

**Center for Educator Recruitment, Retention, and Advancement-South Carolina (CERRA)
2004-2005 Fall Teacher/Administrator Supply and Demand Survey**

The following information is essential in determining the supply and demand picture for teachers and administrators across South Carolina. The data will be shared with school districts, the State Department of Education, policymakers and researchers.

State Totals

Eighty-three of 87 School Systems reporting including the Department of Juvenile Justice and the SC School for the Deaf and Blind. Beaufort County School District, Dillon Three School District, Spartanburg School District Four and Spartanburg School District Six did not complete the Survey

1. A. What is the total number of **teachers hired** in your district since the beginning of the hiring season for the 2004-2005 school year? **6,486.75**

B. Indicate the subjects/grades for which these teachers were hired. Please do not include a position in more than one category. **Please make certain that the number of teachers you reported in 1 A equals the total number of teachers indicated in 1 B.**

Subject	Number of teachers		
	Elementary	Middle	High
Agriculture			13
Art	63.5	28.5	29
Biology			56
Business Education- including Keyboarding, Marketing and Accounting		27	76.5
Chemistry			24
Dance	0	6	4
Driver's Education			5
Early Childhood	787		
Elementary	1,170.5		
English for Speakers of Other Languages (ESOL)	38	14	17
English/Language Arts		319	311.5
Family and Consumer Science (Home Economics)		5	23
French	7	7	21
German	2	1	3
Guidance	58.5	40.5	65
Health	1	12	13
Industrial Technology		5	14
Japanese	0	0	0
JROTC			17
Latin	0	7	7
Mathematics		244	311.5
Media Specialist (Library Science)	43.5	17	17.5

DISTRICTS: 84 of 87 School Systems reporting including the Department of Juvenile Justice and the SC School for the Deaf and Blind. Beaufort County School District, Dillon Three School District, Spartanburg School District Four and Spartanburg School District did not complete the Survey

1 B. continued	Number of teachers		
	Elementary	Middle	High
Subject			
Music/Band	66	69	53
Physical Education	64	51.5	60.5
Physics			10
Reading	24	10	1
Related Arts	0	1	3
School Psychologist	30	13	11
Social Studies		210	205
Science		232.5	188.5
Spanish	22	38	77.5
Spec. Ed: Deafness & Hearing Impairment	3	0	4
Spec. Ed: Emotional Disabilities	38	32	24
Spec. Ed: Learning Disabilities	125	106	137.75
Spec. Ed: Mental Disabilities (EMD/TMD)	61	41	53
Spec. Ed: Multicategorical (Generic)	34	23	34
Spec. Ed: Orthopedically Impaired	4	0	2
Spec. Ed: Severe Disabilities	9	2	0
Spec. Ed: Visual Impairment	5	0	0
Speech and Drama	0	4	7
Speech Language Therapist	106.3	15.7	7
Technology Integration Specialist	3	3	2
Theatre	2	3	3
Trade and Industry		0	56
Other:	47	15	46
TOTAL: 6,430.25 (56.5 fewer than reported in 1A.	2,814.3	1,602.7	2,013.25

C. Indicate the source of the reported new hires. **Please make certain that the number of teachers in 1 C equals the number of teachers reported in 1 A.**

USE ONLY ONE CATEGORY PER TEACHER HIRED			
#	Source	#	Source
1,700	New Teacher Education Grad-In State	1,582	From Another District-In State
450	New Teacher Education Grad-Out of State	631	From Out of State (not to include anyone already reported in New Teacher Education Grad – Out of State)
370	Returning to Teaching -In State		List the states from where new teachers hired:
137	Retired, Returning to Teaching-\$50,000 cap		
365.5	Retired, Returning to Teaching-Critical Need		
1,251.25	Other/Unknown/Not Reported		
Total: 6,486.75			

DISTRICTS: 84 of 87 School Systems reporting including the Department of Juvenile Justice and the SC School for the Deaf and Blind. Beaufort County School District, Dillon Three School District, Spartanburg School District Four and Spartanburg School District did not complete the Survey

2. A. Indicate the total number of **teacher** positions for which you have vacancies.**576.3**

B. Indicate the subjects/grades and number of positions for which you have **vacancies**.

Please make certain that the number of teachers you reported in 2 A equals the total number of teachers indicated in 2 B.

