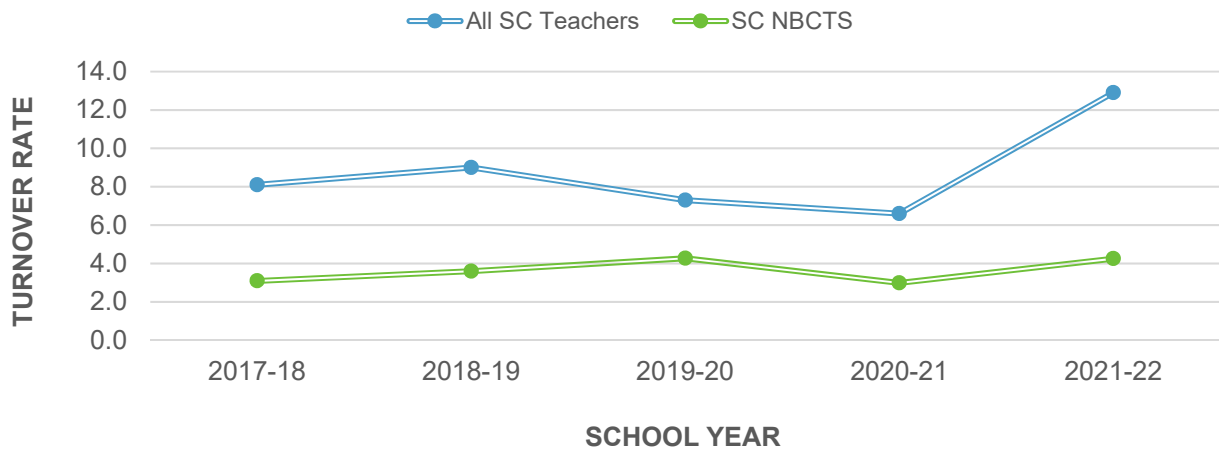


Updated: Retaining SC Teachers through National Board Certification

Over a five-year period, CERRA has released multiple reports indicating significantly lower turnover rates among National Board Certified Teachers (NBCTs) in SC compared to all teachers in the state. The table below, which has been updated with the most recent data available, displays turnover rates for these two groups of teachers. Specifically looking at the 2021-22 school year, turnover for all SC teachers was 12.9% and only 4.2% for NBCTs in the state. Additionally, from 2020-21 to 2021-22, the turnover rate for NBCTs slightly increased while turnover for all teachers nearly doubled during this time.

TEACHER TURNOVER IN SC



Statewide turnover rates were provided by the SC Department of Education, whereas NBCT rates were produced by CERRA. To maintain consistency, both sets of turnover rates were calculated using the same formula. Turnover among all SC teachers includes those who leave the state for any reason or move into a non-teaching position within the state (i.e., assistant principal, district coordinator, etc.). Similarly, turnover rates among NBCTs include teachers who leave the state or move into a non-teaching position that is not eligible for the National Board state supplement.

National Board Certification (NBC) is a voluntary professional development opportunity proven to keep accomplished teachers in the classroom. Teachers who achieve NBC are known to possess leadership skills and, therefore, may seek non-teaching positions that allow them a greater impact on students and colleagues. However, many NBCTs report that the state supplement makes it financially possible to stay in the classroom. Without it, they are more likely to pursue higher-paying positions both within and outside of the education field. Additional information about NBC can be found by clicking [here](#).