them.3. Non-educators should not be the ones designing curriculum, tests and teacher evaluation tools.4. Technology should not drive curriculum, child development should.5. Do not try to control everything we do.6. Give all grade levels equal planning time.7. Show respect for teachers.8. Raise the minimum standards for entrance to teacher training programs.

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Educator Retention and Recruitment Study Committee Feedback Form
November 8 2017 7:42 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Anderson School District One
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>To recruit and retain educators in South Carolina, something must be done about the cost of college, student loans, and the cost of continuing professional development. As an educator, I am constantly struggling to pay back student loans which I took out to earn my undergraduate and graduate degrees. When I took out the loans for my undergraduate degree, my financial aid officer reassured me that the loans would be forgiven and I would have nothing to worry about. This has not proven true in 10 years. There needs to be a more efficient and more beneficial way to help teachers afford college, especially those of us that were career changers and went into education as a second career. When I went back to school, I was married with a family and we did not qualify for grants or certain types of loans that would have been forgiven. I have also heard that other states allow teachers to audit college courses in order to increase their knowledge of their subject area. I would love to have this opportunity. I do not have any desire to earn or pay for another degree, but I would love to sit in on classes to further my content knowledge as a secondary science teacher. There are so few opportunities for secondary educators to further their content knowledge, and the ones that were excellent (Clemson's SC Life program) lost funding.</p> <p>Another recommendation that I have thought about as I have hosted student teachers recently is that new teachers need more genuine on the job training. They need more time to "train" under a positive, enthusiastic veteran teacher before fully taking on a full load of their own. There are so many things that I have said and I have heard others say "they didn't tell us about this in college". The first three years as an educator are some of the most difficult, and without a good support system young teachers often give up.</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 8 2017 9:27 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Spartanburg School District Six
Job Title	Third grade teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<ol style="list-style-type: none">1. Make teaching a family friendly job again. Due to excessive meetings during planning times, after school clubs and events, and tons of paper work we are working many extra hours on nights and weekends.2. Give teachers positive feedback. We are constantly hearing how we need to change what we are doing and how bad test scores are. We hear way more criticism than positive feedback.3. Have administrators stop micromanaging. We are told what schedules to have, how to dress, what classroom management to use, how many grades to put in, etc. If we are hired then please trust our judgement to teach effectively. We are constantly told to differentiate for our kids' learning styles, yet teachers are often put into a one size fits all box instead of being able to teach to our strengths. Allow us to do our jobs well.4. Focus on what is right for the kids and make learning enjoyable again. Text dependent analysis is not developmentally appropriate for an 8 year old and therefore they don't find it very engaging. Last year when my youngest child started kindergarten he was elated. Within a few weeks he was constantly asking to go home because he was tired and the days were so long. I was heart broken. Kindergarten was supposed to be so much fun. Learning is supposed to be engaging, challenging, and fun. Not about test scores.5. Remember that teachers become teachers because they love kids and love to watch them learn and grow. Teachers just want to do their job well and have support from their administrators.

Form Name: Educator Retention and Recruitment Study Committee Feedback Form
Submission Time: November 9 2017 5:21 am
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Educator Retention and Recruitment Study Committee Feedback and Suggestions

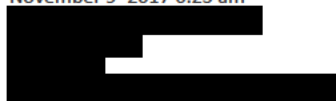
Name	[REDACTED]
Organization	Greenville county
Job Title	8th Grade science teacher
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<p>I am a 4th year teacher who came into this as a second career. I had always wanted to teach but life lead me in a different direction for many years. This is my second year being a mentor. The first year being a mentor I had a brand new teacher. She was 22 years old. She was great in the classroom, she related well with students and she brought a lot of enthusiasm. However, she could never get past the numbers on her paycheck. She was single and supporting herself with no family around to help. By the time she rented an apartment, paid her car payment, insurance on her car and utilities she could barely afford to buy food. She opted out of insurance because of the cost and she needed the extra money to live. She would come to me at many different times crying and asking why was she doing this to herself with late nights grading and planning, dealing with disrespectful students when administrators wouldn't help, beating herself up when the students didn't perform for the test she had worked tirelessly on and being told by administrators to do a lot of "stuff" including meeting after meeting and never ever having planning time. I tried encouraging but to be honest I was tired and exhausted also from the same exact things. She continued to question why she was doing this. She could have been an amazing teacher but she could not get past the paycheck and all she had to do to earn her pennies. She even tried working hotel jobs 3rd shift and waiting tables to help but she couldn't maintain this due to slipping behind on planning or something to do with the classroom. I understood why she was trying to work other jobs to make up for the wages. And she was also taking online classes toward her master's degree.</p> <p>Personally, I put myself back through school and my student loans are way more than I will ever make and it's hard paying them. We are paying our own wages to be taxed on them again. It's a vicious cycle. I love what I do but it's hard to keep up with demand and rigor when you can't even pay your bills. I qualified and still do for free and reduced lunch for my son who is in high school. I am a teacher having to receive free and reduced lunch for my own child. Going back to the 1st year teacher I mentored, she left teaching after one year. She could have been amazing but the pressures of life have to be meet to be able to sustain. She was not meeting this level. For all the work she put in, the time spent trying to work 2nd and 3rd jobs took a toll. She is now working a job she didn't even need a degree for making a lot more money. She is happy. She doesn't take her work home with her and she is not feeling inadequate of a test. She does her job and what is expected of her and goes home, pays her bills and affords food to be on her table without all the 2nd and 3rd jobs.</p> <p>Unfortunately, a lot of this comes down to money and the stressors of what is put on a teachers shoulders. The expectations from federal, state or local government are becoming unattainable. Recruiting teachers I do not think is the problem. I think the problem lies within keeping those teachers. I have thought many of</p>
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days I could walk out of this job and become a postman and make double what I make as a teacher. The pressures of parents, students and administrators bring a teacher to the breaking point when they are not backed. Teachers are working so hard and no one will listen when we try to tell them stop with all the test scores and making me teach to the test and let me do my job. But also to keep me or the 1st year teachers the pay is going to have to increase.

