

South Carolina Teacher Retention Report for 2022–23

FEBRUARY 2024

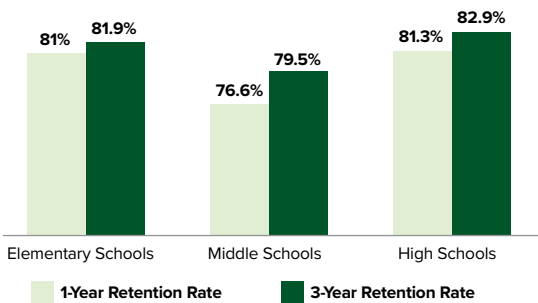
This overview provides key findings around teacher retention trends in South Carolina's public schools over the past six years. Utilizing data from 1,267 schools and 80 districts, the study focuses on how retention rates differ across school organizational levels (elementary, middle, high) and analyzes the influence of factors like school poverty, principal tenure, and geographic locale. The findings offer critical insights into the stability and variability of teacher retention, contributing valuable context to the discourse on teacher support strategies in South Carolina.

For the full analysis, read the report at www.sc-teacher.org/documents/22-23-educator-pipeline-report/.

OVERVIEW

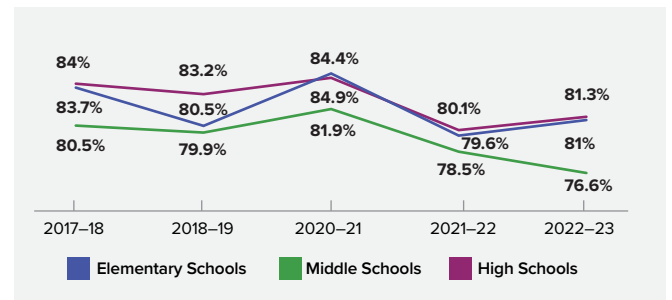
At the start of the 2022–23 school year, high schools and elementary schools had higher average teacher retention rates than middle schools.

Figure 1. 2022–23 SC Teacher Retention Rates



For elementary and high schools, one-year retention rates are recovering from a post-COVID dip. However, middle school rates continued to decline. The 2023 SC Teacher Working Conditions Survey showed that middle school teachers perceived significantly lower student engagement than peers at other organizational levels. A deeper study of middle school teachers' working conditions in South Carolina could provide additional insight.

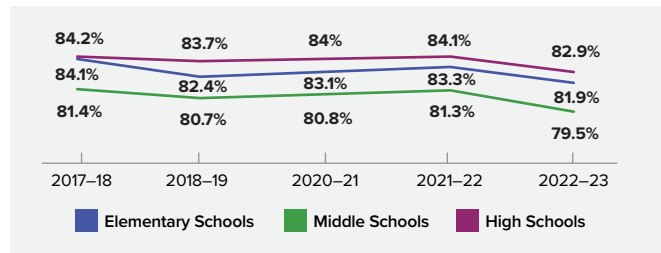
Figure 2. One-Year SC Teacher Retention Rates



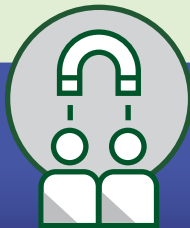
Across organizational levels, three-year retention rates have been largely stable since 2017–18, with high schools slightly outpacing elementary schools.

However, data from 2022–23 shows that both one-year and three-year retention rates in middle schools have fallen below 80%.

Figure 3. Three-Year SC Teacher Retention Rates



+ KEY FINDINGS FROM SCHOOL-LEVEL FACTORS



TEACHER RETENTION

SCHOOL CLIMATE

Schools reporting higher satisfaction levels with the learning environment and the social and physical environment had higher retention rates.

SCHOOL POVERTY

Schools with higher poverty levels had significantly lower teacher retention rates than schools with lower poverty levels.

PRINCIPAL TENURE

Retention rates were more strongly related to principal tenure in elementary and middle schools. The relationship was less pronounced for high schools.

+ 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.