Subject	Number of teachers		
	Elementary	Middle	High
Agriculture			2
Art	5	1	2
Biology			2
Business Education- including Keyboarding, Marketing, and Accounting		1	1.5
Chemistry			5.5
Dance	0	0	0
Driver's Education			0
Early Childhood	29		
Elementary	42.5		
English for Speakers of Other Languages (ESOL)	5	1	1
English/Language Arts		16	35
Family and Consumer Science (Home Economics)		0	4.3
French	0	1	3
German	0	0	0
Guidance	3	1	6
Health	0	0	1
Industrial Technology		1	2
Japanese	0	0	0
JROTC			1
Latin	0	0	0
Mathematics		27	53
Media Specialist (Library Science)	8	2.5	3
Music/Band	5	4	5.5
Physical Education	3	5	4
Physics			0.5
Reading	0	0	0
Related Arts	0	0	0
School Psychologist	2	2.4	4.6
Science		14	14
Social Studies		12.5	13.5
Spanish	1.5	1	6
Spec. Ed: Deafness & Hearing Impairment	3	0	2
Spec. Ed: Emotional Disabilities	1	2	4
Spec. Ed: Learning Disabilities	30.5	21	29
Spec. Ed: Mental Disabilities (EMD/TMD)	14	7	20
Spec. Ed: Multicategorical (Generic)	4.5	4.5	3
Spec. Ed: Orthopedically Impaired	0	0	0
Spec. Ed: Severe Disabilities	2	1	3
Spec. Ed: Visual Impairment	4	0	0

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2 B. continued Subject	Number of teachers		
	Elementary	Subject	Elementary
Speech and Drama	1	0	1
Speech Language Therapist	12	2	0
Technology Integration Specialist	0	0	0
Theatre	0	0	0
Trade and Industry		0	2
Other:	6	10	12
TOTAL: 566.3 (10 lower than reported in 2A)	182	137.9	246.4

3. A. What was the total number of **teachers leaving** the district at the end of 2003-2004? **5,196**

B. To the best of your knowledge, indicate why these teachers left the district. **Please make certain that the number of teachers you reported in 3 A equals the total number of teachers indicated in 3 B.**

Number of Teachers	Reason left District
1,140.5	Retirement
204	Leaving Profession
1,305	Teaching Position-In State
395	Teaching Position-Out of State
52	Position in Administration- In District
53	Position in Administration-In State
9	Position in Administration-Out of State
78	Another Position in Education-In District
95	Another Position in Education-In Another SC District
42	Another Position in Education-Out of State
301	Termination
672.5	Personal (stay home with children, stay home with sick parent, illness, etc.)
414	Unknown
461	Other
TOTAL: 5,222 (over reported by 26 from 3A.)	

4. A. What is the total number of **minority teachers** hired in your district since the beginning of the hiring season for the 2004-2005 school year? **1,270.5**

B. What is the total number of **male teachers** hired in your district since the beginning of the hiring season for the 2004-2005 school year? **1,253**

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5. A. Indicate the number of positions you have filled with individuals serving as long-term substitutes that you would have otherwise filled as full-time positions. 248.7

B. Of the number indicated in 5 A, how many of these are not fully certified for the position they are filling? 213.7

Please **make certain that the number of teachers you report in the table below equals the total number of teachers indicated in 5 B.**

Subject	Number of teachers		
	Elementary	Middle	High
Agriculture			1
Art	2	1	1
Biology			3
Business Education- including Keyboarding, Marketing, and Accounting		3	3
Chemistry			2.5
Dance	0	0	0
Driver's Education			0
Early Childhood	13		
Elementary	12		
English for Speakers of Other Languages (ESOL)	2	0	1
English/Language Arts		10	17.5
Family and Consumer Science (Home Economics)		1	2
French	0	0	1
German	0	0	0
Guidance	0	0	0
Health	0	1	0
Industrial Technology		0	3
Japanese	0	0	0
Latin	0	0	0
Mathematics		8	20.5
Media Specialist (Library Science)	1	1	2
Music/Band	4	2	4
Physical Education	0	5	1
Physics			2.5
Reading	0	0	0
Related Arts	0	0	0
School Psychologist	0	0	0
Science		10	8
Social Studies		3	4
Spanish	1.7	3	3.5
Spec. Ed: Deafness & Hearing Impairment	1	0	1
Spec. Ed: Emotional Disabilities	1	0	1
Spec. Ed: Learning Disabilities	7	13	12
Spec. Ed: Mental Disabilities (EMD/TMD)	3	3	13
Spec. Ed: Multicategorical (Generic)	1	2	1
Spec. Ed: Orthopedically Impaired	0	0	0

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5 B. continued Subject	Number of teachers		
	Elementary	Subject	Elementary
Spec. Ed: Severe Disabilities	2	1	0
Spec. Ed: Visual Impairment	0	0	0
Speech and Drama	0	0	0
Speech Language Therapist	1	0	0
Technology Integration Specialist	0	0	0
Theatre	0	0	0
Trade and Industry		1	0
Other:	1	1	1
TOTAL: 231.2 (17.5 over reported as Compared to 5B.)	52.7	69	109.5