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Educator Retention and Recruitment Study Committee Feedback Form
November 9 2017 6:23 am



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[Redacted]
Organization	Greenville County School
Job Title	Teacher
Phone	[Redacted]
Email	[Redacted]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Realize that state tests are not truly indicative of a teachers worth. Beyond that, stop asking teachers to work beyond their contract hours with "mandatory" after school meetings, assemblies, duties, and such. Pay your teachers a more reasonable salary, and pay them for the trainings they are often required to undergo in the summers.

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Educator Retention and Recruitment Study Committee Feedback Form
November 9 2017 6:47 am



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Greenville County Schools
Job Title	Teacher
Phone	[REDACTED]
Email	[REDACTED]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Better pay and more incentives to receive higher degrees in education. Forgiveness of loans.

Form Name: Educator Retention and Recruitment Study Committee Feedback Form
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IP Address: [REDACTED]
Unique ID: [REDACTED]
Location: [REDACTED]

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Spartanburg School District 5
Job Title	Teacher Fourth Grade ELA Gifted and Talented
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<p>What does South Carolina need to do to keep and attract the best and brightest?</p> <p>I hear a lot of talk about increasing teacher pay would fix retention but I am not sure that is the biggest factor. It is the most tangible and would of course improve the matter. However, it is not why I left South Carolina to teach out of state. Three years ago I left SC to teach in Idaho. When I left I had been teaching for 13 years (all of which in the same well to do school district). I have my NBCT in Reading and Literacy, my Masters in Literacy, and plus 30 in G/T. In 2014, I was my district's teacher of the year. I LOVE teaching!!! I can't imagine leaving the classroom. This is what I have always wanted to do with my life. I knew when I got into teaching what the pay was like. Believe me, my family tried to talk me out of it. They said I was too smart to be a teacher and I would never make enough. I didn't care; this is what I was meant to do with my life.</p> <p>I still feel this way 16 years later, but I am not sure SC is the place for me to teach. I am back in SC after just one year teaching in Idaho. If I had a choice, I would have never left Idaho. This was the greatest teaching experience and year I ever had. The pay was almost the same even with Idaho giving \$5,000 for NBCT vs. \$7,500 in SC. Same pay and almost the same job. In Idaho taught one and two grade levels up and all subjects versus just ELA and still G/T. But it was a world of difference.</p> <p>My family was very happy in Idaho though our hearts were always with SC. We had to come back for family and financial reasons. I was devastated. I wanted with all my heart to continue to teach in Idaho and I wanted my daughters to be educated in Idaho.</p> <p>Let me clarify that my fourth grader who attended Idaho in second grade has had amazing teachers. We have amazing teachers in SC.</p> <p>So why Idaho? And in particular Boise, Idaho?</p> <p>The number one reason was professionalism and respect. The way teachers are treated in Idaho made a world of difference. The parents, the district, the state, the community all rallied around teachers. Teachers were not the problem. They were assets to be proud of and respected.</p> <p>It wasn't resources and money. I had more resources and money spent per pupil in SC. I made a little bit more in SC. It was respect. It was autonomy. It was time to plan and freedom to experiment. I was trusted as a professional to make decisions that I knew benefited my students. And when I made those decisions, they were supported by stakeholders. I was a trusted professional.</p>
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You can increase the pay; sure it will help some. You can increase the incentives. You can increase the avenues to become certified. But those will only make a small dent in the teacher shortage and may only even lead to temporary fixes.

The root of the matter is much more complicated than tangible factors. It is respect, trust, autonomy, and support. This is what South Carolina needs to do for its teacher and future teachers. We have got to send the message that teachers are respected professionals that we trust with our most valuable resources, our future.

Government, state and local, are going to need to let go of control and give more back to the people on the front line, the teachers! Principals and district offices need to send the message loud and clear (to teachers and community) that they support teachers. We need support with behavior, special needs students, difficult and absent parents/guardians, and the ever revolving door of curriculum/assessment demands. The more the state and local government controls education, it seems the more that we test and the less we teach. I spend most of my day testing and so little teaching. My planning time is consistently taken for meetings on updates to curriculum and state laws.

