

South Carolina Teacher Workforce Profile for 2023–24

APRIL 2025

The South Carolina Teacher Workforce Profile for 2023–24 presents a comprehensive, annual review of the state’s public school teacher workforce. To measure characteristics of South Carolina educators, the report includes statewide data from the 2023–24 academic year with comparisons to national and regional trends. This overview highlights findings from the report, such as shifts in teacher demographics, certification pathways, and district-level distributions, for a clearer picture of the current teacher workforce in South Carolina.

For the full profile of South Carolina public school teachers, read the report at www.sc-teacher.org/EWP-teacher-workforce-apr2025.

Key Findings

CHARTER SCHOOLS

Of South Carolina public school teachers, 6.2% worked in charter schools in 2023–24. This 5% increase since 2020–21 reflects steady growth in charter school employment.

MIDDLE AND HIGH SCHOOLS

Compared to elementary schools, middle and high schools employed higher percentages of alternatively and internationally certified teachers in 2023–24, suggesting these pathways may play a critical role in secondary staffing.

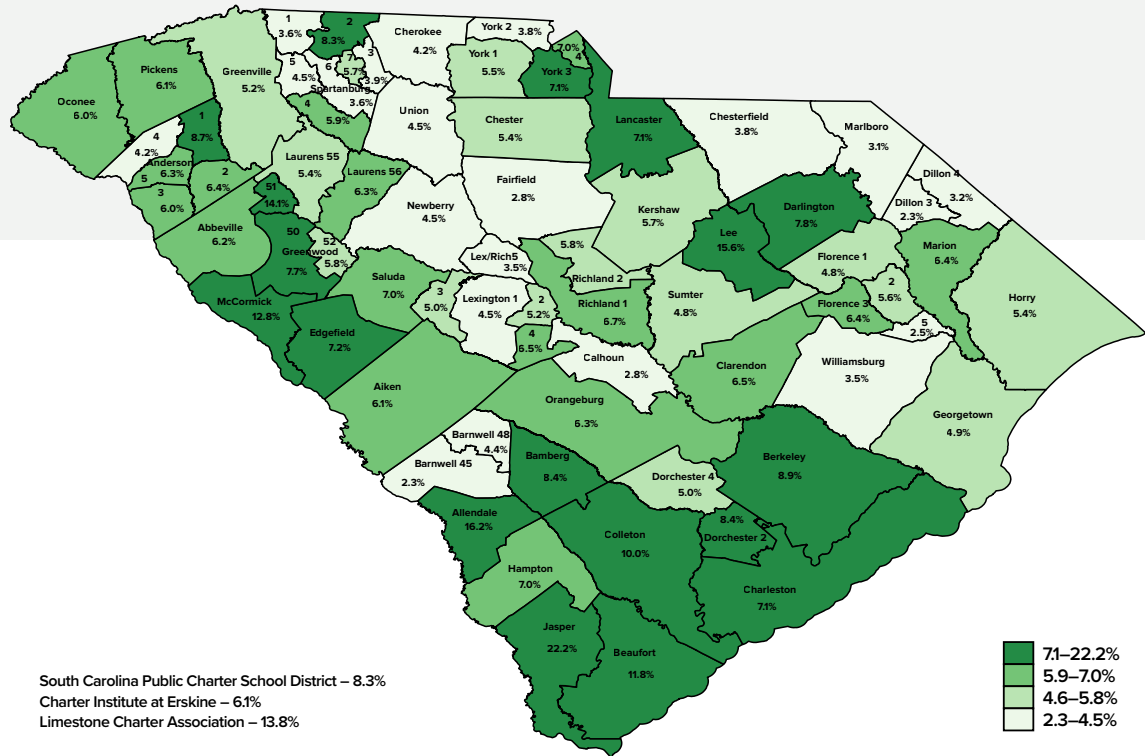
NATIONAL COMPARISON

While reflecting national trends in gender and racial composition, South Carolina’s teacher workforce for 2023–24 included a higher percentage of Black teachers and a lower percentage of Hispanic teachers compared to the national average.

