

The background of the entire page is a photograph of a classroom. It shows rows of wooden desks and chairs, some with papers and books on them. The lighting is bright, and the perspective is from a slightly elevated angle looking down the rows of desks.

# South Carolina Annual Educator Supply and Demand Data Tables 2023-24

Data in these tables were collected from 76 public school districts, including three public charter districts, in the state. Districts were asked to report data in full-time equivalents (FTEs) to account for full-time and part-time positions. For additional information, contact [Dr. Jennifer Garrett](#).

November 2023

## Educator Supply and Demand

Since 2001, CERRA has administered South Carolina’s Annual Educator Supply and Demand Survey to all public school districts in the state. The survey, which is emailed to district personnel directors at the beginning of each school year, collects information on teachers entering the profession, movers and leavers, and positions that remain vacant. District representatives are asked to report in full-time equivalents (FTEs) to account for full-time and part-time positions.

Survey data are analyzed and summarized into a two-page report highlighting key data points through visuals and bulleted text. The report is typically finalized in November each year and can be found at <https://www.cerra.org/supply-and-demand.html>. The following tables include data that were collected from all public school districts, including three public charter districts, in the state for a total of 76 survey respondents.

Table 1A includes the number of certified teaching positions in SC public school districts for 2023-24.

Table 1A (excluding vacant positions)	Number of Teaching Positions, by Grades Served			
	PK – 5	6 – 8	9 – 12	Total
Agriculture	0.00	17.00	122.25	139.25
Art	652.49	331.58	438.08	1,422.15
Business & Marketing	26.50	183.75	697.50	907.75
Career & Technical Education (CTE work-based)	2.00	112.25	1,263.50	1,377.75
Computer Science	15.80	72.50	101.45	189.75
Dance	35.80	60.25	58.50	154.55
Driver Training	0.00	0.00	49.50	49.50
Early Childhood/Elementary (grades PK-2)	9,714.50	0.00	0.00	9,714.50
Early Childhood/Elementary (grades 3-5)	7,969.34	0.00	0.00	7,969.34
Early Childhood/Elementary (grade 6)*	0.00	13.00	0.00	13.00
English for Speakers of Other Languages (ESOL)	567.89	229.33	233.83	1,031.05
English/Language Arts	57.50	1,910.23	2,000.10	3,967.83
Family & Consumer Science	0.00	17.50	72.25	89.75
Gifted & Talented	371.11	87.88	81.95	540.94
Health	7.00	71.75	114.15	192.90
Industrial Technology	0.00	15.00	17.91	32.91
Literacy/Reading	996.65	156.00	66.00	1,218.65
Mathematics	226.25	1,923.95	1,981.25	4,131.45
Montessori	340.68	51.32	7.00	399.00
Music	684.79	541.58	430.28	1,656.65
Physical Education	855.33	520.31	784.36	2,160.00
Science (biology, chemistry, physics, etc.)	42.50	1,605.25	1,721.00	3,368.75
Social Studies (economics, history, psychology, etc.)	17.50	1,585.30	1,880.40	3,483.20
Special Education	2,712.05	1,383.43	1,621.10	5,716.58
Theater	24.00	62.00	100.50	186.50
World Language	132.30	238.00	777.35	1,147.65
Other (multi-subject fields like STEM and STEAM)	72.00	42.00	8.50	122.50
<b>Total</b>	<b>25,523.98</b>	<b>11,231.16</b>	<b>14,628.71</b>	<b>51,383.85</b>

\*Some elementary schools serve students in 6<sup>th</sup> grade.

Note: Positions listed as Early Childhood/Elementary teach any core subject: ELA, math, science, and/or social studies. Some districts reported these positions in separate PK-5 fields if teaching only one of the core subjects.

Table 1B includes the number of certified service positions in SC public school districts for 2023-24.

<b>Table 1B (excluding vacant positions)</b>	<b>Number of Service Positions</b>
<b>Service Fields</b>	
School Librarian	1,087.00
School Counselor	2,316.00
School Psychologist	565.75
Speech Language Pathologist	920.05
Total	4,888.80

<b>TOTAL Positions Reported for 2023-24 (1A+1B)</b>	<b>56,272.65</b>
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Table 2A includes the number of certified educators from 2022-23 who did not return to a teaching/service position in the same district for the 2023-24 school year.

<b>Table 2A</b>	<b>Years employed in any public school district at the time of departure</b>				
	<b>≤1</b>	<b>2 – 5</b>	<b>6 – 10</b>	<b>&gt;10</b>	<b>Total</b>
Departures by years of experience	1,058.00	1,723.50	1,474.40	3,096.65	7,352.55

Note: One district indicated that it does not track departure information.