I want to teach! I want to make a difference in my classroom! I just need some support, autonomy, and respect. I am as passionate about teaching as I was my first day but I am tired. Other teachers are tired. This is pervasive, even amongst our best and brightest educators. Please help me and other teachers in our state be what we need to be for our students. Give us more control over our classrooms. Let us make more decisions. Have faith in us.

I would be happy to speak more about this to anyone who is interested. Feel free to contact me.

Form Name: Educator Retention and Recruitment Study Committee Feedback Form
Submission Time: November 9 2017 3:59 pm
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Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Greenville County Schools
Job Title	5th Grade Teacher
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<p>We, in public education, have got to cut out standardized testing (or at least the pressures associated with it). The burden of this carries weight in our every day teaching. We teachers are inadvertently coerced to teach to the test. We are forced to curb meaningful lessons and creativity due to the pressures of, "It's not on the test," even if it's project-based learning opportunity that would enhance a child's understanding.</p> <p>Additionally, I've been witness to subjects being neglected that aren't tested at the end of the year. The reason for this would be the pressure of "doing well on the test." This is a detrimental effect of standardized testing.</p> <p>Lastly, I have seen the students suffer from the pressures associated with testing. Everything from anxiety, crying, vomiting, and even urinating on themselves. These are 8-11 year old students!! KIDS!!</p> <p>Standardized testing and ranking schools based on this is not helpful, especially to our schools of poverty-stricken areas. These students come to school developmentally behind, and research shows that a child who is raised in poverty "never catches up" compared to his/her peers who are raised in a middle-class family. This is researched based. So, for example, I have spent my last 13 years teaching in Title 1 schools in South Carolina. I work anywhere from 12-14 hours a day. I pull kids in the morning to try and help them progress. I stay late. My time is taken away from my own personal children. However, I'm fully aware that I have worked harder and longer hours than my fellow educators teaching in affluent areas, because those children have had access to many more learning opportunities in early childhood. I would like you to consider what pressure is doing to public schools, especially Title 1 schools. Teachers will not continue to teach in a Title 1 school, when students do not perform as well on standardized testing and teachers are ridiculed for "not doing enough." Having had conversations with teachers in other non-Title 1 schools, the feedback is the same: My job is much easier than before. What a disservice standardized testing is doing to these students!</p> <p>In summary, good teachers are leaving the profession mostly because of this imbalance. Standardized testing can be good for feedback and to guide instruction, but it is out of control at the state level.</p> <p>Until our students COME to us at current, appropriate, grade-level ability, then they should not be tested at a standardized level. We differentiate daily in our classrooms due to ability: 504s, IEPs, personal strengths and weaknesses of students in our classrooms. Isn't it ironic that we give students all the same test on a grade level that might be completely inappropriate given a student's individual</p>
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circumstances?

In all honesty, I have considered leaving the profession the last several years, as many of my coworkers have toyed with the notion as well. Something has to give. We need the freedom to do what's best (within reason) for our students in our classrooms without the pressures of state testing. Until that changes, we educators feel like we are called professionals, but we are not treated that way. I guarantee a teacher knows her students. You are welcome to come ask me about any of my students, and I can share much information about his/her academic abilities, strengths and weaknesses. I don't need a standardized test to tell me about my students. Furthermore, I don't need a standardized test to tell me whether I'm a good teacher or not.

I hope my feedback weighs heavily on whomever reads this. We are in a state of crisis. For the sake of our future generations, I beg you to take this feedback seriously.

Please upload comments, suggestions, feedback, and supporting documents.	https://s3.amazonaws.com/files.formstack.com/uploads/2779531/55274061/363984026/55274061_donotreply40greenville.k12.sc.us_20170927_134829.pdf
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Educator Retention and Recruitment Study Committee Feedback Form
November 9 2017 4:10 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Spartanburg District 5
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>-To recruit teachers, there needs to be some type of student loan forgiveness program. I received a large amount of scholarship money for my undergraduate degree; however, I still have about \$30,000 in student loans. After 4 years of teaching and earning a Master's degree, my salary is still so low that I make the minimum payment each month. I work tirelessly for my students, and it is hurtful that my hard work is not appreciated with either a higher salary or student loan forgiveness.</p> <p>-The pressure put on teachers in South Carolina is unbelievable. I currently teach 3rd grade, and Read to Succeed has brought an entirely new level of stress to my job. Not only am I to teach the SC College and Career 3rd grade standards, I am also responsible for making sure my students can pass SC Ready and not be retained. Our schools are driven by testing. Our kids are tested too much, and many of the tests are not developmentally appropriate. Text dependent analysis is not developmentally appropriate for an 8 year old. However, these tests drive our schools and unbelievable pressure is put on teachers to produce high scores.</p> <p>-Teachers need administrative support from principals. Behavior in the classroom has gotten worse in the 4 years I have been teaching, and there are fewer and fewer consequences. When we give consequences, parents get upset and administrators do not back the teacher. This is demeaning and undermines me as a professional.</p> <p>-There has got to be more encouragement for a work/life balance. I work tirelessly and way more than my contract hours demand. Most weeks, I work upwards of 60 hours. Expecting that I stay after school for committee meetings and at night for extracurricular activities is tiring and takes away time from my family. Also, I should not feel bad for taking a sick day to take care of my sick child. I can not be an effective teacher if I am not first taking care of myself and putting my family first.</p>

