



# RECRUITING TEACHERS TO RURAL DISTRICTS

One of the greatest challenges facing South Carolina's rural and underserved districts is a persistent inability to recruit and retain teachers. The FY 2015-16 education proposal addresses this issue by charging the Center for Educator Recruitment, Retention and Advancement with the responsibility of implementing a rural teacher recruitment initiative focused around five core incentives.

**Homegrown Teacher Initiative.** Offers high-school students who graduate from an eligible district up to four years of subsidized tuition at any public college or university in the state in exchange for teaching in their home district or another district. The eligible teacher must commit to two years for every year of subsidized education.

**Enhanced Student Loan Repayment.** Eligible teachers receive up to \$7,500 per year in direct student loan repayment in exchange for one year of teaching in an eligible district for up to 5 years.

**Rural Educator Salary Supplement.** Educators with less than five years' experience who have not yet secured employment or who choose to relocate from an ineligible district may receive a stipend, increasing their salary an equivalent of five years additional experience on their district salary schedule, up to the ten year experience pay scale. Educators are eligible to continue to receive this supplement until their tenth year of teaching experience.

**Graduate Degrees for Career Educators.** Educators with more than five, but less than ten years teaching experience may receive up to two full years of tuition in support of a graduate degree at any public college or university in the state in exchange for a two year teaching commitment for each year of graduate education subsidized.

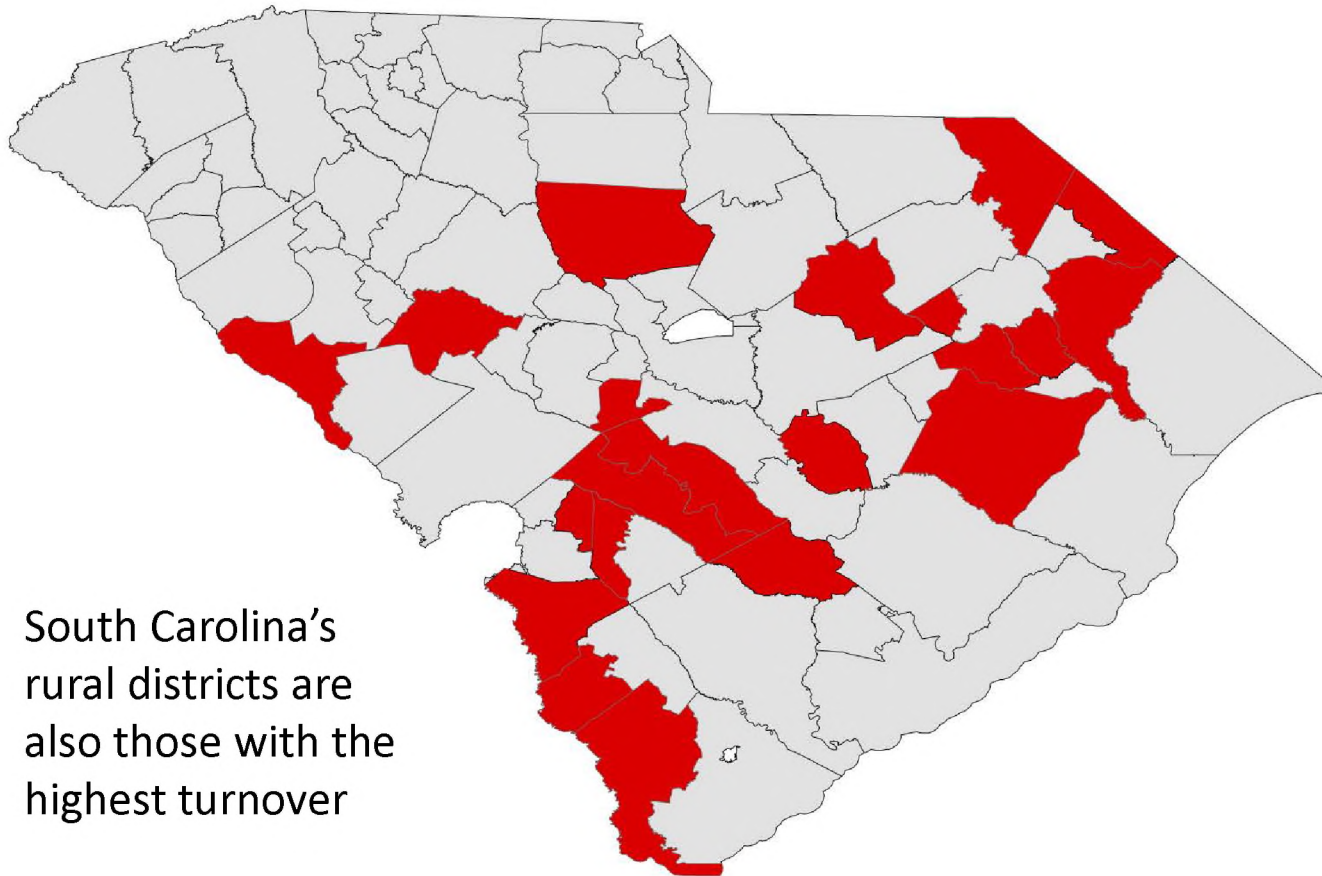
**Teaching Mentors.** CERRA may fund the recruitment and training of teaching mentors with at least eight years classroom experience to provide mentorship, support, and training for newer teachers in eligible districts. During the first five years of service, mentors in eligible districts may also receive a salary stipend of \$5,000 to compensate for the extra time and effort that goes into mentoring colleagues.

District eligibility in the inaugural year will be limited to the 1 out of 4 districts in South Carolina that averages greater than 12% annual turnover, as indicated by the most recent five year evaluation of teacher supply and demand. The program will be funded with an initial \$1,500,000 allocation in the EIA.

# Rural District Teacher Turnover



Districts with greater than  
12% annual turnover



South Carolina's  
rural districts are  
also those with the  
highest turnover

- Florence 4
- Hampton 2
- Allendale
- McCormick
- Lee
- Clarendon
- Bamberg
- Jasper
- Fairfield
- Florence 3
- Williamsburg
- Marlboro
- Lexington 4
- Orangeburg
- Barnwell 19
- Dorchester 4
- Orangeburg 4
- Dillon 4
- Saluda
- Marion 10
- Florence 2