

State Summary Report

SOUTH CAROLINA

The SC team aimed to use the National Board's Body of Knowledge as a professional growth model while also supporting the meaningful engagement of NBCTs as change agents in three districts (Fairfield, Hampton 1, and Sumter). The work included **59 NBCTs with certification in Early Childhood**.

Objectives include:

- Positively impact teachers' decisions to remain in the classroom
- Increase teacher leadership opportunities as defined by the SC Dept. of Education's Office of Teacher Leadership criteria
- Enhance perceptions of teachers' professional practice and accomplished teaching
- Build capacity among NBCTs to advocate at both the state and local levels

WORKFORCE CHALLENGE:

Increasing turnover rate among public school teachers, particularly in high needs districts

STRATEGIC GOAL:

Reduce turnover among preK-3rd grade teachers of color in high needs schools

Activities and Accomplishments

Key Action Plan Components

- Provided NBCTs opportunities to serve as mentors, support beginning teachers, recruit educators to their districts, and train and serve as professional learning facilitators for candidates
- Offered NBCTs the chance to present at professional conferences and speak with stakeholders
- Hired NBCTs to create workshops for early career teachers on the National Board's Body of Knowledge, differentiation and formative assessment

- Held "Invite Your Legislator to Your Classroom" campaign
- Provided National Board Certification information to 180 teaching fellows
- Engaged Clemson University to work on a National Board focused Master's degree program

Stakeholder Engagement

- Town Hall meeting with state Superintendent Molly Spearman
- Included classroom based NBCTs in the development of advanced mentor training opportunities
- Received support from House & Senate for higher salaries for NBCTs

Broadening Awareness

- Two NBCTs shared their work at the state's Induction and Mentoring Coordinators meeting
- Included classroom based NBCTs in the development of advanced mentor training opportunities
- Participated in statewide teaching EXPO Hosted statewide mentor training Presented to teaching fellows at Sophomore Conference
- Shared news via monthly SCNBN newsletter, Twitter, and Facebook

Challenges and Learnings

South Carolina redesigned the project following the loss of the state National Board supplement, a legislative change that created a sense of both frustration and apprehension with the LEAP leadership team. Issues related to the ongoing engagement of NBCTs, misconceptions about the National Board process and importance of the supplement as a retention tool, and the time required to embed the National Board's Body of Knowledge into district systems were also challenges. Still, the project resulted in increased awareness of the SC NBCT Network's work, provided opportunities for engagement with NBCTs across the state and leadership opportunities for Network members, and increased the number of SC NBCT Network members.