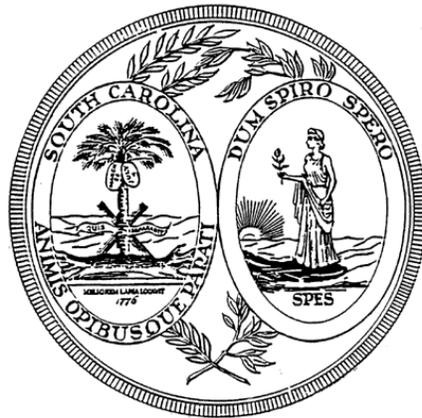


**South Carolina Educator Evaluation Results
for the
2015-2016 Academic Year**



Issued by the:

Division of Innovation and Effectiveness
Office of Educator Evaluation

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State Superintendent of Education

August 2016

Introduction

Effective educators are competent, caring professionals who have a significant and lasting impact on student learning and achievement.

South Carolina's Assisting, Developing, and Evaluating Professional Teaching (ADEPT) system is designed to promote teacher effectiveness in two ways. Through the assistance and professional development processes, emphasis is placed on continuously improving instructional practices. During the summative evaluation process, the focus shifts to quality assurance. In combination, these two components help ensure that teachers in South Carolina are competent, caring, and effective.

In South Carolina, contract levels are tied to an educator's licensure status. Novice teachers are placed on Induction contracts. When ready to experience a summative evaluation for the purpose of earning the professional license, a teacher is placed on an Annual contract and given a summative evaluation. If that summative evaluation is successful, the teacher's professional license is granted and thereafter, they are placed on a Continuing Contract.

ADEPT is a success-based system. It is expected that, given adequate and appropriate preparation and support during their teacher preparation and induction programs, most teachers will meet the formal evaluation criteria and will continue to increase their knowledge and expertise throughout the entirety of their teaching careers.

The following charts summarize the 2015-16 ADEPT evaluation results for teachers at each contract level. Explanations of the teacher contract levels and the ADEPT processes accompany each of the charts. Because ADEPT evaluation requirements are not prescribed for teachers employed under a Letter of Agreement, their ADEPT results are not included in this report. As information, 1,022 teachers were employed under a Letter of Agreement, for a total of 53,174 teachers during the 2015-16 academic year. Data for this report were submitted electronically by school districts via a web-based application: the ADEPT Data System (ADS).

2015-16 Statewide ADEPT Totals		
ADEPT Standards Met	51,008	(96%)
ADEPT Standards Not Met	390	(1%)
ADEPT Incomplete	871	
ADEPT Results Not Reported	905	
Total Number of Teachers	53,174	

Induction Contract Teachers

Induction contracts are issued to teachers in their first year of teaching under a valid South Carolina pre-professional teaching certificate (e.g., initial, critical needs, international, work-based licensure). During Induction year(s), teachers are provided with additional support and feedback to allow them to grow professionally before experiencing a summative evaluation. Districts are required to provide Induction 1 teachers with a mentor. This requirement is partially supported by state funding. Districts are encouraged to provide support, assistance, and feedback to all educators as well to Induction 2 and 3 teachers. At the discretion of the district, a teacher may be placed on Induction contract for up to three years.

2015-16 ADEPT Induction 1 Totals	
ADEPT Standards Met	2,727 (85%)
ADEPT Standards Not Met	99 (3%)
ADEPT Incomplete	109
ADEPT Results Not Reported	257
Total Number of Teachers	3,192

2015-16 ADEPT Induction 2 Totals	
ADEPT Standards Met	481 (83%)
ADEPT Standards Not Met	16 (3%)
ADEPT Incomplete	34
ADEPT Results Not Reported	46
Total Number of Teachers	577

2015-16 ADEPT Induction 3 Totals	
ADEPT Standards Met	15 (79%)
ADEPT Standards Not Met	1 (5%)
ADEPT Incomplete	2
ADEPT Results Not Reported	1
Total Number of Teachers	19

Annual Contract Teachers

Teachers who hold a valid South Carolina pre-professional teaching certificate and who have completed an Induction year (or the equivalent) are eligible for employment at the Annual contract level. Annual contract teachers must successfully complete an ADEPT formal (summative) evaluation in order to be eligible to advance to a professional teaching certificate and a continuing contract. Teachers may be employed under an Annual contract up to four times during the course of their career (each successive occurrence being designated by a number). Teachers on Annual contracts can be on either formal (summative evaluation) or informal (diagnostic assistance, Goals Based Evaluation) evaluation. Teachers on an international visa are not eligible for a continuing contract and remain at the Annual contract level. J1 Visas expire after 3 years.

