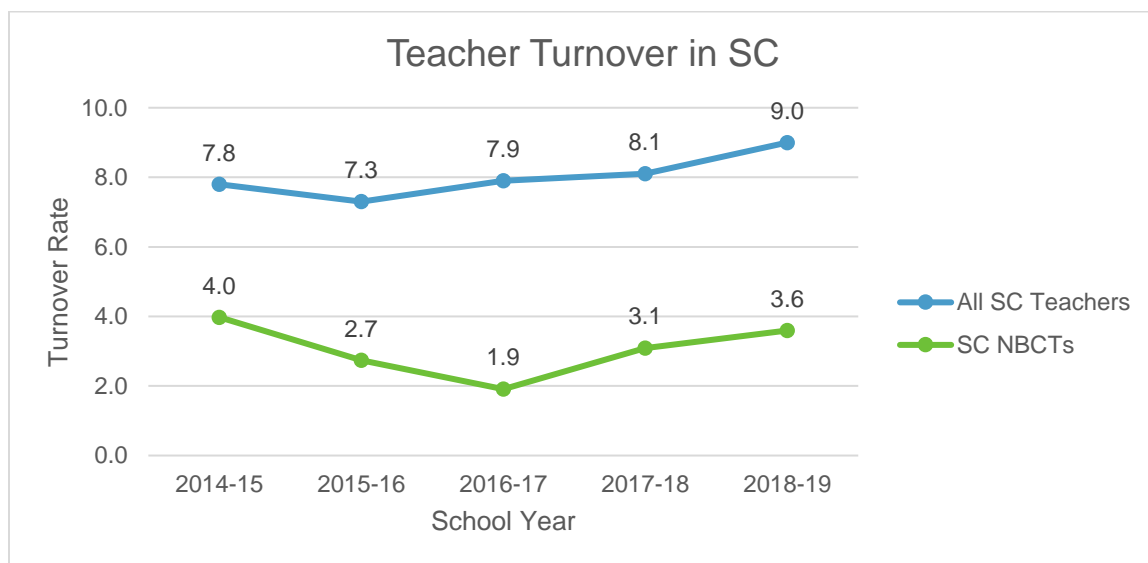


### Updated: Retaining SC Teachers Through National Board Certification

In January 2018, CERRA released a two-page report comparing turnover rates of all SC teachers and those of only National Board Certified Teachers (NBCTs) in the state. The report concluded that turnover rates of SC NBCTs were significantly lower than those of all teachers in the state over a five-year period. The table below, which has been updated with the most recent data available, displays a similar trend. It is worth noting that NBCT turnover rates increased slightly in 2017-18 and 2018-19, just as turnover rates rose for all teachers during this time. The difference in turnover rates between the two groups, however, remains evident. Specifically looking at the 2018-19 school year, turnover for all SC teachers was 9% and only 3.6% for NBCTs in the state.



Statewide turnover rates were provided by the SC Department of Education, whereas NBCT rates were produced by CERRA. To maintain consistency, both sets of turnover rates were calculated using the same formula. Turnover among all SC teachers includes those who leave the state for any reason or move into a non-teaching position within the state (i.e., assistant principal, district coordinator, etc.). Similarly, turnover rates among NBCTs include teachers who leave the state or move into a non-teaching position that is not eligible for the National Board state supplement.

National Board Certification (NBC) is a voluntary professional development opportunity proven to keep accomplished teachers in the classroom. Many NBCTs report that the state supplement makes it financially possible to stay in the classroom. Without it, they are more likely to pursue higher-paying positions both within and outside of the education field. Candidates who applied for NBC before July 1, 2010 are eligible to receive an annual supplement of \$7,500 for the ten years of the certificate with one opportunity to renew certification and continue receiving the supplement. Candidates who applied after this date are eligible to receive \$5,000 per year for the length of the certificate with no opportunity for renewal. Due to the most recent changes in SC legislation, however, candidates who apply for NBC after July 1, 2018 are not eligible for the supplement.