

**2003-2004 Fall Teacher Supply and Demand Survey  
State Totals**

**Center for Educator Recruitment, Retention, and Advancement-South Carolina  
(CERRA)**

**87 School Systems Reporting**

**85 School Districts, The Department of Juvenile Justice and the SC School for the Deaf and Blind**

1. A. Total number of teachers hired since the beginning of the hiring season for the 2003-2004 school year:  
4828.75

B. Hired: Subjects/Level

| Subject   | Number of Teachers |        |       |
|---|--------------------|--------|-------|
|   | Elementary         | Middle | High  |
| Agriculture   |                    |        | 14    |
| Art   | 38.5               | 29     | 17    |
| Biology   |                    |        | 52    |
| Business Education- including<br>Keyboarding, Marketing and<br>Accounting |                    | 34.75  | 49.25 |
| Chemistry   |                    |        | 34.5  |
| Dance   | 0                  | 1      | 2     |
| Driver's Education  |                    |        | 7.5   |
| Early Childhood   | 449                |        |       |
| Elementary  | 887                |        |       |
| English for Speakers of Other<br>Languages (ESOL)                         | 20                 | 25     | 24    |
| English/Language Arts   |                    | 148.5  | 234   |
| Family and Consumer Science<br>(Home Economics)                           |                    | 3      | 20.75 |
| French  | 4.5                | 6      | 10    |
| German  | 3                  | 0      | 4     |
| Guidance  | 38.5               | 36.5   | 56    |
| Health  | 1                  | 7      | 18    |
| Industrial Technology   |                    | 3      | 6     |
| Japanese  | 1                  | 0      | 1     |
| JROTC   |                    |        | 25    |
| Latin   | 0                  | 0      | 5     |
| Mathematics   |                    | 170    | 274   |
| Media Specialist (Library Science)  | 55.5               | 15     | 16.5  |
| Music/Band  | 49                 | 59     | 42.5  |
| Physical Education  | 27                 | 25.5   | 54    |
| Physics   |                    |        | 8.5   |
| Reading   | 6                  | 6      | 3     |
| Related Arts  | 3                  | 4      | 0     |
| School Psychologist   | 9                  | 7      | 6     |
| Social Studies  |                    | 92.5   | 159   |

**DISTRICT 85 of 85 School Districts, DJJ and SCSDB**

| 1 B. continued<br>Subject                                | Number of Teachers |             |                |
|--|--------------------|-------------|----------------|
|  | Elementary         | Middle      | High           |
| Science  |                    | 110         | 143.5          |
| Spanish  | 21                 | 30.5        | 103.5          |
| Special Education: ED                                    | 33                 | 39          | 21             |
| Special Education: EMD                                   | 45                 | 45.5        | 43.5           |
| Special Education: Generic                               | 20.5               | 17          | 22             |
| Special Education: LD                                    | 105                | 126         | 130            |
| Special Education: OD                                    | 5                  | 3           | 3              |
| Special Education: TMD                                   | 32                 | 19          | 9              |
| Special Education: Hearing Disabled                      | 6                  | 1           | 1              |
| Special Education: Visually Disabled                     | 5                  | 0           | 1              |
| Speech Correctionist                                     | 73.25              | 7.25        | 3.25           |
| Technology Integration Specialist                        | 2                  | 1           | 0              |
| Theatre and Speech/Drama                                 | 2                  | 4           | 5              |
| Trade and Industry                                       |                    | 1           | 38.5           |
| Other:   | 33                 | 29          | 23             |
| <b>TOTAL: 4771.5 (under accounts for 57.25 or -1.2%)</b> | <b>1974.75</b>     | <b>1106</b> | <b>1690.75</b> |

C. Sources of New Teachers Hired:

| USE ONLY ONE CATEGORY PER TEACHER HIRED                  |  |       |  |
|--|--|-------|--|
| #  | Source   | #     | Source   |
| 1535.75  | New Teacher Education Grad-In State                | 976.5 | From Another District-In State   |
| 450  | New Teacher Education Grad-Out of State            | 441.5 | From Out of State (not to include anyone already reported in New Teacher Education Out of State)   |
| 286  | Returning to Teaching -In State                    |       | List the states/countries from where new teachers hired: 42<br>AK, AL, AZ, CA, CO, CT, DC, FL, GA, HI, IA, IL, IN, KS, KY, LA, MA, MD, MI, MN, MO, MS, NB, NC, NH, NJ, NY, OH, PA, RI, SD, TN, TX, VA, WA, WV; England, Germany, Guam, Ghana, Romania and Spain. |
| 102  | Retired, Returning to Teaching-\$50,000 cap        |       |  |
| 414  | Retired, Returning to Teaching-Critical Need Areas |       |  |
| 214.5  | Other  |       |  |
| <b>Total: 4420.25 (under accounts for 408.5 or 8.5%)</b> |  |       |  |