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Location:

Educator Retention and Recruitment Study Committee Feedback Form
November 9 2017 4:23 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Spartanburg District Five
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Pay is a huge concern. It is tied to a lack of respect in general for educators in this state. It seems like each year, and even many times during a year, a teacher's responsibilities and accountability increase. It is too much. Classroom teachers often do the work of several positions in one, with no compensation. We work many days after hours, before school, on holidays, and weekends. We are often rewarded with no raise, no respect, and even more testing requirements, and further evaluation. Teachers often have much more education than many other professions, and get paid far less. This leaves even experienced, quality teachers questioning whether they should continue or give up and start anew.

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Educator Retention and Recruitment Study Committee Feedback Form
November 9 2017 5:24 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Greenville County Schools
Job Title	Math Instructional Coach
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Teachers are not staying in education due to all of the pressure being put on them. Teachers are trying to be forced into the same cookie cutter style. This is taking away the teaching strengths of each individual teacher. No one wants to be in a profession that isn't respected, doesn't pay well, and then to top it off to be told that you can no longer make decisions for your students because it's not what everyone else is doing. Schools should be building up each teachers individual strengths and teaching styles to help them shine, not be forced to teach a specific style because studies show that works best for SOME teachers.</p> <p>Teachers need to be allowed to just teach their students without all of these requirements by the state and district. We need to stop forcing our high achieving teachers to change because of the ones that are struggling. We should spend more time working with the struggling teachers on how to improve instead of sending out blanket expectations to everyone.</p>

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Submission Time: November 9 2017 6:09 pm
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Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	School District of Greenville County
Job Title	4th grade teacher
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<p>I have been teaching in Greenville County for 18 years and for most of that time I have loved my job. To me teaching is a calling and it is my mission to serve the children and community. Over the course of the past 3-5 years it has been difficult to maintain a love for my mission. I find my day to day time is spent less and less serving the students and more time is spent serving the data driven district and state.</p> <p>I am pushed to benchmark my students 3 times a year in 3 different subject areas. This takes 9 instructional days in addition to instructional time taken for state wide testing, classroom testing, and testing to measure my teaching for my district goal. I spend so much time assessing the students that I have limited time to instruct the students and they have less time to process and practice their lessons. We must keep up with the pacing guide so I can at least expose them to the testing material. The focus is not on do they understand the material, the focus is on assessment and data. I also spend much of my time looking at this data and writing up data reports instead of teaching the students and spending my time on instruction. I don't have enough time during the school day to instruct and complete all the data work.</p> <p>I find that I have less and less control over the instruction that is going on in my classroom. I can't tailor the lessons to my class needs, lessons are required to look the same in each room. In fact, my lesson plans read like a college textbook full of educational jargon. I have to highlight the important parts of the lesson plans or make notes in a notebook so I will know exactly what I need to teach. The language I have to put in my required lesson plans are not helpful for the teacher. I am required to place an essential question for each lesson on the board. The questions are filled with language a 4th grader would not even understand. I also find that I don't have materials that I need to teach. The reading textbook is no longer issued to our students. I had to write 3 grants to get reading material to use to teach with and I have to pull all reading passages from other sources for my students to use in lessons. There are no writing materials either, I have to pull all of the writing instructional materials myself. I have not had a teachers edition to the social studies textbook for the past two years, I have no math teachers edition, and my new students have to wait weeks to get there textbooks when they are added to my class. I have created my own teachers editions using the student sample textbook from the publishing company. Just this week I asked the office for a stapler because the one I've used for 10 years fell apart. I was told the school could not order staplers from the warehouse, therefore the school would not provide me with a stapler. Yet, I was issued a new laptop computer that I don't even need.</p> <p>Class size is another concern. Last year I had 29 students in my class. I added 3 mainstream students for lunch, recess, and social studies</p>
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instruction. That means I have 32 students for lunch, recess, and social studies. We also have trouble finding subs when we are absent. If no sub is found, then the class is divide up among the grade level and we have 5-6 extra students.

I don't have enough time during my working school day to plan and gather materials for my lessons. I don't even have enough time during the day to go to the bathroom or wash my hands before I go to lunch. We are given time consuming requirements that we can't do with 27 students in the classroom, but there is not time to do what is required.

I love the students and working with them, but I am spread so thin. I can't do my teaching job well because we are just asked to do too much. I am a jack of all trades, but master of none. The students suffer for this. The teacher has many items added to the to do list, but nothing taken away.

Thank you for your time in reading this. I hope you get lots of feedback that will help us and the students.

