

SCHOOL-LEVEL FACTORS ASSOCIATED WITH TEACHER RETENTION IN SOUTH CAROLINA

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School Characteristics and Teacher Retention

Elementary and Middle Schools

Teacher retention was MOST strongly correlated with...

- teacher salary
- teacher satisfaction with school home relations
- school poverty index

Teacher retention was LESS strongly correlated with...

- student teacher ratio
- principal years at the school
- teachers feel safe

High Schools

Teacher retention was MOST strongly correlated with...

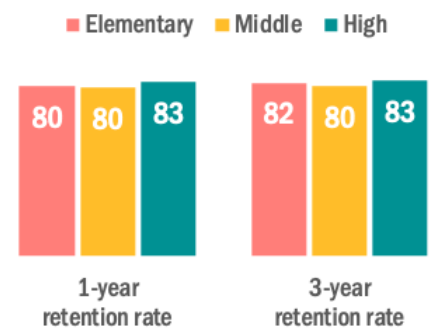
- teacher salary
- school poverty index
- teacher satisfaction with learning environment

Teacher retention was LESS strongly correlated with...

- teacher rules enforced
- teachers feel safe
- student teacher ratio

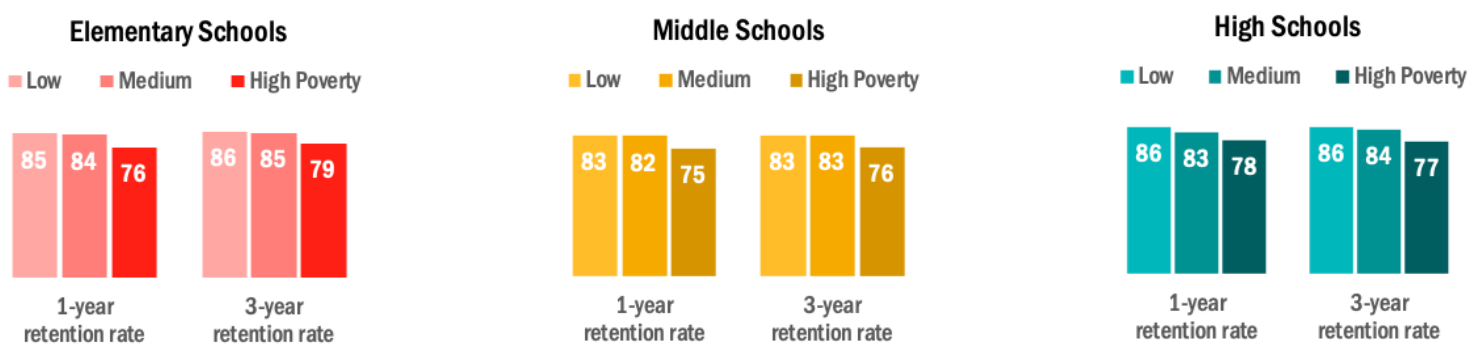
Teacher Retention by School Type

The average 1-year teacher retention rate was significantly higher at high schools than at both elementary and middle schools, while the average 3-year teacher retention rate at middle schools was significantly lower than that at both elementary and high schools.



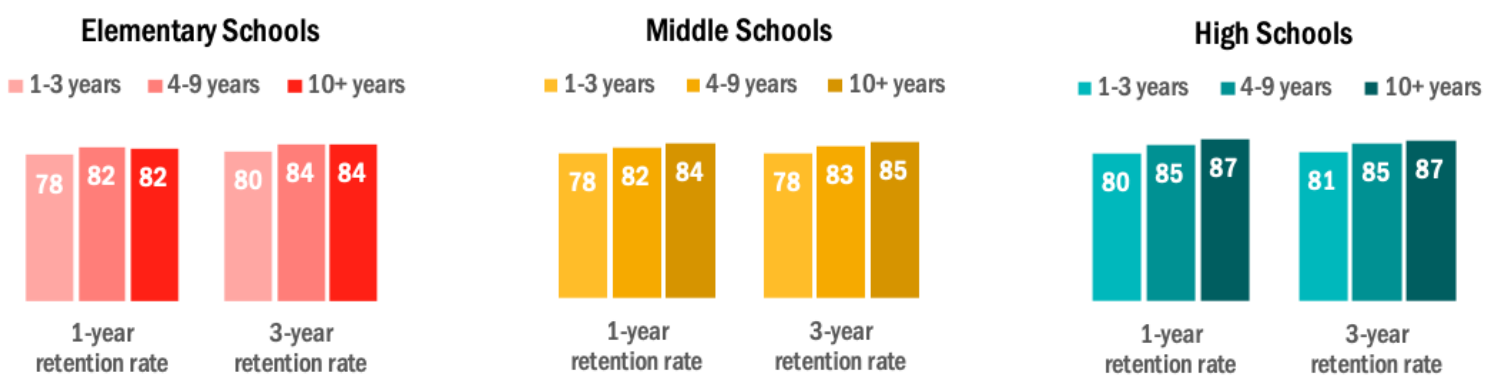
Teacher Retention by School Poverty Levels

