

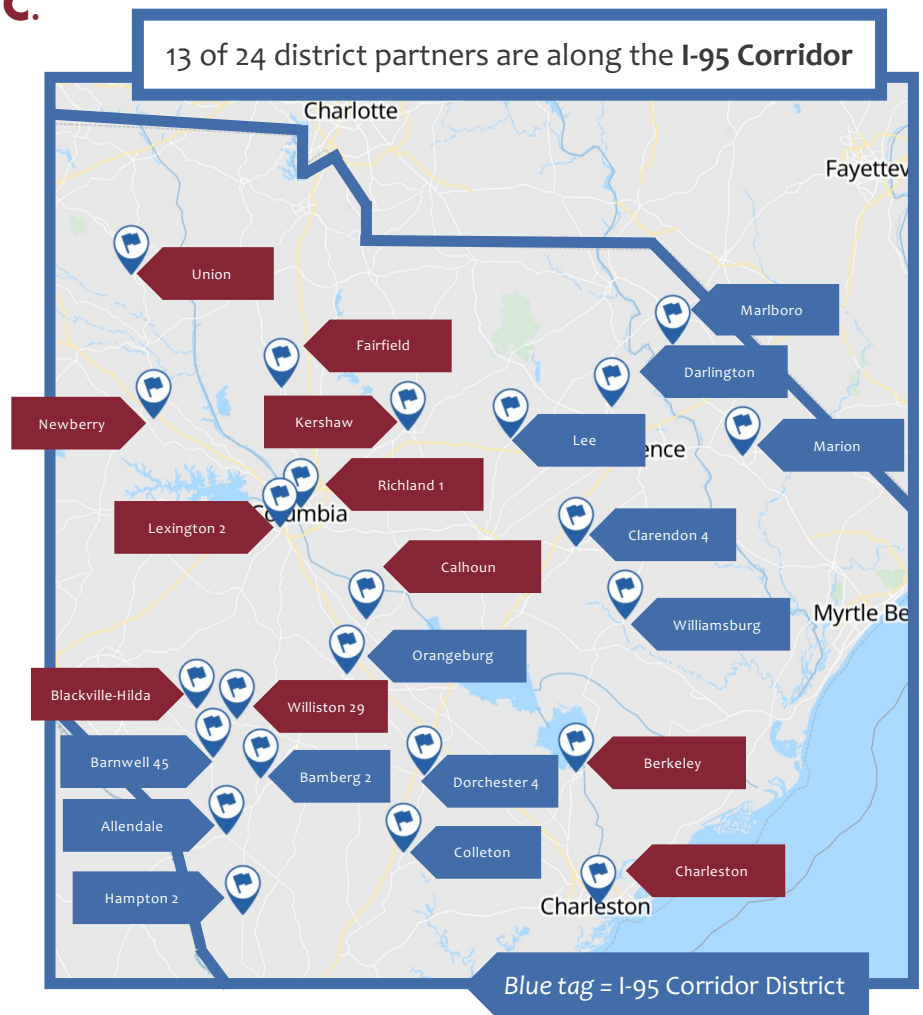
CAROLINA COLLABORATIVE FOR ALTERNATIVE PREPARATION QUARTER TWO REPORT

CarolinaCAP is a non-degree alternative pathway leading to full licensure for candidates in partner districts via a high-quality experience in teaching that marries the expertise of local teachers, schools, and districts with an institution of higher education and a national non-profit. CarolinaCAP focuses on innovative and cost-effective teacher recruitment strategies, customized training for new teachers, and dedicated, ongoing coaching support.



MEETING THE NEED IN S.C.

- Grow Your Own model helps fill teacher vacancies: **77% of candidates were previously employed** in support positions by district partners
- **Monthly virtual learning communities** provide space for candidates and coaches to share, learn and grow together
- **Micro-credentials** allow candidates to chart a **personalized pathway** to learn and demonstrate competency in content and pedagogy
- CarolinaCAP serves districts in which 71% to 92% of students are eligible for **Free and Reduced Lunch** and the majority of whom are **students of color**
- **Individualized support** from a CarolinaCAP coach helps candidates support students and grow professionally
- CarolinaCAP is currently the **only alternative certification program** in South Carolina certifying in **Special Education: Multi-Categorical (PK-12)**



333
Applicants from diverse backgrounds, locations, & life experiences.

24
South Carolina District Partners

177
Micro-credentials aligned to SCTS 4.0 and content areas

83
Candidates/Residents launched & teaching in South Carolina classrooms

22
Trained CarolinaCAP Coaches supporting candidates

286 APPLICANTS READY TO HIRE

by Content Area



Early Childhood (111) | Elementary (114) | Special Education: Multi-Categorical (42) | Middle Level Math (5) | ML Science (5) | Biology (4) | Chemistry (2) | Mathematics (3)

83 TEACHERS LAUNCHED & TEACHING

by Content Area



Early Childhood (38) | Elementary (36) | Special Education (5) | Middle Level Science (2) | Secondary Math (1) | Secondary Biology (1)

SPURRING INNOVATION

- Pilot of **CarolinaCAP Residency** explores another pathway within CarolinaCAP to support instruction, recruitment, and retention in South Carolina.
- The **2022 CarolinaCAP Summer Experience** will provide candidates and coaches and opportunity to connect and learn more about **literacy, Diversity, Equity, and Inclusion (DEI), classrooms management, and Social-Emotional Learning (SEL)**.
- The **Employment Support Specialist** assists applicants through the application process and connects them with partner districts. Employment support sessions and office hours are **facilitated monthly** to support prospective CarolinaCAP candidates.
- Monthly **recruitment sessions** strengthen the pipeline of available applicants.

REPRESENTING THE FUTURE

The **diversity** of life and other professional experiences are significant:

- 77% of candidates who participated in CarolinaCAP identify as **black**;
- 18% of candidates are **male**;
 - 100% of male candidates identify as black
- Candidates age range **between ages 20 and 60**,
- Candidates are former college instructors, law enforcement officers, to teacher aides.
- 77% of candidates were **previously employed in their district**

“CarolinaCAP provides communities and schools with an alternative teacher certification program that benefits district employees and area residents.

Communities become stronger when schools are staffed with professionals who live, work, and have direct impact in the local education system.”

- Denise Sowell

Director of Human Resources
Fairfield County School District

“Everyone benefits from having a certified teacher in the classroom; the teacher becomes a part of the learning and school community; and the implementation of research-based practices helps build trust in the community.”

- Remona Jenkins

Director of Teacher Quality and Staff Development
Kershaw County School District

“The best thing about being a Carolina CAP coach is working with new teachers to begin their teaching profession. I love being a part of the beginning of their journey.”

- Nora Solomons

CarolinaCAP Coach
Hampton County School District

“One of the best things about being a Carolina CAP coach is having a role in creating more qualified, certified teachers for our youngest learners which will in turn increase Kindergarten Readiness amongst our preschoolers.”

- Jeehan Dinwiddie

CarolinaCAP Coach
Charleston County School District