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Educator Retention and Recruitment Study Committee Feedback Form
November 10 2017 8:29 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Greenville County Schools
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Among the things already mentioned: higher pay and student loan help, I would like to mention a few issues that are quickly pushing me away from the classroom.</p> <p>The first issue is that many of us struggle with is we feel as if our degrees are meaningless. Let me explain. We are forced to maintain our certificates by obtaining continuing education credits and taking sometimes repitive, unhelpful classes. Case in point, the current Read to Succeed initiative. Any teacher with a masters degree potentially feels that their educational experience is belittled for being forced to take, on our time and for our proverbial dime, college classes, summer PDs, and other means that seek to take away our personal time. This is potentially hazardous to our well being by reducing our refresh and recharging time. There are too many expectations of the profession that force us to sacrifice time away from our families and other obligations. The paperwork is overwhelming and interferes greatly with our time teaching and developing ways to more properly use our instruction time. It is imperative that teachers be given adequate planning time and many teachers are not afforded this vital aspect of the profession.</p> <p>We love our jobs but feel pushed away by regulations that often feel as if the state did not seek teacher input or consider undue hardship that such requirements would have on teachers.</p> <p>Please feel free to call and ask further questions, I would love to speak about these issues.</p> <p>Consider holding these sessions during times where teachers can actual attend the meetings.</p>

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Location: [REDACTED]

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Greenville County Schools
Job Title	First Grade Teacher
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<p>As a teacher who is highly qualified in Early Childhood, Masters in Language & Literacy, and Read to Succeed Certified a HUGE benefit to retain educators would be help with student loans. The state department requires teachers to have high qualifications but does not help with cost. Our pay is low compared to the amount of education required and the cost of student loans. It is sad that I will be retirement age (worked 28 years) for SC and will STILL have educator loans to repay. I have the loans because you require college level courses for re-certification. I have my resume ready and am actively looking for supplemental jobs that make the financial burden for me and my family manageable. Having to work dual jobs takes away daily classroom energy my students deserve, however, the state department leaves teachers no options if we want to get out of student loan debt. In the 15 years I have taught the student behavior has gotten increasingly worse and disruptive to the education of ALL students. Administration support is now non existent, they tell teachers we must teach students how to deal with and control their emotions and then they will behave in the classroom. Not sure where we will get the classroom time or resources to teach emotion management when we do not have the resources to teach the required SC State Standards in core classes. We have no resources available to plan lessons (standards keep changing from the SC dept of educ.) and spend on average 10 hours to write lesson plans weekly outside of our daily teaching responsibilities- usually at home during our family time. Teachers search for activities online and create their own learning activities because lesson activities are no longer provided by districts to ensure teachers differentiate learning for all students and every student achieve mastery of standards. Teachers are given standards and told to teach them but we are responsible for coming up with activities for subjects in reading, phonics, writing, science, social studies, health, and handwriting for all students that cover below, on grade, and above grade level for all subjects. We are contracted from 7:45-2:45 but are REQUIRED to perform early morning duties, after school duties, and after school parent activities, we only have 25 minutes to eat lunch with students (cleaning up their spills, opening food, etc. so really like 15 minutes to eat) and our daily planning time of 45 minutes is routinely taken by no related arts coverage, required meetings from administration, or special education meetings. Teachers need effective administration, lesson plan resources (not standards to address but actual lessons to teach those standards), effective discipline for students, student loan repayment, and more time in the classroom versus other duties. Teachers are not supported effectively by the state department, school district, or school administration. Teachers leave the profession because of the work load, lack of resources, lack of support, and burden of student loans. Teachers need support with lesson resources, student loans (or pay for REQUIRED classes), and student discipline to be handled by administration.</p>
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Location:

Educator Retention and Recruitment Study Committee Feedback Form
November 13 2017 10:10 am

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Anderson 5
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>The number one way to retain teachers in South Carolina is to stop placing the responsibility that should be on the parent and students on the teacher. Teachers are teaching across this state. I have worked in four schools in three school districts. One in the low country, one in the corridor of shame, and one in the upstate. At every school I have seen teachers spending their own time and money to provide and teach their students. Low test scores are not because of "bad" teachers, they are because students go home and their parents do not put a priority on education. The state needs to start backing school districts on holding parents responsible for THEIR child's education. If parents were bothered enough, they would start holding their children responsible for their academic success. The influence a child's home life will always be a bigger influence than new technology, new strategies, or better standards. How is a teacher supposed to stress the importance of learning state standards to a child who literally will have no consequence for failing?? Are we supposed to rely on 13 year old maturity to understand this is beneficial for their future? No, it doesn't work. Their families have to make them understand that their education is important. We cannot continue to put all responsibilities on the teacher, it is not the teacher's fault if the parent is sending the student to school unprepared.</p> <p>The other issue that this state needs to address is teacher pay. Teachers go to college and accrue the same thousands of dollars in loans as everyone else, however their pay is significantly less with no options of bonuses, or promotions. To even be considered for a promotion in the education field you have to spend even more money to obtain a masters degree. I have previous students that have graduated high school and are working jobs that require a two year degree and are now making more money than I am. That is a problem. Why should I stay in a teaching career, when I can leave education and make equal/more pay somewhere else? Furthermore if I switch career's I will then have an option of promotion and even higher pay for working the same hours I work now (this is counting working at home on nights and weekends outside of school).</p>

