



2023-24 Annual Report on Certification through Teachers of Tomorrow

Pursuant to State Board Regulation 43-51

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Reporting Requirement

Pursuant to Regulation 43-51, the South Carolina Department of Education (SCDE) submits annually to the State Board of Education (SBE) and General Assembly the total number of individuals employed in South Carolina with a Teachers of Tomorrow Alternative Route certificate by district, as well as non-privileged information collected on these individuals through the Assisting, Developing, and Evaluating Professional Teaching (ADEPT) reporting system.

Introduction

In 1984, to address critical teaching shortages in the state, the South Carolina General Assembly provided for the establishment of alternative routes to certification in S.C. Code Ann. § 59-26-30(A)(8). In 2017, Teachers of Tomorrow was approved through Regulation 43-51 as an alternative route educator preparation provider for the certification of individuals who have not completed a teacher preparation program but have at least a bachelor's degree from a regionally accredited institution. South Carolina Teachers of Tomorrow, LLC is a for-profit provider registered and in good standing with the South Carolina Secretary of State. The company's headquarters is in Houston, Texas.

South Carolina is one of nine states in which Teachers of Tomorrow is approved for initial certification purposes. The other states that utilize this program include Arizona, Florida, Indiana, Michigan, Nevada, North Carolina, Ohio, and Texas.

Prospective participants apply at no cost on the company's website by submitting an application and transcript(s) for evaluation. The applicant should hold a major in the intended teaching field or have at least twenty-one semester hours of coursework in the subject area. An overall 2.5 grade point average (GPA) on a 4.0 scale or a 2.5 GPA in the last sixty hours of attempted coursework are required for admission.

In March 2020, Teachers of Tomorrow developed a proposal to add the certification fields of Elementary Education, Special Education: Learning Disabilities, and Special Education: Emotional Disabilities. In January 2021, the State Board of Education (SBE) approved the addition of the three certification fields to the program. In August 2023, the SBE approved the addition of Early Childhood and Special Education: Multi-Categorical. For admission to Teachers of Tomorrow in the areas of Early Childhood, Elementary Education, Special Education: Learning Disabilities, Special Education: Emotional Disabilities, and Special Education: Multi-Categorical, an eligible candidate must have earned a bachelor's degree from a regionally accredited college or university with a cumulative GPA of at least 2.75. A candidate with a minimum GPA of 2.5 may be considered for admission to the program if the individual has earned a passing score on the reading, writing, and mathematics subtests of Praxis Core. All other subject areas require a major in the intended teaching field or twenty-one semester hours of coursework in the subject area and a 2.5 grade point

average or a 2.5 GPA in the last sixty hours of attempted coursework are requirements for admission.

The program provider conducts a screening test and a phone interview. If admitted, there is a one-time \$295 enrollment fee. There is an option for the enrollment fee to be broken into three payments of \$115 each, resulting in a \$345 enrollment fee. Once the participant is hired as a teacher of record, the program fee amount is \$4,100. The cost is spread out during the program duration through ten interest-free monthly installments. The program provider offers discounts or deferrals to former military personnel and recent college graduates.

Teachers of Tomorrow in South Carolina

Individuals who earn a successful score on the state-approved subject area assessment, complete Phase I: Classroom Readiness (90 clock hours of self-paced online training), and complete the South Carolina application for certification process (application, official transcript(s), fee, and fingerprint-based criminal history reports) are issued a Teachers of Tomorrow Statement of Eligibility. This item allows participants to seek employment in a South Carolina public school district. The SCDE issues an Alternative Route certificate to an eligible Teachers of Tomorrow candidate upon confirmation of employment. The certificate is valid for one academic year and may be renewed annually for up to three years with successful teaching and continued employment. Pursuant to federal requirements under the Individuals with Disabilities Education Act (IDEA), a candidate pursuing full certification through an alternative route in a special education is limited to a total of three conditional certificates.

To advance to a standard Professional certificate, the educator must complete additional requirements which include the successful completion of the induction and summative evaluation requirements under the state's system for Assisting, Developing, and Evaluating Professional Teaching (ADEPT); a passing score on the pedagogy assessment approved by the SBE for certification purposes; and documentation of program completion which includes passing Phase II: Excellence in Teaching and Field Experiences (86 hours of online training).

Teachers of Tomorrow Certificates Issued in 2023–24

For 2023–24, the most recent year for which complete data is available, 593 educators were issued an Alternative Route certificate as a participant in Teachers of Tomorrow.

Table 1 indicates the number of Alternative Route certificates issued by content area. There was a significant increase in the number of participants certifying in Elementary and Special Education: Learning Disabilities. These fields became Teachers of Tomorrow certification areas beginning with the 2021–22 academic year. There were also steady increases in the number of educators certified in Business and Marketing Education and Physical Education.

Table 1. Certificates Issued by Certification Field and Year

Certification Field	2021–22	2022–23	2023–24
Agriculture	1	0	1
Art	10	14	13
Biology	3	3	3
Business & Marketing Education	35	50	71
Chemistry	0	0	1
Chinese	0	2	1
Dance	1	3	3
Early Childhood	0	0	6
Elementary	30	102	173
English	13	14	16
English for Speakers of Other Languages	3	5	3
Family & Consumer Science (Home Economics)	1	2	1
French	1	2	3
German	0	1	1
Health	1	2	1
History	0	0	1
Mathematics	4	4	2
Middle Level Language Arts	14	14	9
Middle Level Mathematics	8	13	14
Middle Level Science	19	14	16
Middle Level Social Studies	44	55	49
Music	4	6	5
Physical Education	17	24	38
School Librarian	0	0	2
Science	6	11	14
Social Studies	15	17	19
Spanish	4	5	5
Special Education: Emotional Disabilities	4	13	27
Special Education: Learning Disabilities	18	53	79
Special Education: Multi-categorical	0	0	12
Theatre	2	0	4
TOTAL	260	434	593

Note: Certificates reflected in this table include those issued for teachers in their first, second, third, or final extension year of teaching. Source: South Carolina Department of Education educator certification and information system (2024, December).

