

The background of the entire page is a photograph of a classroom with rows of desks and chairs. A large, thick blue outline of the state of South Carolina is superimposed over the image, framing the central text.

South Carolina Annual Educator Supply & Demand Data Tables 2022-23



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Supply & Demand information.

*"We've had to become more creative in our hiring practices,
but I'm hopeful that these changes will lead to more open
doors, rather than empty classrooms."*

-Recruitment Specialist from a SC District

November 2022

Introduction

Since 2001, CERRA has administered South Carolina's Annual Educator Supply and Demand Survey to all public school districts (traditional and charter districts) in the state. The survey, which collects information on teachers entering the profession, movers and leavers, and positions that remain vacant, is emailed to district personnel directors at the beginning of each school year. They have the full month of September to complete the survey. It is important to note that in this survey, districts are asked to report on classroom teachers as well as school counselors, school librarians, school psychologists, and speech language pathologists.

Once surveys are submitted, the data are analyzed and summarized into a statewide report that can be found at <https://www.cerra.org/supply-and-demand.html>. This report is now a two-page white paper highlighting key data points through visuals and bulleted text. The following tables include raw data that were collected from 72 of 73 public school districts and two public charter school districts in the state for a total of 74 survey respondents. District representatives were asked to report data in full-time equivalents (FTEs) to account for full-time and part-time positions.

Table 1A includes the number of certified teaching positions in SC public school districts for 2022-23.

Table 1A (excluding vacant positions)	Number of Teaching Positions, by Grades Served			
	PK – 5	6 – 8	9 – 12	Total
Agriculture	0.00	17.10	120.65	137.75
Art	627.76	288.11	405.63	1,321.50
Business & Marketing	25.00	215.75	665.42	906.17
Career & Technical Education (CTE work-based fields)	0.00	124.50	1,219.25	1,343.75
Computer Science	24.75	100.75	117.50	243.00
Dance	39.03	46.96	58.34	144.33
Driver Training	0.00	0.00	49.95	49.95
Early Childhood/Elementary (grades PK-2)	9,251.80	0.00	0.00	9,251.80
Early Childhood/Elementary (grades 3-5)	7,798.70	0.00	0.00	7,798.70
Early Childhood/Elementary (grade 6)*	0.00	42.00	0.00	42.00
English for Speakers of Other Languages (ESOL)	503.22	202.02	218.81	924.05
English/Language Arts	14.25	1,930.32	1,980.50	3,925.07
Family & Consumer Science	0.00	19.50	77.00	96.50
Gifted & Talented	327.24	74.33	126.08	527.65
Health	31.75	80.50	142.40	254.65
Industrial Technology	0.00	22.25	28.50	50.75
Literacy/Reading (includes interventionists)	1,171.80	155.50	74.50	1,401.80
Mathematics (includes interventionists)	339.05	1,910.80	1,927.61	4,177.46
Montessori	352.66	35.34	0.50	388.50
Music	647.24	523.90	474.67	1,645.81
Physical Education	813.31	545.42	693.02	2,051.75
Science (biology, chemistry, physics, etc.)	31.25	1,604.35	1,718.96	3,354.56
Social Studies (economics, history, psychology, etc.)	11.25	1,653.95	1,839.18	3,504.38
Special Education	2,705.24	1,365.79	1,648.19	5,719.22
Theater	20.20	58.20	90.30	168.70
World Language	149.05	260.85	728.73	1,138.63
Other (multi-subject fields like STEM, STEAM, etc.)	139.40	41.75	18.75	199.90
Total	25,023.95	11,319.94	14,424.44	50,768.33

*Some elementary schools serve students in 6th grade.

Note: Positions listed as Early Childhood/Elementary teach all core subjects. Other fields listed as serving grades PK-5 teach only that subject (ELA, science, and social studies).

Table 1B includes the number of certified service positions in SC public school districts for 2022-23.

Table 1B (excluding vacant positions)	Number of Service Positions
Service Fields	
School Librarian	1,091.00
School Counselor	2,308.17
School Psychologist	551.85
Speech Language Pathologist	886.08
Total	4,837.10

TOTAL Positions Reported for 2022-23 (1A+1B)	55,605.43
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Table 2A includes the number of certified educators from 2021-22 who did not return to a teaching/service position in the same district for the 2022-23 school year.

Table 2A	Years employed in any public school district at the time of departure				
	≤1	2 – 5	6 – 10	>10	Total
Departures by years of experience	975.40	2,039.50	1,684.50	3,517.49	8,320.89

Note: One district reported 104 departures (which is included in the total above), but does not track years of experience. Two additional districts did not complete this question.