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Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	PSTA, SDPC
Job Title	Retired educator
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<p>Treat teachers as the professionals they are.</p> <p>Pay teacher commensurate with their degrees, levels of education, and hours worked. \$33,000 yearly is a very low salary for long hours worked in a job where elementary and early childhood teachers do not even merit 15 minute breaks or duty-free lunch breaks. Being an exempt employee in public education means you are exempt from wage hours laws. For teachers this means that the employer can demand that a teacher work as many hours as it takes to complete an assignment with no breaks from the job. Those assignments and meetings often have no impact on a student's education and are often "for show" or to meet an unnecessary requirement.</p> <p>Allow teachers to have more control in their own classrooms. For goodness sake, teachers now all have to have the same theme in their rooms as all the other teachers. Where is creativity? I loved seeing themes each teacher used in their rooms each year. Individualism is preached to teachers, yet teachers are not allowed to show that in their classrooms.</p> <p>I am a retired educator who over the years has seen more and more demanded of teachers. I am advising graduates to avoid becoming educators in public schools. I am not surprised that hiring and retention have become a problem.</p> <p>TOO MUCH TESTING! Teachers know students needs LONG before they receive test results. My students at one time were tested 19 times in one year. That is almost one school month of EDUCATION being taken from students! One student asked me, "Can we just have one normal day!" So much for the need for consistency and routine that we are taught and know that children and adults need!</p> <p>TOO MANY fundraising assemblies that take students from education!</p> <p>TOO MANY MEETINGS AND TRAININGS that take teachers from planning and evaluating lessons taught! If a teacher doesn't need training, leave them to do something more important.</p> <p>Finally, if you ask for suggestions, don't do it to meet some guideline or requirement, do something positive with it!</p>
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Educator Retention and Recruitment Study Committee Feedback Form
November 13 2017 12:27 pm

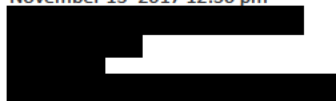


Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Edgefield school district
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>More money for teachers</p> <p>less paperwork that takes away from time constructing great lesson plans</p> <p>principals who enforce discipline</p> <p>Accessible technology for all students in school. I have moved from schools that had 1 to 1 technology to a cart of laptops per grade level. This is unfair to prepare students for the career world.</p> <p>Meaningful staff development - our time is precious and we have been forced in useless meetings</p>

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Educator Retention and Recruitment Study Committee Feedback Form
November 13 2017 12:30 pm

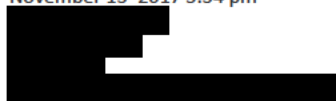


Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	Edgefield County School District
Job Title	Teacher
Phone	[REDACTED]
Email	[REDACTED]
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Comparable salary for other bachelor degree graduates, more student loan forgiveness opportunities, administration who enforce discipline and stand behind teachers, less paperwork and meetings which would allow time to research, plan and actually help students

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Educator Retention and Recruitment Study Committee Feedback Form
November 13 2017 5:34 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Junior Elementary Education Major
Job Title	Education major
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	I? think that if you constantly support educators and encourage them, it makes it easier to keep them in schools because they feel appreciated for their hard work. Also, come up with fun workshops or open discussions at meetings that they can attend before they apply to a school so that it's more fun but also covers the proper material they will need to know once they are hired!

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Educator Retention and Recruitment Study Committee Feedback Form
November 13 2017 7:06 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	1973
Job Title	Manager
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Competitive pay. Administators who enforce rules and discipline. Less red tape and paperwork.

Form Name: Educator Retention and Recruitment Study Committee Feedback Form
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Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	[REDACTED]
Organization	University of South Carolina Aiken
Job Title	University Supervisor, Retired Educator Lexington School District Three
Phone	[REDACTED]
Email	[REDACTED]