2. A. Total number of **teaching** positions vacant as of September 30, 2003. **382.75**

B. Vacancies: Subject/Level and number of positions.

| Subject  | Number of Teachers |        |      |
|--|--------------------|--------|------|
|  | Elementary         | Middle | High |
| Agriculture  |                    |        | 2    |
| Art  | 3                  | 1      | 2    |
| Biology  |                    |        | 3    |
| Business Education- including Keyboarding, Marketing, and Accounting |                    | 2      | 2    |
| Chemistry  |                    |        | 2    |
| Dance  | 2                  | 0      | 0    |

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| Subject   | Number of Teachers |             |               |
|---|--------------------|-------------|---------------|
|   | Elementary         | Middle      | High          |
| Driver's Education                                  |                    |             | 0             |
| Early Childhood                                     | 15                 |             |               |
| Elementary  | 44.5               |             |               |
| English for Speakers of Other Languages (ESOL)      | 3                  | 0           | 0             |
| English/Language Arts                               |                    | 10          | 19.5          |
| Family and Consumer Science (Home Economics)        |                    | 0           | 2             |
| French  | 0                  | 1.5         | 1             |
| German  | 0                  | 0           | 0.5           |
| Guidance  | 6                  | 4           | 6             |
| Health  | 0                  | 1           | 3             |
| Industrial Technology                               |                    | 0           | 1             |
| Japanese  | 0                  | 0           | 0             |
| JROTC   |                    |             | 5             |
| Latin   | 0                  | 0           | 1.5           |
| Mathematics   |                    | 14          | 31            |
| Media Specialist (Library Science)                  | 3                  | 3           | 0             |
| Music/Band  | 10                 | 4           | 3             |
| Physical Education                                  | 9.5                | 2           | 1             |
| Physics   |                    |             | 0             |
| Reading   | 2                  | 5           | 0             |
| Related Arts  | 0                  | 0           | 1             |
| School Psychologist                                 | 2                  | 0           | 1             |
| Science   |                    | 7           | 10            |
| Social Studies                                      |                    | 1           | 3             |
| Spanish   | 2                  | 1.5         | 2.5           |
| Special Education: ED                               | 6                  | 4           | 7             |
| Special Education: EMD                              | 7                  | 5           | 13            |
| Special Education: Generic                          | 3                  | 1           | 1             |
| Special Education: LD                               | 11.5               | 23          | 19            |
| Special Education: OD                               | 0                  | 0           | 0             |
| Special Education: TMD                              | 6                  | 3           | 4.25          |
| Special Education: Hearing Disabled                 | 4                  | 0           | 1             |
| Special Education: Visually Disabled                | 4                  | 0           | 0             |
| Speech Correctionist                                | 8                  | 1           | 0             |
| Technology Integration Specialist                   | 0                  | 0           | 0             |
| Theatre and Speech/Drama                            | 2                  | 0.5         | 1             |
| Trade and Industry                                  |                    | 0           | 6.5           |
| Other:  | 2                  | 2           | 3             |
| <b>TOTAL: 410.75</b> (over accounts for 28 or 7.3%) | <b>155.5</b>       | <b>96.5</b> | <b>158.75</b> |

**DISTRICT 85 of 85 School Districts, DJJ and SCSDB**

3. A. Total number of teachers leaving districts at the end of 2002-2003? 4807

B. Why these teachers left the district:

| Number of Teachers                       | Reason left District  |
|--|---|
| 913.5                                    | Retirement  |
| 295                                      | Leaving Profession  |
| 725.5                                    | Teaching Position-In State  |
| 317                                      | Teaching Position-Out of State  |
| 55                                       | Position in Administration- In District                                       |
| 34                                       | Position in Administration-In State   |
| 9  | Position in Administration-Out of State                                       |
| 88                                       | Another Position in Education-In Another SC District                          |
| 28                                       | Another Position in Education-Out of State                                    |
| 246                                      | Termination   |
| 707                                      | Personal (stay home with children, stay home with sick parent, illness, etc.) |
| 570                                      | Unknown   |
| 820                                      | Other: Please specify   |
| <b>TOTAL: 4808</b> (over accounts for 1) |   |

4. A. Total number of **teachers of color** hired since the beginning of the hiring season for the 2003-2004 school year? 896 (18.6% of new hires)

B. Total number of **male teachers** hired since the beginning of the hiring season for the 2003-2004 school year? 976.5 (20.2% of new hires)

5. A. Number of positions you have filled with individuals serving as long-term substitutes **that you would have otherwise filled as full-time positions.** 252