Teachers may be granted a maximum of 4 years of annual contract. If they exhaust the four-year limit without earning the professional license necessary for the continuing contract, they are ineligible to be rehired. A teacher on a continuing contract can be placed back on summative evaluation at the discretion of the employing district. To do so, the district must notify the teacher in writing by April 15. Once a teacher has a continuing contract they cannot be placed back on an annual contract. Essentially, once the state awards the Professional license the state does not take any actions regarding a teacher's license as a consequence of poor performance.

2015-16 ADEPT Annual 1 Totals	
ADEPT Standards Met	3,414 (90%)
ADEPT Standards Not Met	146 (4%)
ADEPT Incomplete	164
ADEPT Results Not Reported	75
Total Number of Teachers	3,799

2015-16 ADEPT Annual 2 Totals	
ADEPT Standards Met	1,206 (83%)
ADEPT Standards Not Met	18 (1%)
ADEPT Incomplete	45
ADEPT Results Not Reported	187
Total Number of Teachers	1,456

2015-16 ADEPT Annual 3 Totals	
ADEPT Standards Met	363 (81%)
ADEPT Standards Not Met	5 (1%)
ADEPT Incomplete	11
ADEPT Results Not Reported	68
Total Number of Teachers	447

2015-16 ADEPT Annual 4 Totals	
ADEPT Standards Met	86 (77%)
ADEPT Standards Not Met	0 (0%)
ADEPT Incomplete	7
ADEPT Results Not Reported	18
Total Number of Teachers	111

Only teachers who receive an unsatisfactory rating for a second time when on an Annual contract and undergoing a summative evaluation will have their license sanctioned by the State Board of Education per § 59-26-40. Teachers on other contract levels or on Annual contract, but undergoing a Formative instead of Summative evaluation, do not have any state-level action taken against them regardless of the outcome of their evaluation.

School Year	Number of Teachers (School Districts)
2015-16	5 (Colleton, Jasper, Lancaster, Lexington 5, Spartanburg 6)
2014-15	5 (Berkeley, Charleston, Greenville, Horry, Lexington)
2013-14	3 (Beaufort, Lexington 1)
2012-13	6 (Charleston, Chesterfield, Pickens, Greenville, Richland 1)
2011-12	2 (Horry)
2010-11	11 (Aiken, Charleston, Greenville, Horry, Lexington 1, Lexington 4, Union, Williamsburg)
2009-10	2 (Berkeley, Hampton 1)
2008-09	4 (Beaufort, Chesterfield, Lexington 2, Pickens)
2007-08	15 (Beaufort, Berkeley, Darlington, Florence 1, Greenville, Horry)
2006-07	4 (Charleston, Colleton, Darlington, Greenville)

Note: If multiple licenses were suspended in a district, the district is only listed once for a given year.

Letters informing teachers of the sanctioning consequence and of their right to hearing before the State Board of Education are mailed at the conclusion of the school year. The suspension of the teaching license is noted in the state credentialing databases. These teachers are not eligible to be hired by a South Carolina school for a minimum of two years. They must successfully complete an approved remediation plan within five years in order to be granted a conditional license. Once they return to the classroom, they are automatically placed on an Annual Summative evaluation. If they receive an unsatisfactory rating for a third time, their teaching license is permanently revoked.

Continuing Contract Teachers

Continuing contracts are issued to teachers who hold valid South Carolina professional teaching certificates. Teachers at the Continuing contract level have full procedural due process rights relating to employment and dismissal. All teachers employed under Continuing contracts must be evaluated on a continuous basis. At the discretion of the school district, the evaluation may be formal or informal based on previous performance or school district policy.

2015-16 ADEPT Continuing 1 Totals	
ADEPT Standards Met	42,098 (99%)
ADEPT Standards Not Met	100 (0%)
ADEPT Incomplete	287
ADEPT Results Not Reported	65
Total Number of Teachers	42,550