<p>Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.</p>	<p>To the Committee for Retention and the Recruitment of Teachers:</p> <p>I am writing to you because I am very passionate about public education in South Carolina. I am a retired educator from Lexington School District Three with thirty-three years of experience, where I was named "District Teacher of the Year" and BLES' "Teacher of the Year" twice. I currently work for the University of South Carolina at Aiken where I supervise interns/student teachers. I am a volunteer at Batesburg-Leesville Elementary School where I teach three reading groups each morning. I have a daughter who is a first year teacher in Lexington School District One. I have insight for many different perspectives. It is my hope that the information I share will benefit educators in our great state, which will in turn result in a benefit to our children.</p> <p>☐First, I want to share my thoughts about retention. I have a lot of great teaching left within me, but chose to leave the classroom because of the conditions that are running teachers off. I would go back to teaching in a heartbeat, should the conditions improve. There are many such as myself!</p> <p>☐For most of my career, I was treated as a professional...after all, I did graduate from Clemson University, Magna Cum Laude in Early Childhood and Elementary Education. My classroom was my domain. I created innovative lessons, used my gifts in teaching, and created within my students a love of learning. I was free to do this in whatever manner I desired to help students learn. We explored learning together and were great partners in the endeavor! However, over the past ten years, this type of teaching is no longer valued or tolerated. Teachers don't have a domain within their classrooms. They can't be creative in planning and teaching. They must do what their "team" does. Their day, hours, and minutes are planned out for them. There is no "teachable moment". Teachers want and deserve autonomy in the classroom.</p> <p>☐For most of my career, teachers enjoyed workdays throughout the calendar year with five professional days scattered within. Teachers no longer have unencumbered workdays throughout the year. Partial days are given because it is necessary to meet as a school or team. Teacher have professional development after school frequently throughout the month. They are expected to learn and implement new initiatives, while they are still trying to master others just implemented. The pressure to do the "next new thing" is driving great teachers from the classroom.</p> <p>☐I was often told by a very wise administrator, "If you want good lessons, you have to give teachers time to plan good lessons. Lesson plans are for the teacher. If there are problems, then lesson plans will be turned in to me." In the primary and elementary school setting, teachers have only 45-50 minutes at best for planning</p>
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during the day. However, teachers are required to meet during planning to plan with their team, to discuss their data with their team, to share their data with administrators, etc...Teachers don't have the time they need during the day to do all of the administrative tasks that they have to accomplish. They are taking home more and more work and are getting burned out quickly! Teachers need their planning time for planning their lessons, calling parents, and giving feedback on assessments.

☐If you take a good look at most educators, you will see one who desires to better the life of a child through education. One who will give their "all" to help others. One who is there for the "whole child". Teachers today are helping students cope with parents who are addicts, bedbugs, lice, violence, extreme poverty...you name it. It breaks a teacher's heart. They give of their own money and time in helping their children. However, the emphasis in the classroom has shifted to urgency in teaching, urgency in rigor, gathering and reporting data, and remediation of skills. We no longer teach children...we teach skills. Teachers are in it for more, and when they can't help their children, they have to leave because they can't bear to see them suffer.

☐There has been a great shift in the teaching resources used in the classroom beginning with "No Child Left Behind". For most of my career, the necessary foundation was laid for students through the use of the textbook. Students learned that great information can be found within those pages. Parents were able to help students using these resources. Teachers used the book as a platform and brought in other resources as necessary. Students learned to read and then read to learn. Teachers over the past ten years have been told that textbooks are to be used minimally. If you don't have textbooks as a foundation, then teachers have to spend an inordinate amount of time finding resources or creating resources. Teachers spend a lot of money buying resources to be used for instruction and intervention. We need to get back to the basics with good books!

☐I started my career in the early 80s...before standards. The state had requirements for basic skills, but not real standards per grade. What was taught per grade was deemed by the skills within the textbook. For the most part, children in kindergarten learned through play and the basics of reading, writing, and math through fun themes. Children in the early grades spent a majority of their time learning to read, write, and do basic math to mastery. Students in the upper grades were able to expand their learning about the world around them once the basic skills were in place. The standards which are in place today are not appropriate for young children. We are asking them to learn things for which they are not ready. We are also teaching skills in a spiraling method, so that students see a new skill every day or so and will touch on it several

times over the year. They never spend enough time on skills to master them. We are afraid they will be bored...that there's not enough rigor. Consistent practice helps students become strong learners. Teachers are leaving the classroom because they know what they are doing to students is not in their best interest. Teachers are in it to help and not do harm!

☑I've experienced throughout my career a variety of evaluation instruments. During the early years, principals visited the classrooms as needed offering words of encouragement and helping as needed. However, over the past ten years, there has been a great shift. Many, many hours have been spent creating and documenting plans for our GBEs. Now it's SLOs. I've also experienced using the new Expanded Adept instrument that will be in place for the coming year. Teachers are overwhelmed by this process. There is so much paperwork and time spent on things that don't impact lessons or children. Teachers are being formally observed by administrators with computers in hand at least once a month and often more. Teachers are never at ease to teach. They feel they are constantly being scrutinized.

☑I believe it is important to stay current with continuing education and recertification. However, there is now the added burden of the classes for "Read to Succeed". Many will choose not to become recertified because of this requirement. Teachers should be allowed to count the ever burdening time spent in professional development towards recertification. We need to discontinue the requirement of the "Read to Succeed" courses.

☑During my career, I was treated as a valued employee. If I went to the administration about a concern with a child or parent, the administrator was quick to come to my aid because he/she knew that I had done everything in my power to solve the problem before seeking help. Teachers no longer have the support of administrators in dealing with students and parents. Students are allowed to throw desks, steal, kick/hit the teacher, etc...Administrators need to remove students when the rights of the other students are violated by the one. That one needs help, but not at the expense of the learning and safety of others. We need to empower teachers and stop being afraid of lawsuits and parents!

☑As to the recruitment of teachers, there are many factors that make education an unpopular choice. Education majors are engaged in many time consuming and challenging courses. Their knowledge is not only tested but many projects are required to pass the classes. Prospective teachers are then required to take the Praxis I, Praxis II, and the PLT before they can graduate and get their credentials. Many of my students do well in their academic studies in college and on the Praxises. However, many struggle with the PLT and have

had to take it over and over. This costs money, but there is the great concern that if they don't pass, they won't get their credentials to teach. The PLT should not be the determining factor as to whether one is allowed to teach.

