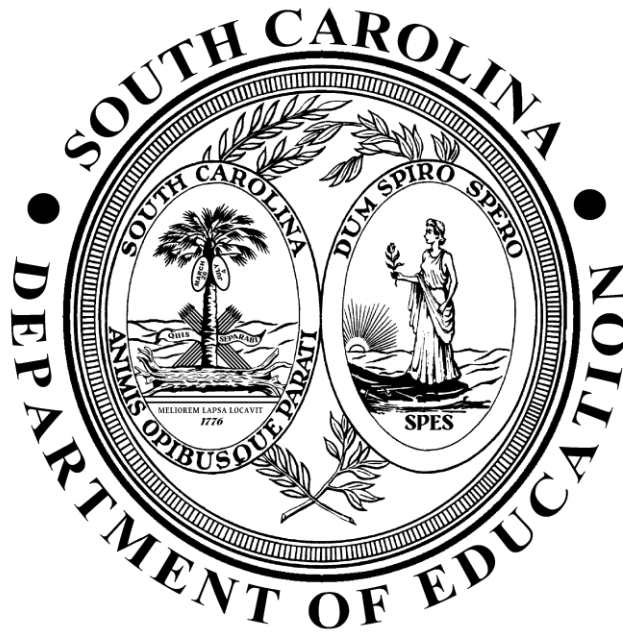


**STATE OF SOUTH CAROLINA
DEPARTMENT OF EDUCATION**

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STATE SUPERINTENDENT OF EDUCATION



**Annual Report on Teachers of Tomorrow for the 2022-23
School Year**

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

March 12, 2024

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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 coursework in the subject area. An overall 2.5 grade point average (GPA) on a 4.0 scale or a 2.5 GPA in the last sixty hours of attempted coursework are requirements for admission.

In March 2020, Teachers of Tomorrow developed a proposal to add the certification areas of Elementary Education, Special Education: Learning Disabilities, and Special Education: Emotional Disabilities. In January 2021, the State Board of Education approved the addition of the three certification areas to the program. For admission to Teachers of Tomorrow in the areas of Elementary Education, Special Education: Learning Disabilities, or Special Education: Emotional Disabilities, an eligible candidate must have earned a bachelor's degree from a regionally accredited college or university with a cumulative GPA of at least 2.75. A candidate with a minimum GPA of 2.5 may be considered for admission to the program if the individual has earned a passing score on the reading, writing, and mathematics subtests of Praxis Core.

The program provider conducts a screening test and a phone interview. If admitted, there is a \$395 enrollment fee. Once the participant is hired as a teacher of record, the entire program amount is \$4,395. The cost is spread out during the program duration 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 requirements which include 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 2022-23

For 2022-23, the most recent year for which complete data are available, 434 educators were certified through Teachers of Tomorrow.

Table 1 indicates the number of Alternative Route certificates issued by content area. There was a significant increase in the number of participants certifying in Elementary and Special Education: Learning Disabilities. These fields became Teachers of Tomorrow certification areas beginning with the 2021-22 academic year. There were also steady increases in the number of educators certifying in Business and Marketing Education, Physical Education, and Middle Level Social Studies.

Table 1. *Certificates Issued by Certification Field and Year*

Certification Field	2020-21	2021-22	2022-23
Agriculture	1	1	0
Art	8	10	14
Biology	2	3	3
Business & Marketing Education	29	35	50
Chinese	1	0	2
Dance	1	1	3
Elementary	0	30	102
English	12	13	14
English for Speakers of Other Languages	3	3	5
Family & Consumer Science (Home Economics)	1	1	2
French	2	1	2

Certification Field	2020-21	2021-22	2022-23
German	0	0	1
Health	1	1	2
Mathematics	7	4	4
Middle Level Language Arts	22	14	14
Middle Level Mathematics	13	8	13
Middle Level Science	18	19	14
Middle Level Social Studies	42	44	55
Music	1	4	6
Physical Education	21	17	24
School Librarian	3	0	0
Science	8	6	11
Social Studies	20	15	17
Spanish	4	4	5
Special Education: Emotional Disabilities	0	4	13
Special Education: Learning Disabilities	0	18	53
Theatre	1	2	0
TOTAL	221	260	434

Note: Certificates reflected in this table include those issued for teachers in their first, second, third, or final extension year of teaching. Source: South Carolina Department of Education educator certification and information system (2023, December).