Table 2B includes the number of departures from Table 2A who fall into one of the following categories.

Table 2B	Number of Departures
Retirement	1,443.65
Involuntary dismissal	198.69
Transferred to another SC district	2,187.00

Note: Two districts did not complete this question, and three additional districts do not track teachers who transfer to another SC district.

Table 3A includes the number of newly hired certified teachers in SC public school districts for 2022-23.

Table 3A Teaching Fields	Number of Newly Hired Teachers, by Grades Served			
	PK – 5	6 – 8	9 – 12	Total
Agriculture	0.00	3.00	19.75	22.75
Art	80.00	48.50	59.00	187.50
Business & Marketing	1.00	44.00	134.00	179.00
Career & Technical Education (CTE work-based fields)	0.00	11.00	116.25	127.25
Computer Science	2.00	13.00	15.00	30.00
Dance	6.00	7.00	8.50	21.50
Driver Training	0.00	0.00	1.00	1.00
Early Childhood/Elementary (grades PK-2)	1,231.00	0.00	0.00	1,231.00
Early Childhood/Elementary (grades 3-5)	1,276.00	0.00	0.00	1,276.00
Early Childhood/Elementary (grade 6)*	0.00	8.00	0.00	8.00
English for Speakers of Other Languages (ESOL)	47.20	37.10	31.80	116.10
English/Language Arts	2.00	377.02	290.17	669.19
Family & Consumer Science	0.00	5.00	10.00	15.00
Gifted & Talented	12.60	9.50	5.00	27.10
Health	2.00	10.00	14.50	26.50
Industrial Technology	0.00	0.00	2.00	2.00
Literacy/Reading (includes interventionists)	74.80	25.50	10.00	110.30
Mathematics (includes interventionists)	16.50	334.00	311.00	661.50
Montessori	40.00	5.00	1.00	46.00
Music	93.70	94.50	74.15	262.35
Physical Education	90.25	79.10	109.15	278.50
Science (biology, chemistry, physics, etc.)	5.75	282.50	241.25	529.50
Social Studies (economics, history, psychology, etc.)	0.00	272.90	271.00	543.90
Special Education	414.60	247.50	238.50	900.60
Theater	4.20	14.00	12.83	31.03
World Language	31.00	41.00	103.65	175.65
Other	1.00	3.00	3.00	7.00
Total	3,431.60	1,972.12	2,082.50	7,486.22

*Some elementary schools serve students in 6th grade.

Note: Positions listed as Early Childhood/Elementary teach all core subjects. Other fields listed as serving grades PK-5 teach only that subject (ELA and science).

Table 3B includes the number of new hires in each service field in SC public school districts for 2022-23.

Table 3B Service Fields	Number of New Hires
School Librarian	91.50
School Counselor	256.80
School Psychologist	74.50
Speech Language Pathologist	95.90
Total	518.70

TOTAL New Hires Reported for 2022-23 (3A+3B)	8,004.92
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Table 3C includes the educator preparation program completed by each hire reported in Table 3A or 3B who is new to the profession.

Table 3C	Number of Hires New to the Profession
Educator Preparation Program	
Teacher education program graduate – In state	1,336.30
Internship Certificate (eligible teacher candidate hired as teacher of record)	54.00
Teacher education program graduate – Out of state	477.40
Teacher education program graduate – Online	109.00
Career & Technical Education (CTE) Work-Based Certification Program	82.00
Program of Alternative Certification for Educators (PACE)	303.00
American Board (ABCTE)	21.00
Teach For America	20.00
Teachers of Tomorrow	236.50
District- or college/university-based alternative certification program (APEC, CarolinaCAP, GATE, TeachCharleston, etc.)	157.50
Montessori Initial Certification Program	3.00
Adjunct Certification Program	0.00
Advanced Fine Arts Certification Program	2.00
Unknown, data not collected	21.00
Total	2,822.70

Table 3D includes the source of each hire reported in Table 3A or 3B who is new to a district but not the profession.