Table 2 indicates the districts in which the Teachers of Tomorrow participants were employed. For the 2023–24 academic year, Aiken County Schools and Charleston County Schools were the districts employing the greatest number of teachers with this pathway program.

Table 2. Educators Employed by District and Year

District Name	2021–22	2022–23	2023–24
Abbeville	2	0	0
Aiken	16	31	46
Allendale	2	2	1
Anderson 1	3	8	5
Anderson 2	2	2	3
Anderson 3	2	1	0
Anderson 5	3	7	12
Bamberg 1	1	0	0
Bamberg 3	0	1	2
Barnwell 45	2	1	1
Beaufort	7	11	12
Berkeley	14	19	21
Calhoun	1	2	2
Charleston	22	34	39
Cherokee	5	6	10
Chester	2	3	3
Chesterfield	4	3	7
Clarendon 6	0	1	2
Colleton	2	0	1
Darlington	3	7	8
Dorchester 2	9	15	17
Dorchester 4	0	2	4
Edgefield	0	0	1
Florence 1	5	8	9
Georgetown	3	10	11
Greenville	22	26	31
Greenwood 50	4	5	6
Greenwood 52	0	0	2
Hampton	0	1	2
Horry	7	13	21
Jasper	2	1	1
Kershaw	3	4	8
Lancaster	3	11	30
Laurens 55	4	14	14
Laurens 56	2	3	2

District Name	2021–22	2022–23	2023–24
Lee	1	0	0
Lexington 1	4	12	19
Lexington 2	5	4	10
Lexington 3	1	2	2
Lexington 4	3	4	3
Lexington Richland 5	3	10	18
Marion	2	4	5
Marlboro	0	0	1
Newberry	2	4	6
Oconee	2	3	2
Orangeburg	6	5	3
Pickens	0	5	11
Richland 1	11	17	26
Richland 2	22	24	26
Saluda	0	0	1
Spartanburg 1	5	8	8
Spartanburg 2	2	3	8
Spartanburg 3	1	1	0
Spartanburg 4	0	2	2
Spartanburg 5	2	4	8
Spartanburg 6	2	3	4
Spartanburg 7	3	8	10
Sumter	3	6	7
Union	0	0	3
Williamsburg	2	2	2
York 1	1	1	2
York 2 (Clover)	1	2	1
York 3 (Rock Hill)	4	13	19
York 4	4	5	6
SC Charter School District	6	13	20
Charter Institute of Erskine	4	13	20
Limestone Charter Association	0	3	4
Sc Sch Deaf & the Blind Sch	0	0	1
Palmetto Unified	1	1	1
TOTAL	260	434	593

Note. This table includes Teachers of Tomorrow educators in their first, second, third, or final extension year of teaching. Source: South Carolina Department of Education educator certification information system (2024, December).

Teaching Effectiveness

All Teachers of Tomorrow participants must take part in the ADEPT system. During their first year in the classroom, the educators participate in the formative evaluation process, which includes the district’s induction program and the assignment of a mentor. The purpose of this formative process is to provide the appropriate assistance and support to facilitate the beginning teacher’s effectiveness and classroom practice. While the intent is for teachers to complete the induction process during their first year of program participation, some are hired too late in the year to be placed on an induction contract. These individuals are employed on a Letter of Agreement but are still required to meet the induction and summative evaluation requirements in a subsequent year. Following participation in the induction process, the teachers must successfully complete the summative evaluation requirements to be eligible for advancement to a Professional teaching certificate at the end of three years.

Table 3 provides a summary of the ADEPT evaluation results reported by districts for educators employed in their first, second, third, or final extension year with Teachers of Tomorrow.

Table 3. 2023-24 ADEPT Results for Teachers of Tomorrow Certificate Holders

Contract Type	Evaluation Type	Total Teachers	Evaluation Results Met	Evaluation Results Not Met	Evaluation Results Incomplete
Letter of Agreement	Formative	17	8	0	9
Letter of Agreement	GBE	9	7	0	2
Induction 1	Formative	261	239	5	17
Induction 2	Formative	40	37	1	2
Annual 1	Formative	1	1	0	0
Annual 1	Summative	152	142	2	8
Annual 2	Summative	8	8	0	0
Annual 2	GBE	55	54	0	1
Annual 3	GBE	5	4	0	1
Annual 3	Summative	2	2	0	0
Annual 4	GBE	1	1	0	0

Note. Data was retrieved from the SCDE evaluation data system and includes 556 educators whose evaluation results were reported to the SCDE by employing school districts. Five participants were issued a Continuing Contract and are not listed in the above graph. Educators in alternative route programs may not be employed on a Continuing Contract until they are eligible for a standard Professional certificate. Districts did not report evaluation results for 37 teachers who became certified late in the school year or resigned

before an evaluation could be determined. Source: South Carolina Department of Education educator certification information system (2024, December).

Advancement to a Standard Professional Teaching Certificate

During the 2023–24 school year, there were 113 Teachers of Tomorrow educators in their third year and 12 educators on a final extension year of the program. At the conclusion of the academic year, 72 third-year participants and nine extension year participants met all requirements to advance from an Alternate Route certificate to a standard Professional certificate. To progress, a participant must maintain employment for three years, meet all ADEPT requirements, submit a qualifying score on the appropriate pedagogy examination, complete Phase II of online training, and earn the recommendation for professional certification from Teachers of Tomorrow.