

South Carolina Administrator Workforce Profile for 2022–23

AUGUST 2024

This overview highlights key takeaways from the South Carolina Administrator Workforce Profile for 2022–23, an inaugural report with detailed analysis of the current state of school administrators in South Carolina. As exhibited by this overview, the report examines various characteristics of principals and assistant principals, including educational attainment, demographic breakdown, evaluation ratings, and tenure. It also examines national and longitudinal data to capture important trends and comparisons.

For the full profile of South Carolina school administrators, read the report at www.sc-teacher.org/EWP-admin-workforce-aug2024.

OVERVIEW

Did you know that South Carolina has a higher percentage of principals with doctoral degrees compared to the national average? Or that the state has a significant representation of Black principals, exceeding national figures? Read on to explore these and other findings, shedding light on strengths and challenges of school administrators throughout the state.

A Snapshot of South Carolina School Leaders

At the start of the 2022–23 school year, the state’s public school districts employed 3,338 total administrators, including 1,243 principals and 2,163 assistant principals.

EDUCATION

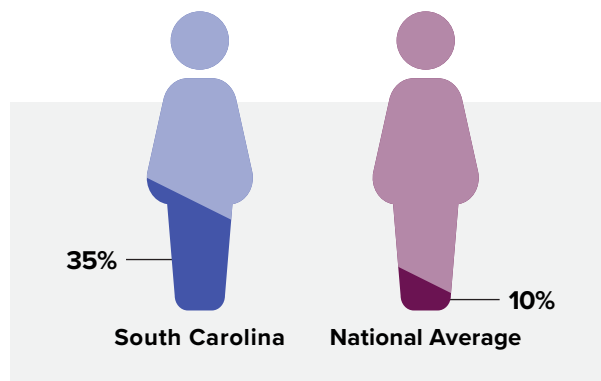
Of South Carolina principals, 16% hold doctoral degrees, compared to 11% nationally.

EXPERIENCE

South Carolina principals bring a wealth of experience to their schools. On average, they have 22.1 years of experience in education and five or more years tenure at their current school.

DIVERSITY

In South Carolina, 35% of principals identify as Black, significantly higher than the 10% national average.



Trends in School Leadership

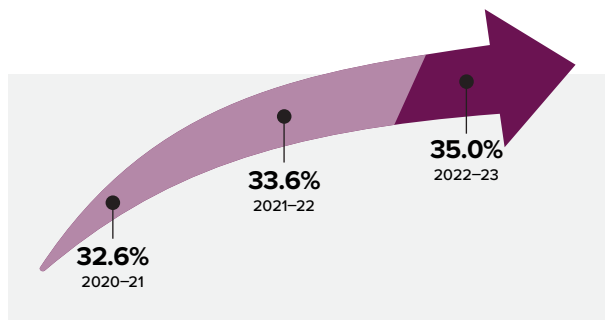
STABILITY

The longitudinal profile of South Carolina principals demonstrates considerable stability across several areas, including demographics (60% female), experience in education (22 years), and longevity (five years as principal at their current school).

GROWTH

The percentage of Black principals has risen slightly over the last three academic years, showing a positive trend in this demographic.

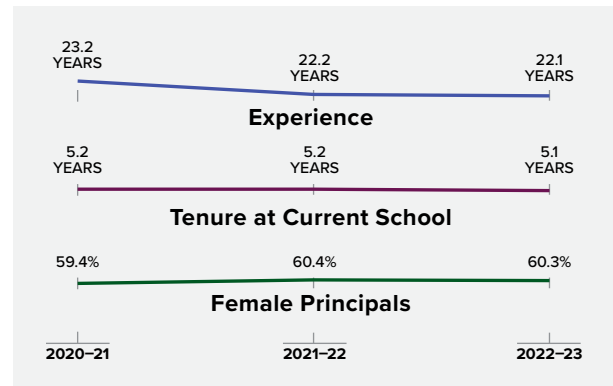
Percentage of Black Principals in South Carolina



Summary and Next Steps

Effective South Carolina administrators are vital to the success of students, as well as the educators working with them. Research points to the direct and indirect impacts principals and assistant principals can have on teacher retention, student outcomes, and more.

Understanding the nuances of the administrator workforce is one first step to developing actionable insights for policy and practice. As detailed further in the full report, collecting data on principal turnover, job satisfaction, and working conditions could significantly inform retention strategies, positively impacting a district's ecosystem.



+ KEY FINDINGS

PRINCIPAL TENURE

Average principal tenure varies minimally across school poverty levels, from 4.7 years in high-poverty schools to 5.5 years in low-poverty schools.

EVALUATION

Suburban schools show consistent evaluation ratings, with approximately 50% of evaluated principals receiving "Exemplary" ratings (i.e., PADEPP) over the last three years.

DIVERSITY

Assistant principal demographics in South Carolina mirror that of principals, with 61% being female and 35% identifying as Black.

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