B. Number of long-term substitutes that are not fully certified for the position they are filling: 141.5

**NOTE: This is the first time this data has been collected and was not completed by all districts. Use as conservative numbers only.**

| Subject  | Number of Teachers |        |      |
|--|--------------------|--------|------|
|  | Elementary         | Middle | High |
| Agriculture  |                    |        | 0    |
| Art  | 1                  | 0      | 0    |
| Biology  |                    |        | 2    |
| Business Education- including Keyboarding, Marketing, and Accounting |                    | 1      | 2    |
| Chemistry  |                    |        | 0    |
| Dance  | 0                  | 0      | 0    |
| Driver's Education   |                    |        | 0    |
| Early Childhood  | 2                  |        |      |
| Elementary   | 10                 |        |      |
| English for Speakers of Other Languages (ESOL)                       | 2                  | 0      | 0    |

| <b>5 B continued</b>                         | <b>Number of Teachers</b> |               |             |
|--|---------------------------|---------------|-------------|
| <b>Subject</b>                               | <b>Elementary</b>         | <b>Middle</b> | <b>High</b> |
| English/Language Arts                        |                           | 2             | 7           |
| Family and Consumer Science (Home Economics) |                           | 0             | 2           |
| French                                       | 0                         | 0.5           | 0           |
| German                                       | 0                         | 0             | 0           |
| Guidance                                     | 1                         | 0             | 0           |
| Health                                       | 0                         | 0             | 0           |
| Industrial Technology                        |                           | 0             | 0           |
| Japanese                                     | 0                         | 0             | 0           |
| Latin  | 0                         | 0             | 0           |
| Mathematics                                  |                           | 5             | 12          |
| Media Specialist (Library Science)           | 3                         | 1             | 2           |
| Music/Band                                   | 2                         | 2             | 3           |
| Physical Education                           | 2                         | 1             | 0           |
| Physics                                      |                           |               | 1           |
| Reading                                      | 0                         | 0             | 0           |
| Related Arts                                 | 1                         | 1             | 2           |
| School Psychologist                          | 0                         | 0             | 0           |
| Science                                      |                           | 5             | 7           |
| Social Studies                               |                           | 2             | 2           |
| Spanish                                      | 1                         | 2.5           | 1           |
| Special Education: ED                        | 3                         | 3             | 2           |
| Special Education: EMD                       | 2                         | 3             | 10          |
| Special Education: Generic                   | 0                         | 2             | 0           |
| Special Education: LD                        | 3.5                       | 5             | 7.5         |
| Special Education: OD                        | 0                         | 0             | 1           |
| Special Education: TMD                       | 1                         | 2             | 2           |
| Special Education: Hearing Disabled          | 0                         | 0             | 0           |
| Special Education: Visually Disabled         | 1                         | 0             | 0           |
| Speech Correctionist                         | 0                         | 0             | 0           |
| Technology Integration Specialist            | 0                         | 0             | 0           |
| Theatre and Speech/Drama                     | 0                         | 0.5           | 0           |
| Trade and Industry                           | 0                         | 0             | 1           |
| Other:                                       | 1                         | 0             | 0           |
| <b>TOTAL: 141.5</b>                          | <b>36.5</b>               | <b>38.5</b>   | <b>66.5</b> |

6. A. Number of teachers participating in their first year of PACE: **341**

B. Subject/Level of PACE teachers and the number in that subject area:

|  | <b>Number of Teachers</b> |               |             |
|--|---------------------------|---------------|-------------|
| <b>Subject (percent of total)</b>  | <b>Elementary</b>         | <b>Middle</b> | <b>High</b> |
| Art (3.8%)   | 8.5                       | 1.5           | 3           |
| Biology (3.8%)   |                           |               | 13          |
| Business Education- including Keyboarding, Marketing, and Accounting (12.9%) |                           | 17            | 27          |
| Chemistry (2.9%)   |                           |               | 10          |
| English/Language Arts (13.8%)  |                           | 16            | 31          |

