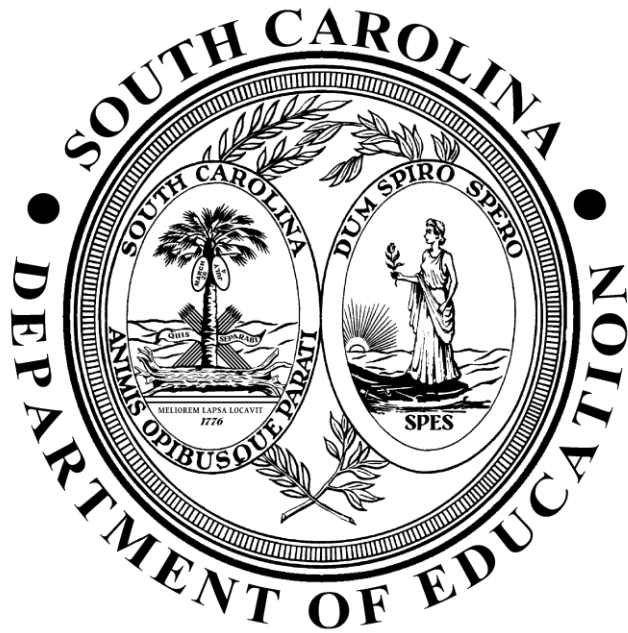


STATE OF SOUTH CAROLINA

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STATE SUPERINTENDENT OF EDUCATION



Annual Report on Teachers of Tomorrow for the 2020-21 School Year

Provided to the South Carolina State Board of Education and General Assembly
Pursuant to Regulation 43-51

March 8, 2022

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Reporting Requirement

Pursuant to Regulation 43-51, the South Carolina Department of Education (SCDE) submits annually by March 31 to the State Board of Education (SBE) and General Assembly the total number of individuals employed in South Carolina with a Teachers of Tomorrow Alternative Route certificate by district, as well as non-privileged information collected on these individuals through the Assisting, Developing, and Evaluating Professional Teaching (ADEPT) reporting system.

Introduction

In 1984, to address critical teaching shortages in the state, the South Carolina General Assembly provided for the establishment of alternative routes to certification in S.C. Code Ann. § 59-26-30(A)(8). In 2017, Teachers of Tomorrow was approved through Regulation 43-51 as an alternative route educator preparation provider for the certification of individuals who have not completed a teacher preparation program but have at least a bachelor's degree from a regionally accredited institution. South Carolina Teachers of Tomorrow, LLC is a for-profit provider registered and in good standing with the South Carolina Secretary of State. The company is located in Houston, Texas.

South Carolina is one of nine states in which Teachers of Tomorrow is approved for initial certification purposes. The other states that utilize this program include: Alabama, Arizona, Florida, Indiana, Michigan, Nevada, North Carolina, and Texas.

Prospective participants apply at no cost on the company's website by submitting an application and transcript(s) for evaluation. The applicant should hold a major in the intended teaching field or have at least twenty-one semester hours of upper-level coursework in the subject area. An overall 2.5 GPA on a 4.0 scale or a 2.5 GPA in the last sixty hours of attempted coursework are requirements for admission. The program provider conducts a screening test and a phone interview. If admitted, there is a \$295 enrollment fee. Once the participant is hired as a teacher of record, the entire program amount is \$4,100. The cost is spread out during the first year through interest-free monthly installments. The program provider offers discounts to former military personnel and recent college graduates.

Teachers of Tomorrow in South Carolina

Individuals who earn a successful score on the state-approved content area assessment, complete Phase I: Classroom Readiness (90 clock hours of self-paced online training) and complete the South Carolina application for certification process (application, official transcript(s), fee, and fingerprint-based criminal history reports) are issued a Teachers of Tomorrow Statement of Eligibility. This item allows participants to seek employment in a South Carolina public school or public charter school district. The SCDE issues an Alternative Route certificate to an eligible Teachers of Tomorrow candidate upon a confirmation of employment. The certificate is valid for one academic year and may be renewed annually for up to three years with successful teaching and continued employment.

To advance to a standard Professional certificate, the educator must complete additional requirement which includes the successful completion of the induction and summative evaluation requirements under the state’s system for Assisting, Developing, and Evaluating Professional Teaching (ADEPT), a passing score on the pedagogy assessment approved by the SBE for certification purposes, and documentation of program completion which includes passing Phase II: Excellence in Teaching and Field Experiences (86 hours of online training).

Teachers of Tomorrow Certificates Issued in 2020-21

In July 2020, the SCDE approved the issuance of a Temporary Alternative Route certificate for the 2020-21 school year to eligible candidates due to closures of certification testing centers related to the COVID-19 health emergency. The Temporary certificate provided a one-year, non-renewable certificate option for an individual who had successfully completed all requirements to participate in an approved alternative route program except for one or more certification assessments required by the State Board of Education. For 2020-21, the most recent year for which complete data are available, 136 first year educators were certified through Teachers of Tomorrow. Ninety-two of the first year participants were issued Temporary certificates statewide. Forty-four first year teachers held the Alternate Route certificate during the same year. For the current 2021-22 school year, 33 Temporary certificate holders from the previous academic year were issued an Alternate Route certificate. The Temporary certificate holders advanced to the Alternate Route certificate with a qualifying Praxis subject area examination and continued employment in a South Carolina public school district.

Table 1 indicates the number of Temporary and Alternative Route certificates issued by content area. Certificates reflected in this table include those issued for participants in their first, second, or third year of teaching. There were significant increases in the number of educators certifying in middle level areas, Business/Marketing/Computer Technology, and Physical Education.