6. A. What is the total number of **administrators hired** in your district at the **school building level** since the beginning of the hiring season for the 2004-2005 school year? **322**

B. What is the total number of **administrators hired** in your district at the **district office level** since the beginning of the hiring season for the 2004-2005 school year? **125**

C. Indicate the levels for which these **administrators** were hired. Please do not include a position in more than one category. **Please make certain that the number of administrators you reported in 6 A and 6 B equals the total number of administrators indicated in table for 6 C.**

Type of Administrator	# of Administrators
Superintendent	9
Assistant Superintendent	14
Other District Level Administrators	100
Principal: Early Childhood	7
Principal: Elementary	60
Principal: Middle School	34
Principal: High School	30
Assistant Principal: Early Childhood	10
Assistant Principal: Elementary	57
Assistant Principal: Middle School	54
Assistant Principal: High School	63
Vocational/Technical	5
Other (please specify):	9
Total: (5 higher than reported in 6 A. and B.)	452

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D. Based on the needs of your district, this question will be used to determine if there is a shortage of administrators. Please indicate the number of **unfilled positions** for 2004-2005. **22**

Type of Administrator	# of Administrators
Superintendent	0
Assistant Superintendent	4
Other District Level Administrator	5
Principal: Early Childhood	0
Principal: Elementary	2
Principal: Middle School	1
Principal: High School	2
Assistant Principal: Early Childhood	1
Assistant Principal: Elementary	1
Assistant Principal: Middle School	4
Assistant Principal: High School	4
Vocational Education Director	1
Other:	5
TOTAL: 30 (8 higher than reported in 6 D.)	

7. A. Number of teachers participating **in their first year** of PACE? **337**

B. If you have PACE teachers, please indicate the subject area and the number of teachers in that subject area. **Please make certain that the number of teachers you reported in 7 A equals the total number of teachers indicated in table 7 B.**

Subject	Number of teachers		
	Elementary	Middle	High
Art	9	2	2
Biology			18.5
Business Education- including Keyboarding, Marketing, and Accounting		17	48
Chemistry			10.5
English/Language Arts		25	34
Family and Consumer Science (Home Economics)		2	5
French	1	1	1
German	0	0	1

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Industrial Technology		0	2
Japanese	0	0	0
Latin	0	0	0
Mathematics		14	25
Media Specialist (Library Science)	0	1	1
Music/Band	2	1	3
Physical Education	1	2	0
Physics			1
Science		16	28
Social Studies		4	4
Spanish	3	1	7
Spec. Ed: Emotional Disabilities	16	16	13
Speech and Drama	0	2	3
Theatre	0	0	0
Other:	4	3	3
TOTAL: 353 (16 over reported from 7A)	36	107	210

C. Number of teachers in their **second year** of PACE. **311**

D. Number of teachers in their **third year** of the PACE. **308**

E. Did you have any PACE teachers (or Critical Needs Program teachers) that left teaching **during last school year (2003-2004) or before October 1, 2004** without completing the program? If yes, please indicate subject area, reason(s) (e.g., lack of adequate content knowledge, lack of preparation in pedagogy, problems with discipline, failure to pass Praxis II, poor evaluations, etc...) and the date the teacher(s) left.

Number	Percent of Total Total Leaving	Reason Given for Leaving
22	21.8	Did not pass Praxis II
22	21.8	Failure to satisfy program requirements (other than passing Praxis)
15	14.9	Personal
14	13.9	Move
10	9.9	Resigned
6	5.9	Lost interest in teaching
4	4.0	Failed evaluations
3	3.0	Return to job/school
2	2.0	Could not handle discipline problems in class
2	2.0	Unknown
1	1.0	Terminated

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Number	Percent of Total Total Leaving	Subject Areas of PACE Teaching Leaving Program
24	23.8	Science (all areas)
18	17.8	Emotional Disabled
14	13.9	Mathematics
10	9.9	Foreign Language (all areas)
8	7.9	English/Language Arts
6	5.9	Business Education
5	5.0	Social Studies
4	4.0	Art
2	2.0	Career Education
2	2.0	Family and Consumer Science
2	2.0	Media Arts
2	2.0	Music
2	2.0	Physical Education
1	1.0	Elementary
1	1.0	Speech

8. How many teachers did you hire this year as a result of EXPO '04? **125**
9. How many **minority teachers** did you hire this year as a result of EXPO '04? **32**
10. How many **male teachers** did you hire this year as a result of EXPO '04? **47**

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