| Subject  | Number of Teachers |                      |                    |
|--|--------------------|----------------------|--------------------|
|  | Elementary         | Middle               | High               |
| <b>Family and Consumer Science (Home Economics) (1.8%)</b> |                    | 1                    | 5                  |
| <b>French (1.2%)</b>                                       | 1                  | 0                    | 3                  |
| <b>German (0.3%)</b>                                       | 0                  | 0                    | 1                  |
| <b>Guidance (1.2%)</b>                                     | 1                  | 2                    | 1                  |
| <b>Industrial Technology (0%)</b>                          |                    | 0                    | 0                  |
| <b>Japanese (0%)</b>                                       | 0                  | 0                    | 0                  |
| <b>Latin (0.3%)</b>  | 0                  | 0                    | 1                  |
| <b>Mathematics (15.8%)</b>                                 |                    | 14                   | 40                 |
| <b>Media Specialist (Library Science) (1.2%)</b>           | 3                  | 0                    | 1                  |
| <b>Music/Band (2.1%)</b>                                   | 3.5                | 1.5                  | 2                  |
| <b>Physical Education (0%)</b>                             | 0                  | 0                    | 0                  |
| <b>Physics (0.3%)</b>                                      |                    |                      | 1                  |
| <b>Science (12.0%)</b>                                     |                    | 14                   | 27                 |
| <b>Social Studies (2.1%)</b>                               |                    | 4                    | 3                  |
| <b>Spanish (5.9%)</b>                                      | 0.5                | 3                    | 16.5               |
| <b>Special Education: ED (17.0%)</b>                       | 13                 | 26.5                 | 18.5               |
| <b>Other: (1.5%)</b>                                       | 1                  | 2                    | 2                  |
| <b>TOTAL: 340</b> (under accounts for 1 or 0.3%)           | <b>31.5</b> (9.2%) | <b>102.5</b> (30.1%) | <b>206</b> (60.4%) |

- C. Number of teachers in their **second year** of PACE: **442**
- D. Number of teachers in their **third year** of the Critical Needs Program: **369**
- E. Reasons given for leaving PACE/Critical Needs Program: **191** left the program

| Reason for Leaving  | Number | Percent |
|---|--------|---------|
| <b>Another District, transferring</b>   | 6      | 3.2     |
| <b>Breach of Contract</b>   | 1      | 0.5     |
| <b>Did Not Like</b>   | 4      | 2.1     |
| <b>Discipline Problems</b>  | 7      | 3.7     |
| <b>Failure to Complete PACE/Critical Needs Program Requirements (not attending seminars, not completing required courses, etc.)</b> | 9      | 4.8     |
| <b>Incorrect Assignment</b>   | 1      | 0.5     |
| <b>Lack of Content Knowledge</b>  | 1      | 0.5     |
| <b>Left Profession</b>  | 8      | 4.2     |
| <b>Military Deployment</b>  | 2      | 1.1     |
| <b>New Job</b>  | 8      | 4.2     |
| <b>Nonrenewal</b>   | 6      | 3.2     |
| <b>Pedagogy</b>   | 3      | 1.6     |
| <b>Personal (includes health and childcare)</b>   | 19     | 10.1    |
| <b>Poor Evaluation</b>  | 11     | 5.8     |
| <b>Praxis II Failure</b>  | 65     | 34.4    |
| <b>Reduction in Force</b>   | 3      | 1.6     |
| <b>Relocation/Move/Transfer</b>   | 10     | 5.3     |
| <b>Resignation</b>  | 6      | 3.2     |
| <b>Retired</b>  | 1      | 0.5     |
| <b>Return to School</b>   | 8      | 4.2     |
| <b>Temporary Position</b>   | 4      | 2.1     |

| Reason for Leaving                          | Number     | Percent      |
|---|------------|--------------|
| Terminated                                  | 1          | 0.5          |
| Unknown                                     | 5          | 2.6          |
| <b>Total (under accounts for 2 or 1.1%)</b> | <b>189</b> | <b>100.0</b> |

F. Number of PACE/Critical Needs Program participants leaving by subject.

| Subject  | Number Leaving | Percent of Total |
|--|----------------|------------------|
| Art  | 5              | 2.6              |
| Biology  | 2              | 1.1              |
| Business Education- including Keyboarding, Marketing, and Accounting | 10             | 5.3              |
| Chemistry  | 2              | 1.1              |
| Dance  | 0              | 0                |
| Early Childhood  | 0              | 0                |
| Elementary   | 2              | 1.1              |
| English/Language Arts  | 41             | 21.7             |
| Family and Consumer Science (Home Economics)                         | 4              | 2.1              |
| French   | 1              | 0.5              |
| German   | 1              | 0.5              |
| Guidance   | 3              | 1.6              |
| Industrial Technology  | 1              | 0.5              |
| Japanese   | 0              | 0                |
| Latin  | 1              | 0.5              |
| Mathematics  | 29             | 15.3             |
| Media Specialists (Library Science)                                  | 0              | 0                |
| Music/Band   | 11             | 5.8              |
| Physical Education   | 0              | 0                |
| Physics  | 0              | 0                |
| Reading  | 1              | 0.5              |
| Related Arts   | 1              | 0.5              |
| Science  | 31             | 16.4             |
| Social Studies   | 6              | 3.2              |
| Spanish  | 9              | 4.8              |
| Special Education: ED  | 24             | 12.7             |
| Theatre and Speech/Drama   | 1              | 0.5              |
| Not Available  | 3              | 1.6              |
| <b>Total</b>   | <b>189</b>     | <b>100.0</b>     |

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**DISTRICT 85 of 85 School Districts, DJJ and SCSDB**