Table 1. Certificates Issued by Certification Field and Year

Certification Field	2018-19	2019-20	2020-21
Agriculture	1	1	1
Art	2	4	8
Biology	3	3	2
Business/Marketing/Computer Technology	5	8	29
Chinese	0	1	1
Dance	0	0	1
English	2	6	12
English as a Second Language	1	1	3
Family & Consumer Science (Home Economics)	1	1	1
French	1	1	2
Health	0	0	1
Mathematics	0	1	7
Middle Level Language Arts	1	5	22
Middle Level Mathematics	2	7	13

Certification Field	2018-19	2019-20	2020-21
Middle Level Science	4	12	18
Middle Level Social Studies	2	18	42
Music	1	1	1
Physical Education	1	6	21
School Librarian	3	2	3
Science	3	4	8
Social Studies	4	10	20
Spanish	0	1	4
Theatre	0	1	1
TOTAL	37	94	221

Note: The column for 2020-21 includes participants who held Temporary certificates and Alternate Route certificates. Source: South Carolina Department of Education educator certification information system (2021, December).

Table 2 indicates the districts in which the Teachers of Tomorrow participants were employed. For the 2020-21 academic year, Charleston County and Richland Two were the districts employing the greatest number of teachers through this pathway program.

Table 2. *Educators Employed by District and Year*

District Name	2018-19	2019-20	2020-21
Abbeville	1	3	3
Aiken 1	0	1	4
Allendale	0	1	2
Anderson 1	0	1	1
Anderson 3	0	1	2
Anderson 5	0	2	4
Bamberg 2	0	0	1
Barnwell 45	0	1	3
Beaufort	0	2	7
Berkeley	1	6	9
Calhoun	1	1	1
Charleston	6	10	21
Cherokee	2	3	3
Chester	0	0	2
Chesterfield	1	1	3
Clarendon 2	0	0	1
Colleton	1	2	4
Darlington	3	3	5
Dorchester 2	0	1	4
Florence 1	3	3	8
Florence 3	0	1	0
Georgetown	0	1	3

District Name	2018–19	2019–20	2020-21
Greenville	3	13	15
Greenwood 50	0	1	2
Hampton 1	1	1	1
Horry	0	1	2
Kershaw	0	2	2
Laurens 55	0	0	4
Laurens 56	0	1	1
Lee	0	1	2
Lexington 1	2	2	6
Lexington 2	2	6	6
Lexington 4	0	1	1
Lexington 5	0	2	4
McCormick	1	1	1
Orangeburg	0	1	11
Richland 1	1	2	13
Richland 2	2	7	18
Spartanburg 1	0	0	1
Spartanburg 2	0	0	1
Spartanburg 3	0	0	1
Spartanburg 5	0	0	4
Spartanburg 6	0	0	1
Spartanburg 7	1	2	3
Sumter	0	1	3
Union	1	0	0
Williamsburg	0	1	5
York 1	0	0	1
York 2 (Clover)	0	1	1
York 3 (Rock Hill)	2	2	3
SC Charter School District	1	1	6
Charter Institute of Erskine	0	0	2
TOTAL	37	94	221

Note. This table includes Teachers of Tomorrow educators in their first, second, or third year of teaching. Source: South Carolina Department of Education educator certification information system (2021, December).

Teaching Effectiveness

All Teachers of Tomorrow participants must take part in the ADEPT system. During their first year in the classroom, the educators participate in the formative evaluation process, which includes the district’s induction program and the assignment of a mentor. The purpose of this formative process is to provide the appropriate assistance and support to facilitate the beginning teacher’s effectiveness and classroom practice. While the intent is for teachers to complete the induction process during their first year of program participation, some are hired too late in the year to be placed on an induction contract. These individuals are employed on a Letter of Agreement but are still required to meet the induction and summative evaluation requirements in a subsequent year. Following participation in the induction process, the teachers must successfully complete the summative evaluation requirements to be eligible for advancement to a Professional teaching certificate at the end of three years.

Table 3 provides a summary of the ADEPT evaluation results reported by districts for educators employed in their first, second, or third year with Teachers of Tomorrow. The table below includes educators who held Alternate Route certificates and Temporary certificates during the previous school year.

Table 3. 2020-21 ADEPT Results for Teachers of Tomorrow Certificate Holders

Contract Type	Evaluation Type	Total Teachers	Evaluation Results Met	Evaluation Results Not Met	Evaluation Results Incomplete
Letter of Agreement	Formative	5	3	0	2
Letter of Agreement	GBE	1	1	0	0
Induction 1	Formative	120	109	2	9
Induction 2	Formative	14	9	1	4
Annual 1	Formative	1	1	0	0
Annual 1	Summative	43	43	0	0
Annual 2	GBE	14	14	0	0
Annual 2	Summative	2	2	0	0

Note. Data were retrieved from the SCDE evaluation data system and include 204 educators whose evaluation results were reported to the SCDE by employing school districts. Four participants were issued continuing contracts. Educators in alternative route programs may not be employed on a continuing contract until they are eligible for a standard Professional certificate. Districts did not report evaluation results for 17 teachers who became certified late in the school year or resigned before an evaluation could be determined. Source: South Carolina Department of Education educator certification information system (2021, December).

Advancement to a Standard Professional Teaching Certificate

During the 2020-21 school year, there were 29 Teachers of Tomorrow educators in their third year of program participation. At the conclusion of the academic year, 24 of these third-year participants met all requirements and advanced from an Alternate Route certificate to a standard Professional certificate. To progress, a participant must maintain employment for three years, meet all ADEPT requirements, submit a qualifying score on the required pedagogy examination, complete Phase II of online training, and earn the recommendation for professional certification

from Teachers of Tomorrow. Four participants were issued a fourth-year extension for the 2021-22 school year at the request of employing school districts.