Table 2 indicates the districts in which the Teachers of Tomorrow participants were employed. For the 2022-23 academic year, Charleston County Schools and Aiken County Schools were the districts employing the greatest number of teachers with this pathway program.

Table 2. *Educators Employed by District and Year*

District Name	2020-21	2021-22	2022-23
Abbeville	3	2	0
Aiken	4	16	31
Allendale	2	2	2
Anderson 1	1	3	8
Anderson 2	0	2	2
Anderson 3	2	2	1
Anderson 5	4	3	7
Bamberg 1	0	1	0
Bamberg 2	1	0	0
Bamberg 3	0	0	1
Barnwell 45	3	2	1
Beaufort	7	7	11
Berkeley	9	14	19
Calhoun	1	1	2
Charleston	21	22	34

District Name	2020-21	2021-22	2022-23
Cherokee	3	5	6
Chester	2	2	3
Chesterfield	3	4	3
Clarendon 2	1	0	0
Clarendon 6	0	0	1
Colleton	4	2	0
Darlington	5	3	7
Dorchester 2	4	9	15
Dorchester 4	0	0	2
Florence 1	8	5	8
Georgetown	3	3	10
Greenville	15	22	26
Greenwood 50	2	4	5
Hampton 1	1	0	1
Horry	2	7	13
Jasper	0	2	1
Kershaw	2	3	4
Lancaster	0	3	11
Laurens 55	4	4	14
Laurens 56	1	2	3
Lee	2	1	0
Lexington 1	6	4	12
Lexington 2	6	5	4
Lexington 3	0	1	2
Lexington 4	1	3	4
Lexington 5	4	3	10
Marion	0	2	4
McCormick	1	0	0
Newberry	0	2	4
Oconee	0	2	3
Orangeburg	11	6	5
Pickens	0	0	5
Richland 1	13	11	17
Richland 2	18	22	24
Spartanburg 1	1	5	8
Spartanburg 2	1	2	3
Spartanburg 3	1	1	1
Spartanburg 4	0	0	2
Spartanburg 5	4	2	4
Spartanburg 6	1	2	3

District Name	2020-21	2021-22	2022-23
Spartanburg 7	3	3	8
Sumter	3	3	6
Williamsburg	5	2	2
York 1	1	1	1
York 2 (Clover)	1	1	2
York 3 (Rock Hill)	3	4	13
York 4	0	4	5
SC Charter School District	6	6	13
Charter Institute of Erskine	2	4	13
Limestone Charter Association	0	0	3
Palmetto Unified	0	1	1
TOTAL	221	260	434

Note. This table includes Teachers of Tomorrow educators in their first, second, third, or final extension year of teaching. Source: South Carolina Department of Education educator certification information system (2023, 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, third, or final extension year with Teachers of Tomorrow.

Table 3. 2022-23 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	20	15	0	5
Letter of Agreement	GBE	4	1	0	3
Induction 1	Formative	200	184	3	13
Induction 2	Formative	15	13	0	2
Annual 1	Summative	99	89	1	9
Annual 2	Formative	2	1	0	1
Annual 2	GBE	38	36	0	2
Annual 2	Summative	2	2	0	0
Annual 3	GBE	11	10	0	1

Note. Data were retrieved from the SCDE evaluation data system and includes 392 educators whose evaluation results were reported to the SCDE by employing school districts. One participant was issued a continuing contract and is not listed in the above graph. 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 42 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 (2023, December).

Advancement to a Standard Professional Teaching Certificate

During the 2022-23 school year, there were 68 Teachers of Tomorrow educators in their third year and 14 educators on a final extension year of the program. At the conclusion of the academic year, 46 third-year participants and seven extension year participants met all requirements to advance 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 appropriate pedagogy examination, complete Phase II of online training, and earn the recommendation for professional certification from Teachers of Tomorrow.