



“*CarolinaCAP is a collaborative effort that empowers teachers as well as school systems! We have been extremely fortunate to have our potential teachers go through CarolinaCAP. The success of the teachers that we get...has led directly to improvement in student achievement as well as in school morale.*”

—**Dr. Kelvin Wymbs**, Superintendent  
 Williamsburg County School District

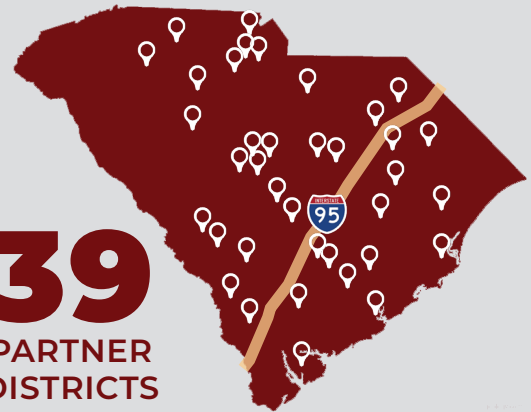
CarolinaCAP is a comprehensive preparation pathway for nontraditional teacher candidates statewide. This pathway provides a high-quality apprenticeship experience, in a design that marries the expertise of local teachers, schools, and districts with an institution of higher education and a national non-profit. CarolinaCAP focuses on innovative and cost-effective teacher recruitment strategies, customized training for new teachers, and dedicated, ongoing coaching support.

**BUILDING CAPACITY TO  
 “GROW YOUR OWN”**

In addition to providing well-prepared teachers of record, CarolinaCAP offers direct supports to assist partner districts at no additional cost. To maximize the benefits offered by the pathway, district leadership teams can access:

- **Technical assistance to planning support and retention of CarolinaCAP candidates** as part of a comprehensive educator pipeline effort;
- **Advisory on ways to offset costs** of candidate placement;
- **Training for district coaches** who support CarolinaCAP candidates as part of their duties;
- **Opportunities to share success stories** and promising practices with peer districts statewide; and
- **Options for a residency year** that offers leadership roles to expert teachers as a retention incentive while further expanding their teacher pipeline.

**A FOCUS ON DISTRICT PARTNERSHIPS**



**39**  
 PARTNER  
 DISTRICTS

UP TO  
**\$2.1 MILLION**  
 SAVED BY FILLING AND  
 PREVENTING TEACHER  
 VACANCIES

APPROXIMATELY  
**6,500**  
 STUDENTS SERVED  
 BY CAROLINACAP  
 CANDIDATES

IN  
**165**  
 CAROLINACAP  
 PARTNER SCHOOLS

## A STRUCTURE OF COMPREHENSIVE SUPPORTS FOR DISTRICTS

Supports delivered to CarolinaCAP partner districts follow an annual timeline.

SUPPORT	FOCUS	CADENCE
Candidate support assurances	Identifying and documenting needs and challenges for candidate success	Annually
District support plans	Identifying and documenting how CarolinaCAP will support local pipeline	Annually
Engagement of district and school leadership teams	Reviewing implementation and success of strategies set at the start of the year	Quarterly
Site visits	Coaching and monitoring for successful implementation of plans, as well as identifying improvement areas for the pathway	Conducted quarterly

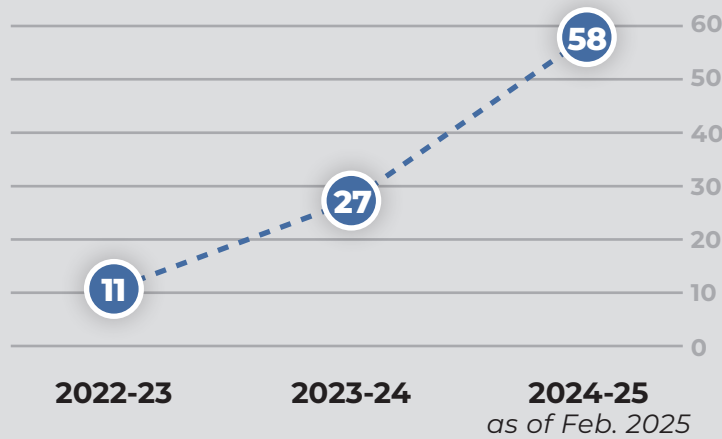
“Through CarolinaCAP’s emphasis on reflective practice and targeted coaching, we have developed a more structured mentoring system that better supports teachers. Additionally, the pathway’s focus on data-driven decision-making has allowed us to more effectively identify and address areas for growth within the educator community.”

—Alexus Brunson, Coordinator of Teacher Effectiveness  
Williamsburg County School District

### MEETING DISTRICT DEMANDS FOR SPECIAL EDUCATION

NUMBER OF CAROLINACAP CANDIDATES IN SPECIAL EDUCATION

**270**  
TOTAL NUMBER OF CANDIDATES AS OF FEBRUARY 2025



About 14% of SC students are in special education, but filling associated teaching positions is one of the hardest areas for districts to staff. CarolinaCAP is dramatically expanding this certification area in response.

“The pipeline and candidate support planning efforts facilitated by CarolinaCAP... play a crucial role in expanding access to quality educators... ultimately strengthening the education workforce and enhancing student outcomes.”

—Benita Hughes, Coordinator for Alternative Certification Pathways  
Berkeley County School District

@CarolinaCAP\_SC

carolinacap.org

For questions or to learn about becoming a CarolinaCAP partnering district, contact [carolinacap@sc.edu](mailto:carolinacap@sc.edu).