☐We are doing a great disservice to our induction teachers. They have additional meetings to the many they already attend. They have more observations than the many that are already being done. Induction teachers need a mentor, but not more meetings and requirements to their already overwhelming requirements in the classrooms.

☐In the past, an educator's salary would put the educator within the middle income category. Today, many induction teachers can't make ends meet because of their low wage and have to take on additional jobs at night and the weekends. Many are faced with education loans as well. Teachers are professionals who work well over forty hours a week. Their pay should reflect this. How can we afford to pay teachers more? We need to put literacy, math, and technology coaches back in the classroom as teachers. This will help reduce the need for good teachers and provide extra funds that were used for their higher paying salaries. We need to take a look at all the curriculum specialists at the district level and the state level. If we used strong textbooks, focused on mastering skills which are age appropriate, we wouldn't have a need for all of these curriculum specialists making top dollar. We are spending a massive amount on 1:1 technology at the primary and elementary levels. Students need to master the basics first.

☐In closing, South Carolina is at a crossroads with regard to public education. If we continue to stay the course, we are going to run our train right off the tracks. We must get back to the basics. We must get back to teaching instead of facilitating. We must trust educators to do what they do best...teach, love, and serve.



Please upload comments, suggestions, feedback, and supporting documents.	https://s3.amazonaws.com/files.formstack.com/uploads/2779531/55274061/364935524/55274061_to_the_committee_for_retention_and_the_recruitment_of_teachers.docx
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Educator Retention and Recruitment Study Committee Feedback Form
November 14 2017 6:15 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Private
Job Title	Owner
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	Better pay More incentives More consequences for disciplinary issue More student loan forgiveness programs

Form Name:
Submission Time:
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Location:

Educator Retention and Recruitment Study Committee Feedback Form
November 19 2017 8:49 am



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Barnwell Primary School
Job Title	Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	I have been teaching for 21 years. I have a young daughter who is a teacher. She earned her Master's Degree from Lander. She did this for two reasons very early on in her career. One, her principal asked her to get the degree. Two, to get the small raise in pay, which will take her years to recoup because of the cost of the degree. It is very disheartening to see the difference between the pay scale in our job and the private sector. My daughter is single, and cannot afford to stay on her own. This is true for every other single person in our school. Even though she absolutely loves her job, I'm not sure she can afford to stay in it as a career. Please consider implementing a pay increase for all teachers, but especially those who have 10 years or less experience. In the current step increase salary schedule, it takes too long to progress to a competitive pay scale.

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Educator Retention and Recruitment Study Committee Feedback Form
December 8 2017 12:53 pm

Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Sumter Teacher Forum, Sumter School District
Job Title	Chair, Sumter Teacher Forum
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>Dear Educator Retention and Recruitment Study Committee,</p> <p>On November 15th, 2017, the Sumter Teacher Forum (comprised of the 2016-2017 and 2017-2018 campus teachers of the year for Sumter School District) held its Fall Workshop. One of the agenda items was to discuss ways to improve educator retention and recruitment. Below are our inputs:</p> <ul style="list-style-type: none">(1) Provide contract bonuses and other incentives to recruit and retain high quality educators, particularly in lower income/lower tax base districts(2) Offer affordable teacher housing benefits(3) Provide greater leadership training opportunities, specifically in the areas of curriculum and instruction(4) Increase public advertisement of educator opportunities, highlighting the importance of education as a career field (eg, billboards and other public displays)(5) Solicit greater teacher input at the legislative level(6) Decrease workload and stress on educators via more appealing benefits packages, additional compensatory time (eg, personal days), and greater pay(7) Enhance recruitment efforts of foreign/international teachers through more appealing benefit packages <p>We appreciate everything your committee is doing to improve education in South Carolina. We know this is not an easy task. Thank you for all you do!</p>

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Educator Retention and Recruitment Study Committee Feedback Form
December 11 2017 12:13 pm



Educator Retention and Recruitment Study Committee Feedback and Suggestions

Name	
Organization	Darlington Middle School
Job Title	7th Grade Science Teacher
Phone	
Email	
Please provide feedback or suggestions on how to recruit and retain educators in South Carolina.	<p>I am sure you are getting this a lot but teachers need to be paid more. Teachers are all college educated but we are not paid to match our level of education. We have to constantly learn and adapt to new techniques and technology. Despite this, the starting income of a teacher is almost \$15,000 less than the starting position in the State Department of Education. A data entry job at the state level is \$48,000. Teaching is infinitely more difficult than data entry. I know several teachers that are working multiple jobs to barely pay the bills. Several live below the poverty line because the cost of living is so high. When I was single, I could live without multiple roommates which is ridiculous. With as much time and effort I have to put into educating 120 students a year, I shouldn't have to worry about paying my bills. I summation, more pay would make keeping teachers easier.</p>