District-Level Workforce Distribution

The map below displays the percentage of teachers in each district with an initial certificate in 2023–24. This certificate remains valid for 3 school years and cannot be renewed. Teachers holding an initial certificate include those who entered the profession through traditional pathways or reciprocity agreements, provided they have fewer than 27 months of teaching experience.

Percentage of Teachers With Initial Certification by District in 2023–24



Note. Districts are grouped into quartiles; darker shades represent higher values.

The percentage of teachers with an initial certificate can reflect different workforce dynamics in a district.

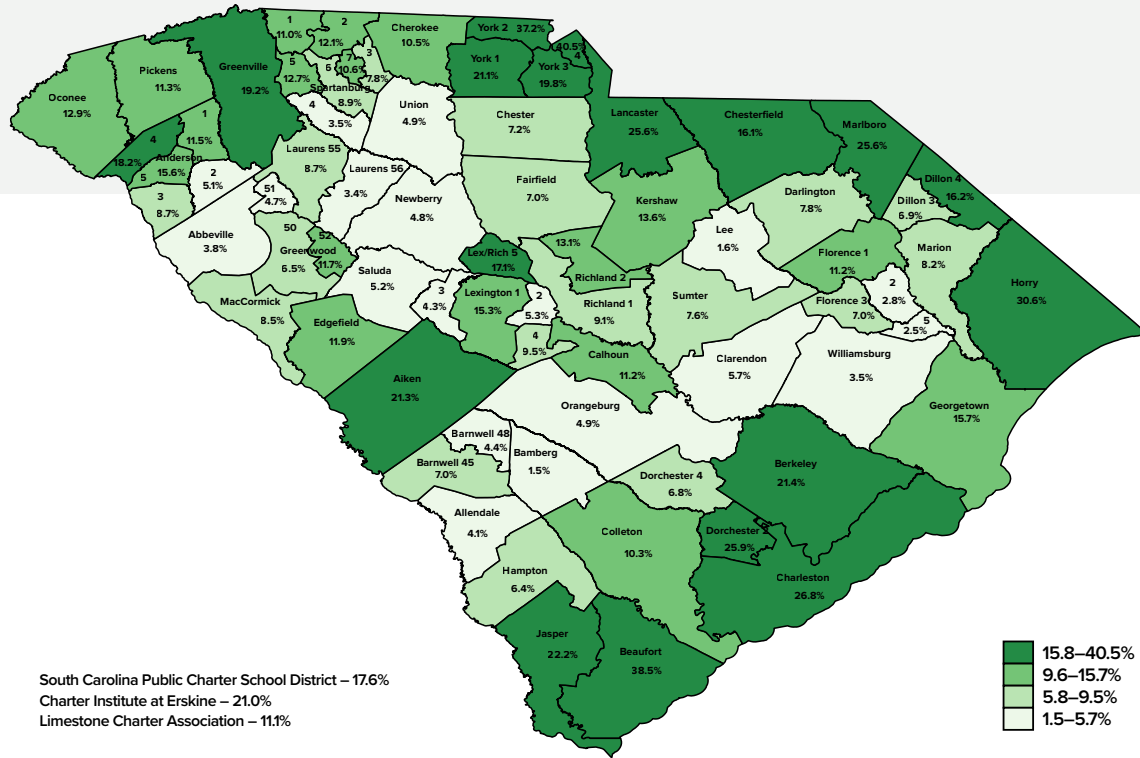
Higher percentages may indicate recent teacher attrition, requiring more new hires, or successful recruitment efforts, particularly from in-state educator preparation programs.

Lower percentages may suggest workforce stability with high retention rates or recruitment challenges where attrition is high but the number of new hires remains low.

