

# South Carolina Teacher Workforce Profile for 2024–25

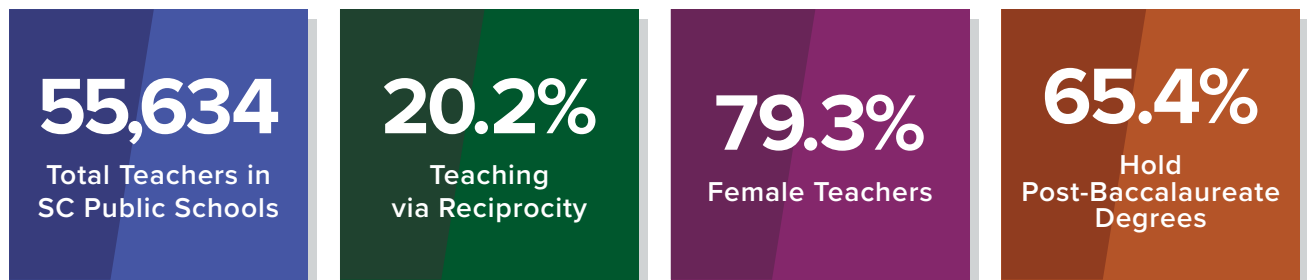
APRIL 2026

The composition of South Carolina’s teacher workforce is shaped by those who enter the profession, stay in it, and move through it over the course of their careers. The South Carolina Teacher Workforce Profile for 2024–25 examines who these educators are and explores their demographics, how they became certified, how their age varies across roles and school contexts, and how recruitment into the profession has shifted over the past 6 years. Drawing on statewide data and national comparisons, this overview distills the report’s key findings to help inform workforce planning and policy decisions across South Carolina.

For the full profile of South Carolina public school teachers, read the report at [www.sc-teacher.org/ewp-teacher-workforce-april2026](http://www.sc-teacher.org/ewp-teacher-workforce-april2026).

## South Carolina Teacher Workforce Snapshot

In 2024–25, South Carolina’s teacher workforce remained stable in size, demographics, and credentials, closely mirroring prior years. This stability provides a solid foundation for long-term planning.



# Age Profile of South Carolina Teachers

Understanding the age profile of South Carolina’s teachers helps district leaders and policymakers anticipate retirement pressures, target induction and mentoring investments, and identify where experienced talent is—and isn’t—being concentrated across school types and communities.

## KEY AGE STATISTICS

About 20% of teachers are under age 30, underscoring the ongoing need for robust induction and mentoring supports, particularly since these educators are at the highest risk of early attrition.

**41.9**  
YEARS

SC Average  
Teacher Age

**42.9**  
YEARS

National Average  
Teacher Age  
(2020–21)

**~20%**

Teachers  
Under Age 30

## TITLE I AND NON-TITLE I SCHOOLS

Title I schools employed higher proportions of teachers under age 30, while non-Title I schools showed a higher concentration of mid-career (age 40–49) teachers, reflecting disparities in teacher experience.

## TITLE I SCHOOLS

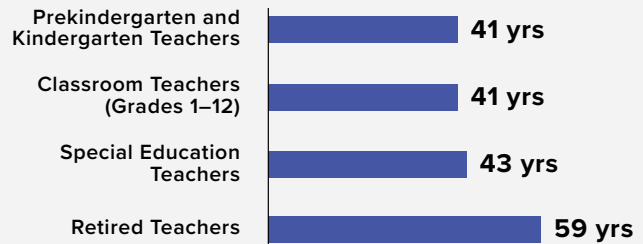
**22.1%** of teachers  
under 30 years old

## NON-TITLE I SCHOOLS

**17.5%** of teachers  
under 30 years old

## TEACHING POSITIONS

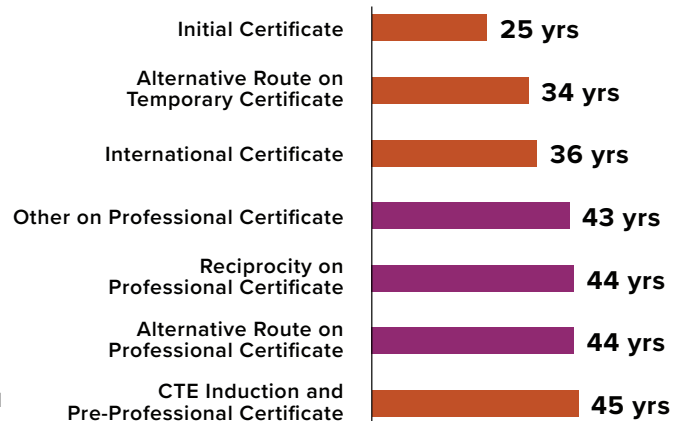
Special education teachers are, on average, slightly older than general classroom and early childhood teachers, potentially reflecting persistent recruitment challenges in the special education pipeline.