Table 3D	Number of Hires Not New to the Profession
Hiring Source	
Educator who returned to the profession after a gap in service in SC of one year or more	192.00
Educator who was hired after serving in your district as a substitute or in a non-teaching position	417.30
Educator coming directly from another SC public school district, charter school, or special school	2,396.70
Educator previously employed in a SC college/university or SC private school	107.60
Educator from another state	1,173.50
International visiting teacher	441.00
Contracted service provider (<u>excluding</u> international teacher placement service)	44.50
Other source	10.17
Unknown, data not collected	83.00
Total	4,865.77

TOTAL New Hires Reported for 2022-23 (3C+3D)	7,688.47
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Note: Three districts submitted surveys without completing Tables 3C and/or 3D. Therefore, the total here is not equal to the actual number of new hires (8,005) as reported above.

Table 3E includes the number of newly hired male and non-white educators for 2022-23.

Table 3E	Number of New Hires
Male educators	1,579.00
Non-white educators	1,826.00

Table 4A includes the number of vacant certified teaching positions in SC public school districts for 2022-23.

Table 4A	Number of Vacant Teaching Positions, By Grades Served			
	PK – 5	6 – 8	9 – 12	Total
Agriculture	0.00	1.00	4.00	5.00
Art	13.50	16.50	13.50	43.50
Business & Marketing	0.00	7.00	13.00	20.00
Career & Technical Education (CTE work-based fields)	0.00	3.00	24.00	27.00
Computer Science	0.50	1.50	5.00	7.00
Dance	1.00	5.00	2.00	8.00
Driver Training	0.00	0.00	1.00	1.00
Early Childhood/Elementary (grades PK-2)	92.00	0.00	0.00	92.00
Early Childhood/Elementary (grades 3-5)	137.50	0.00	0.00	137.50
Early Childhood/Elementary (grade 6)*	0.00	3.00	0.00	3.00
English for Speakers of Other Languages (ESOL)	6.25	8.75	8.00	23.00
English/Language Arts	0.00	81.50	48.00	129.50
Family & Consumer Science	0.00	0.00	3.00	3.00
Gifted & Talented	3.40	0.00	0.00	3.40
Health	0.50	3.25	9.25	13.00
Industrial Technology	0.00	0.00	0.00	0.00
Literacy/Reading (includes interventionists)	24.50	9.50	8.00	42.00
Mathematics (includes interventionists)	14.16	78.34	91.50	184.00
Montessori	5.00	0.00	1.00	6.00
Music	26.50	16.00	17.00	59.50
Physical Education	14.50	9.25	13.25	37.00
Science (biology, chemistry, physics, etc.)	0.00	64.50	49.00	113.50
Social Studies (economics, history, psychology, etc.)	0.00	31.50	28.00	59.50
Special Education	60.50	69.00	79.50	209.00
Theater	0.00	1.00	1.00	2.00
World Language	3.80	7.50	25.00	36.30
Other	8.00	3.00	1.00	12.00
Total	411.61	420.09	445.00	1,276.70

*Some elementary schools serve students in 6th grade.

Table 4B includes the number of vacant certified service positions in SC public school districts for 2022-23.

Table 4B	Number of Vacant Service Positions
Service Fields	
School Librarian	15.50
School Counselor	37.00
School Psychologist	67.10
Speech Language Pathologist	77.25
Total	196.85

TOTAL Vacant Positions Reported for 2022-23 (4A+4B)	1,473.55
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Table 5: Summary Data

Supply & Demand Data (in FTEs)	2022-23¹	2021-22²	2020-21³	2019-20⁴	2018-19⁵
Positions (authorized FTEs, excluding vacancies)	55,605	56,166	54,961	52,525	51,995
Departures	8,321	6,927	5,996	6,650	7,339
Early-Career Departures (≤5 years teaching experience)	3,015	2,390	2,551	2,367	2,596
Transfer to another SC district	2,187	1,569	1,346	1,670	1,998
Retirements	1,444	1,278	1,015	1,190	1,937
New Hires	8,005	7,014	6,308	6,709	7,600
SC graduates	1,336	1,569	1,490	1,526	1,833
Alternative certification	825	747	665	637	647
Transfer from another SC district	2,397	2,032	1,746	2,058	2,319
International	441	305	59	348	394
Vacancies	1,474	1,063	699	556	621

¹ Includes data from 72 of 73 public school districts and two public charter school districts in SC.

² Includes data from 75 of 77 public school districts, two public charter school districts, four independent career and technical education (CTE) centers, and two state agencies in SC.

³ Includes data from 78 of 79 public school districts, two public charter school districts, seven CTE centers, and two state agencies in SC.

⁴ Includes data from 77 of 79 public school districts, one public charter school district, and four CTE centers in SC.

⁵ Includes data from 80 of 82 public school districts, one public charter school district, and four CTE centers in SC.