Analyzing these percentages alongside district retention rates and local hiring trends can provide a clearer picture of district-specific workforce conditions.

The map below displays the percentage of teachers in each district with reciprocity professional certificates in 2023–24. These teachers come to the state with standard educator credentials from other states recognized by South Carolina through the National Association of State Directors of Teacher Education and Certification (NASDTEC) Interstate Agreement.

Percentage of Reciprocity Teachers With Professional Certification by District in 2023–24



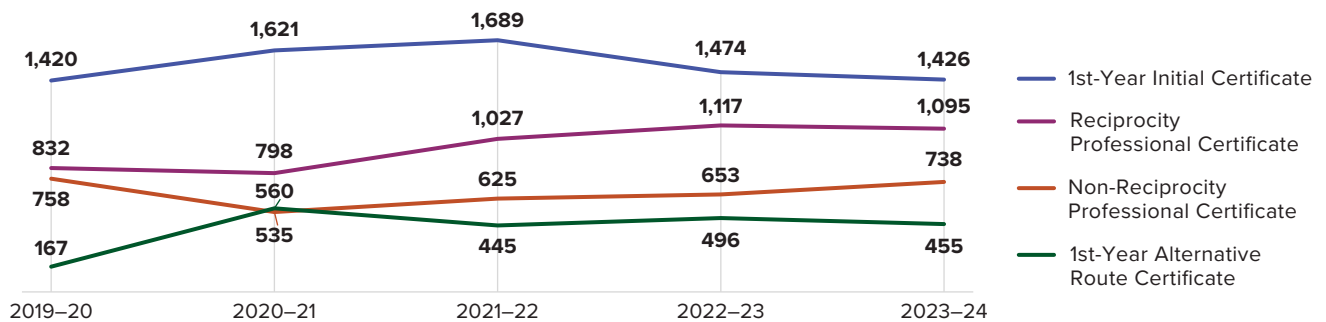
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TAKEAWAYS

- Districts bordering North Carolina have 11–41% of their teacher workforce on reciprocity professional certificates. Many of these educators likely previously taught in North Carolina, and some may still reside there while commuting to work.
- South Carolina salary increases, which have raised the minimum starting teacher pay by \$9,000 over 4 years, may be attracting more out-of-state teachers, particularly as the state’s average teacher salary now exceeds that of North Carolina.
- High-growth areas such as Aiken, Beaufort, and Charleston also have elevated numbers of reciprocity hires, suggesting that broader migration patterns and economic growth may be influencing teacher mobility.



Shifts in Teacher Certification Pathways for New Hires



Initial certificate hires peaked in 2021–22 at 1,689 and have declined over the past 2 years, reflecting national post-pandemic shifts. Interpreting this trend requires examining hiring data alongside teacher preparation enrollment.

Reciprocity hires have steadily increased, rising from 798 in 2020–21 to 1,095 in 2023–24, likely driven by cross-state mobility and competitive salaries.

Alternative certification hires have remained stable since 2021–22, with consistently less than 500 per year, indicating slower growth compared to some other hiring pathways.

Summary and Next Steps

The South Carolina Teacher Workforce Profile for 2023–24 offers a detailed analysis of the state’s public school teachers, focusing on demographic trends, education and experience, certification pathways, and more. South Carolina’s teacher workforce is evolving, with shifting recruitment strategies across districts and increasing reliance on a variety of pathways. Monitoring these trends alongside enrollment in educator preparation programs, salary impacts, and district-specific hiring challenges can support more effective workforce planning. A holistic understanding of South Carolina’s teacher pipeline requires examining these findings alongside other SC TEACHER reports on retention and working conditions for a comprehensive, data-driven approach to strengthening educator recruitment, support, and long-term workforce stability.

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SC TEACHER provides comprehensive research, visualized data profiles, and compelling stories to communicate impact of educator pipeline policies and promote transformative practices that inform policymakers, educators, and communities who care about education scaling economic opportunity.