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

<b>Table 2B</b>	<b>Number of Departures</b>
Retirement	1,124.60
Involuntary dismissal	207.05
Transferred to another SC district	2,193.30

Note: Two districts indicated that they 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 2023-24.

Table 3A Teaching Fields	Number of Newly Hired Teachers, by Grades Served			
	PK – 5	6 – 8	9 – 12	Total
Agriculture	0.00	3.00	23.00	26.00
Art	82.00	57.75	54.25	194.00
Business & Marketing	1.00	45.00	143.75	189.75
Career & Technical Education (CTE work-based)	0.00	15.25	143.25	158.50
Computer Science	3.50	6.25	15.25	25.00
Dance	3.00	9.25	12.50	24.75
Driver Training	0.00	0.00	1.00	1.00
Early Childhood/Elementary (grades PK-2)	1,262.50	0.00	0.00	1,262.50
Early Childhood/Elementary (grades 3-5)	1,427.00	0.00	0.00	1,427.00
English for Speakers of Other Languages (ESOL)	47.00	25.50	39.00	111.50
English/Language Arts	11.00	376.70	308.00	695.70
Family & Consumer Science	0.00	5.00	9.00	14.00
Gifted & Talented	20.80	7.50	9.00	37.30
Health	1.00	7.50	12.00	20.50
Industrial Technology	0.00	0.00	4.00	4.00
Literacy/Reading	46.20	25.25	12.50	83.95
Mathematics	11.50	326.50	315.50	653.50
Montessori	24.00	7.00	0.00	31.00
Music	100.10	114.00	72.80	286.90
Physical Education	115.50	76.50	143.00	335.00
Science (biology, chemistry, physics, etc.)	2.50	287.35	260.90	550.75
Social Studies (economics, history, psychology, etc.)	3.00	229.75	255.08	487.83
Special Education	482.25	240.50	276.75	999.50
Theater	4.00	13.00	12.75	29.75
World Language	23.50	43.75	104.25	171.50
Other (STEM/STEAM)	1.00	6.00	0.00	7.00
<b>Total</b>	<b>3,672.35</b>	<b>1,928.30</b>	<b>2,227.53</b>	<b>7,828.18</b>

Table 3B includes the number of new hires in each service field in SC public school districts for 2023-24.

Table 3B Service Fields	Number of New Hires
School Librarian	78.50
School Counselor	289.00
School Psychologist	90.50
Speech Language Pathologist	108.60
<b>Total</b>	<b>566.60</b>

<b>TOTAL New Hires Reported for 2023-24 (3A+3B)</b>	<b>8,394.78</b>
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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.

<b>Table 3C</b>	<b>Number of Hires New to the Profession</b>
<b>Educator Preparation Program</b>	
Teacher education program graduate – In state	1,389.90
Internship Certificate (eligible teacher candidate hired as teacher of record)	87.00
Teacher education program graduate – Out of state	391.00
Teacher education program graduate – Online	137.00
Career & Technical Education (CTE) Work-Based Certification Program	98.50
Program of Alternative Certification for Educators (PACE)	257.00
American Board (ABCTE)	25.00
Teach For America	9.00
Teachers of Tomorrow	252.00
District- or college/university-based alternative certification program (APEC, CACAE, CarolinaCAP, GATE, TeachCharleston, etc.)	234.00
Montessori Initial Certification Program	4.00
Adjunct Certification Program	0.00
Advanced Fine Arts Certification Program	2.00
Other (SC-CREATE)	6.00
<b>Total</b>	<b>2,892.40</b>

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

<b>Table 3D</b>	<b>Number of Hires Not New to the Profession</b>
<b>Hiring Source</b>	
Teacher who returned to the profession after a gap in service in SC of one year or more	310.50
Teacher who was hired after serving in your district as a substitute, paraprofessional, or in a non-teaching position	501.30
Teacher coming directly from another SC public school district, charter school, or special school	2,331.00
Teacher previously employed in a SC college/university or SC private school	95.50
Teacher from another state	1,059.20
International visiting teacher	579.00
Contracted service provider (excluding international teacher placement service)	64.10
Other source (SCDE, military, etc.)	6.00
<b>Total</b>	<b>4,946.60</b>

<b>TOTAL New Hires Reported for 2023-24 (3C+3D)</b>	<b>7,839.00*</b>
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\*Three districts submitted surveys without completing Tables 3C and 3D, and four districts reported significant inconsistencies between the number of hires in Tables 3A/3B and 3C/3D. As a result, 556 new hires are not accounted for in this total.

