



# Proviso 1.114 Teacher Recruitment and Retention Task Force

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# **South Carolina Teacher Education Advancement Consortium through Higher Education Research**

## **South Carolina's Resource Center for Educator Pipeline Research Informing Policy and Practice**

- Reconcile data of educator preparation programs in partnership with CHE, SCDE, and other agencies
- Conduct educator preparation program graduate and employer satisfaction surveys



# **South Carolina Teacher Education Advancement Consortium through Higher Education Research**

## **South Carolina's Resource Center for Educator Pipeline Research Informing Policy and Practice**

- Generate annual teacher workforce reports and related studies that contribute to better understanding the impact of the educator pipeline
- Administer the SC Teacher Working Conditions Survey and accompanying tools and strategies to guide improvement

# Data Infrastructure

- SC TEACHER will house South Carolina-centric data concerning teachers and issues important to teaching in our state.
- The team is building a robust large-scale longitudinal database that merges SC educator data (evaluations, degrees, test scores, contract status [since 2017]) with SCDE school report card data.
- Longitudinal databases tracking individual teacher data over time has does not yet exist for South Carolina teachers.
- This database will merge multiple sources of data on individual teachers (since 2017) along with school performance data.

# Recruitment and Retention Studies

- Retaining Teachers through Talent Centered Education Leadership (February, 2021)
- Exploring the Uniformity of South Carolina Teacher Vacancies (April, 2021)
- School-Level Factors Associated with Teacher Retention in South Carolina (September, 2020)

# Recruitment and Retention Studies

## Exit Survey Reports

- Summary of Results for the SC TEACHER Exit Survey from the 2020-21 Pilot Administration (September, 2021)
- Summary of Results for the 2021-2022 SC TEACHER Exit Survey Administration (October, 2022)

# Recruitment and Retention Studies

## Forthcoming Reports

- South Carolina Teacher Retention Rates for the 2020-2021 Academic Year: One-Year and Three-Year Averages (Anticipated February, 2023)
- South Carolina Teacher Contract Renewal Across Race/Ethnicity for the 2020-2021 Academic Year (Anticipated March, 2023)

# Teacher Workforce Reports

- Teacher Workforce Demographics and Data: A Deeper Dive (September, 2020)
- Profile of the South Carolina Teacher Workforce for 2018-2019 (September, 2020)
- Profile of the South Carolina Teacher Workforce (December, 2022)



# Teacher Working Conditions (TWC) Survey

- Survey will launch February 13.
- 38 districts have provided requested data to participate (representing 64.4% of all eligible respondents in the state).
- A “second round” administration will follow February 23 for any additional districts who provide requested data.
- Estimated to take 10-15 minutes to complete
- Survey window will close March 24.

# Seven Areas Addressed in TWC Survey

1. Administrative Support
2. Communication with Principal
3. Availability of Resources
4. Parent Support
5. Cooperation and Recognition Among Staff
6. Influence Over School Policy and Decision-Making Roles
7. Autonomy in the Classroom

# Reporting TWC Survey Results

- No data will be shared at the school level with fewer than 50% of eligible teachers responding or schools with fewer than 10 eligible teachers.
- All data will only be reported in the aggregate.
- Preliminary results will be provided to the Task Force in late April.

# TWC Survey Two-Year Cycle

Survey will generate actionable data for systematic improvement at school and district levels.

- **Year One:** Administer the survey; provide data reports at state, district, and school levels (when threshold response rate is met).
- **Year Two:** Implement use of data dashboards for districts and schools to identify areas of focus toward improvement planning and strategies. Provide actionable improvement strategies via toolkits and protocols based on what is learned from data to address areas and goals important to schools and districts.