Teacher retention rates at high poverty schools were significantly lower than those at medium or low poverty schools. Teacher retention rates did not differ significantly between low and medium poverty schools.



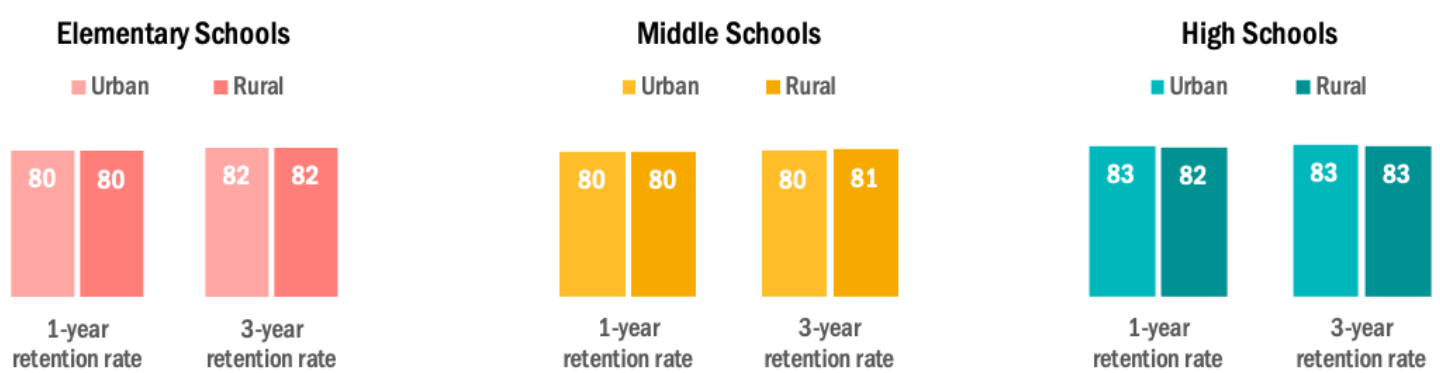
Teacher Retention by Principals' Years at School

Teacher retention rates at schools where principals had three or fewer years of experience at the school were significantly lower than those at schools with more experienced principals.



Teacher Retention by Urban and Rural Setting

Teacher retention rates did not differ significantly between urban schools and rural schools.



RECOMMENDATIONS

- **Build a positive school community that actively involves and engages families.**
- **Consider school type and poverty in policy making; high poverty middle schools need particular attention.**
- **Develop strong administrative leadership through retaining principals and shared leadership.**
- **Increase teacher salary and provide incentives to effective teachers.**
- **Provide mentoring and certification opportunities for teachers.**
- **Build strong collaboration with teacher preparation programs at higher education institutions.**

ABOUT SC-TEACHER

The South Carolina Teacher Education Advancement Consortium through Higher Education Research (SC-TEACHER) is funded by the Commission on Higher Education as a Center for Excellence. SC-TEACHER will examine the broad landscape of teacher recruitment, preparation, and retention practices in South Carolina—and build and deploy a state-centric, longitudinal database system to understand statewide issues and best practices for establishing protocols and to maintain a data infrastructure necessary to answer key questions posed by policymakers and practitioners. SC-TEACHER's work will inform Educator Preparation Programs, serve as an education research resource center, and provide evidence of effective teaching practices.

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