Table 3E includes the number of newly hired male and non-white educators for 2023-24.

<b>Table 3E</b>	<b>Number of New Hires</b>
Male educators	1,783.00
Non-white educators	2,104.00

Table 4A includes the number of vacant teaching positions in SC public school districts for 2023-24.

<b>Table 4A</b>	<b>Number of Vacant Teaching Positions, By Grades Served</b>			
<b>Teaching Fields</b>	<b>PK – 5</b>	<b>6 – 8</b>	<b>9 – 12</b>	<b>Total</b>
Agriculture	0.00	1.00	6.00	7.00
Art	23.5	13.92	17.08	54.50
Business & Marketing	0.00	13.00	13.00	26.00
Career & Technical Education (CTE work-based)	1.00	3.00	35.00	39.00
Computer Science	1.00	3.50	2.50	7.00
Dance	1.00	3.00	0.00	4.00
Driver Training	0.00	0.00	1.00	1.00
Early Childhood/Elementary (grades PK-2)	132.00	0.00	0.00	132.00
Early Childhood/Elementary (grades 3-5)	138.50	0.00	0.00	138.50
English for Speakers of Other Languages (ESOL)	7.50	6.75	16.25	30.50
English/Language Arts	0.00	62.50	44.00	106.50
Family & Consumer Science	0.00	0.00	3.00	3.00
Gifted & Talented	3.25	1.25	0.00	4.50
Health	0.00	1.00	2.00	3.00
Industrial Technology	0.00	0.00	1.00	1.00
Literacy/Reading	20.50	5.00	0.00	25.50
Mathematics	5.50	70.00	81.50	157.00
Montessori	2.00	0.00	0.00	2.00
Music	30.50	15.50	12.50	58.50
Physical Education	15.25	11.25	15.00	41.50
Science (biology, chemistry, physics, etc.)	1.00	64.25	64.00	129.25
Social Studies (economics, history, psychology, etc.)	0.00	42.17	26.83	69.00
Special Education	112.60	91.50	84.50	288.60
Theater	0.00	0.00	5.00	5.00
World Language	7.00	5.83	32.17	45.00
Other (STEM)	0.00	1.00	0.00	1.00
<b>Total</b>	<b>502.10</b>	<b>415.42</b>	<b>462.33</b>	<b>1,379.85</b>

Table 4B includes the number of vacant service positions in SC public school districts for 2023-24.

<b>Table 4B</b>	<b>Number of Vacant Service Positions</b>
<b>Service Fields</b>	
School Librarian	27.50
School Counselor	31.00
School Psychologist	72.80
Speech Language Pathologist	101.40
Total	232.70

<b>TOTAL Vacant Positions Reported for 2023-24 (4A+4B)</b>	<b>1,612.55</b>
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Table 5 includes five years of Supply and Demand summary data from 2019-20 through 2023-24.

<b>Table 5: Supply and Demand Data (in FTEs)</b>	<b>2023-24<sup>1</sup></b>	<b>2022-23<sup>2</sup></b>	<b>2021-22<sup>3</sup></b>	<b>2020-21<sup>4</sup></b>	<b>2019-20<sup>5</sup></b>
Positions (authorized FTEs, excluding vacancies)	56,273	55,605	56,166	54,961	52,525
Departures	7,353	8,321	6,927	5,996	6,650
Early-Career Departures (≤5 years teaching experience)	2,661	3,015	2,390	2,551	2,367
Transfer to another SC district	2,193	2,187	1,569	1,346	1,670
Retirements	1,125	1,444	1,278	1,015	1,190
New Hires	8,395	8,005	7,014	6,308	6,709
SC graduates	1,390	1,336	1,569	1,490	1,526
Alternative certification	882	825	747	665	637
Transfer from another SC district	2,331	2,397	2,032	1,746	2,058
International	579	441	305	59	348
Vacancies	1,613	1,474	1,063	699	556

<sup>1</sup>Includes data from all 73 public school districts and three public charter districts in SC (n=76).

<sup>2</sup>Includes data from 72 of 73 public school districts and two public charter districts in SC (n=74).

<sup>3</sup>Includes data from 75 of 77 public school districts, two public charter districts, four independent career and technical education (CTE) centers, and two state agencies in SC (n=83).

<sup>4</sup>Includes data from 78 of 79 public school districts, two public charter districts, seven CTE centers, and two state agencies in SC (n=89).

<sup>5</sup>Includes data from 77 of 79 public school districts, one public charter school district, and four CTE centers in SC (n=82).