

Educator Pipeline, Recruitment, and Retention

50-State Comparisons:

- [Teacher Recruitment and Retention](#)
- [Teacher Leadership and Licensure Advancement](#)
- [Teacher Employment Contract Policies](#)
- [Teacher License Reciprocity](#)

Policy Briefs:

- [Enhancing Teacher Preparation Through Clinical Experience](#) - This Policy Brief outlines common types of clinical experience in both traditional and alternative teacher preparation programs. It also points to research that highlights the role that clinical experience plays in retaining teachers and diversifying the workforce.
- [State Policy Levers to Address Teacher Shortages](#) - This Policy Guide highlights factors that impact teacher shortages across the country and provides key state policy levers to strengthen teacher retention, from interest in the field through career advancement.
- [Building a Diverse Teacher Workforce](#) - This Policy Brief provides a summary of key research on the benefits of expanding the racial/ethnic diversity of teachers in K-12 classrooms and features examples of state-level action intended to advance diversity and ultimately improve students' academic experiences.

State Information Requests and EdNote:

- [Alternative Teacher and Paraprofessional Pathways](#) - A state board of education member asked about alternative teacher preparation pathways, especially as it relates to paraprofessionals moving to full certification. Our response includes examples of state policies related to alternative teacher certification and examples of state policies aimed at recruiting paraprofessionals into the teaching profession.
- [Mental Health Services for Teachers](#) - A governor's policy advisor asked for legislative examples that address mental health services for teachers. Our response includes examples of state policies addressing mental health services, in addition to state resources related to the health and well-being of teachers.
- [Substitute Teacher Pools](#) - A legislative staff member asked for examples of policy efforts to help shore up the substitute teacher pool. Our response includes state examples on expanding the pool of candidates, compensation and substitute to full-time teacher pathways.
- [3 State Policy Levers to Support Teacher Mental Health](#)

Education Commission of the States is a national, nonpartisan education policy organization, created by the states to help state education policymakers learn from one another. ECS tracks and researches policy and legislation across the P-20 spectrum. See ECS' full body of research at ecs.org and get notified of new releases by subscribing [here](#).

The ECS Policy Team is always able to research any state education policy question you might have, and we're usually able to have a written response to you within 72 hours.

Contact Ben Zumbahlen, liaison to the policymakers in South Carolina, at bzumbahlen@ecs.org for more information.