## CERTIFICATE PATHWAY AND LEVEL

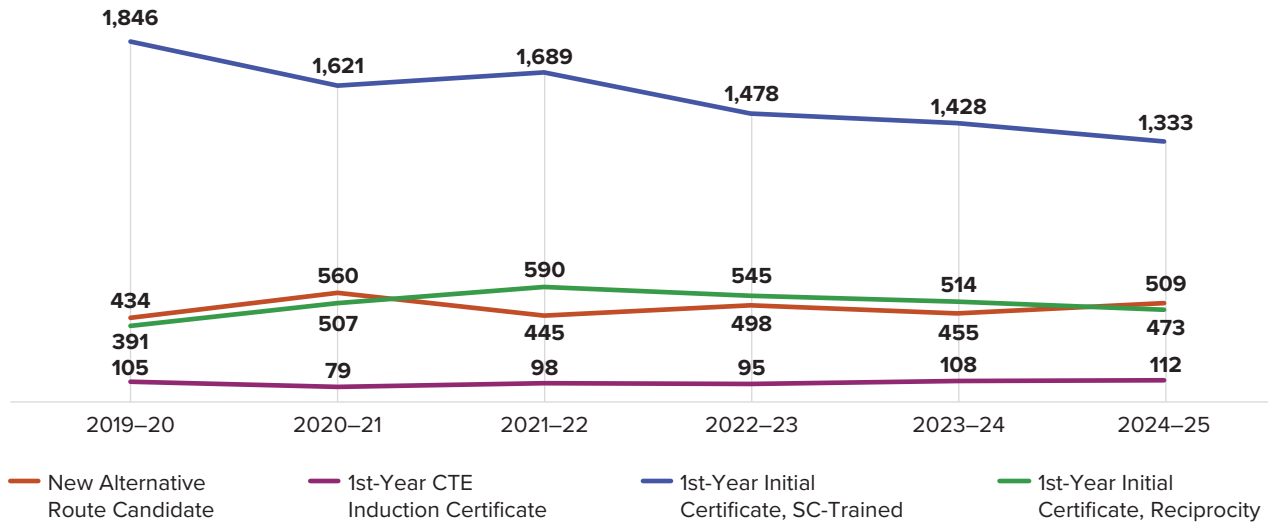
On average, teachers holding an initial certificate are 25 years old, reflecting recent graduates entering through traditional preparation programs. Those entering from alternative and CTE pathways tend to be older—averaging 34 and 45 years, respectively. This is consistent with research showing that these routes attract career-changers with prior professional experience.

*Note.* The *Other on Professional Certificate* category consists primarily of teachers who progressed from initial to professional certification through a traditional in-state educator preparation program, along with a small number of teachers who followed less common certification pathways.



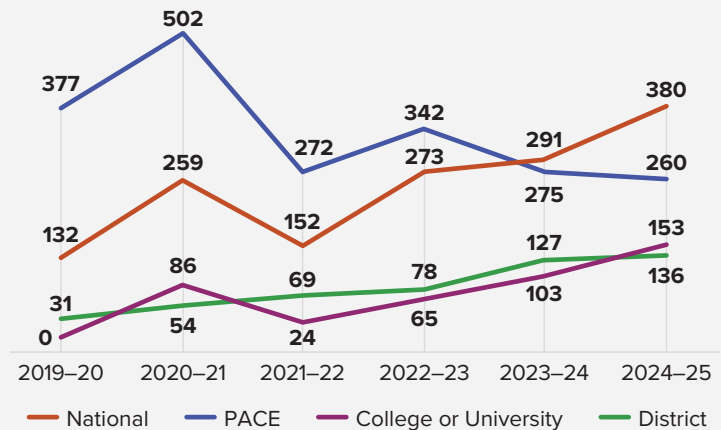
# Novice Teacher Recruitment Trends: 2019–20 to 2024–25

South Carolina’s novice teacher recruitment pipeline has shifted significantly over the past 6 years. SC-trained initial certificate hires fell from 1,846 to 1,333 between 2019–20 and 2024–25 (a 28% decline). Alternative certification, reciprocity, and CTE new entrants remained stable over the same period, collectively shouldering a larger share of the state’s novice teacher recruitment.



## ALTERNATIVE ROUTE ENROLLMENT

Alternative certification enrollment has diversified significantly. PACE—once the primary alternative pathway—peaked in 2020–21 and has since declined, while nationally-administered programs nearly tripled from 132 to 380 candidates by 2024–25. College/university and district-run programs have also grown, pointing to a more varied and decentralized alternative certification pipeline.



## NOVICE RECIPROCITY HIRES IN 2024–25

South Carolina’s rapid population growth—fastest in the nation—continues to draw teachers from other states, with North Carolina, Georgia, and Florida among the top feeder states.

**22%**  
North Carolina

**17%**  
Georgia

**13%**  
Florida

**9%**  
Virginia

**7%**  
Ohio



# + Putting Teacher Workforce Data Into Action

## Policy Considerations

### INVEST IN INDUCTION & MENTORING

With 20% of the workforce under 30, sustained funding for high-quality mentoring programs is critical to reducing early attrition.

### CLOSE THE EXPERIENCE GAP

Title I schools' concentration of novice teachers calls for targeted incentives to attract and retain experienced educators in high-need schools.

### LEVERAGE POPULATION GROWTH

SC's status as the fastest-growing state creates opportunities to recruit experienced out-of-state educators through streamlined reciprocity.

## Summary and Next Steps

The South Carolina Teacher Workforce Profile for 2024–25 offers a detailed analysis of the state's public school educators, focusing on demographic trends, certification pathways, age profiles, and recruitment patterns. South Carolina's teacher workforce remains stable in overall size and composition, yet the pipeline supplying new teachers is shifting; numbers of graduates from traditional preparation programs are declining, numbers of graduates from nationally-administered alternative certification programs are increasing, and hiring of novice educators via reciprocity is steady. Monitoring these trends—alongside enrollment in educator preparation programs, the geographic distribution of novice teachers, and the long-term sustainability of alternative pathways—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, working conditions, and alternative certification outcomes for a comprehensive, data-driven approach to strengthening educator recruitment and long-term workforce stability.

### + ABOUT SC TEACHER

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.