



“ We did a lot of recruiting on the outside, but the majority of the candidates that we had were in our district. They were simply looking for a [certification] path that would work for them. CarolinaCAP is that path.”

—Dr. Remona Jenkins, Chief Human Resources Officer
 School District of Newberry Co.

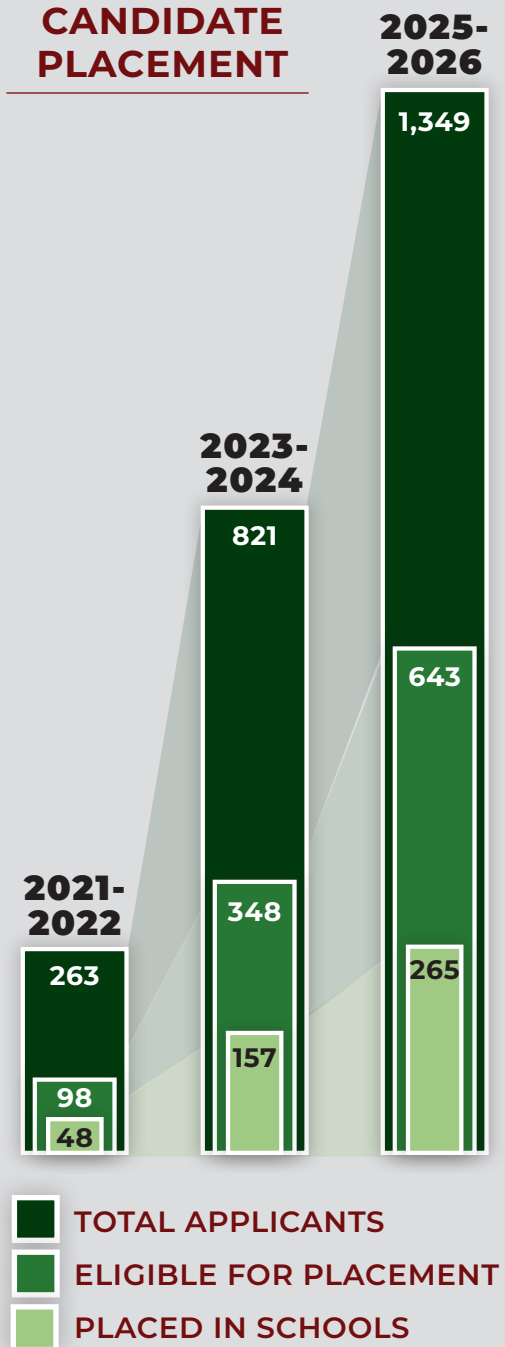
CarolinaCAP is a non-degree teacher preparation pathway leading to full licensure for teacher candidates in public school districts across SC. As a state Registered Apprenticeship Program, the pathway provides a high-quality experience in teaching that marries the expertise of local teachers, schools, and districts with the resources of an institution of higher education and a national nonprofit.

FROM PARTNERSHIP TO PIPELINE

CarolinaCAP is primarily a teacher preparation pathway. However, the 42 district partners increasingly report that the partnership helps them navigate the strategic challenges of building overall educator pipelines for the long term.

- Partner districts receive the equivalent of up to \$15,500 per candidate, per year in services and savings by participating with CarolinaCAP. With costs of \$2,500 or less per candidate per year, participation can pay for itself.
- Technical assistance to districts and HR coaching for prospective candidates ensures that CarolinaCAP educators are the right fit for the schools they serve.
- Because most CarolinaCAP candidates are grown from within the local community, districts say they are more likely to be retained.

OVERVIEW OF CANDIDATE PLACEMENT



“ They don’t just require that you have coaching [for candidates]. They provide coaching for the coaches.”

—**Tonya Addison**, Director of Teacher Quality
Sumter School District

GROWING CAPACITY FROM WITHIN

Rather than bringing in outside coaches, CarolinaCAP works with districts to enhance the skills of the coaches and educators already working in their schools. This approach is designed to provide consistent, high-quality coaching for candidates and residents at minimal cost to the state. It also means that districts effectively have free professional development for their coaches, raising the level of support provided to every educator. The educators who co-teach with CarolinaCAP residents also report that their own practice is improving, as they learn to articulate the reasons for the decisions they make to adapt instruction to each student’s needs.

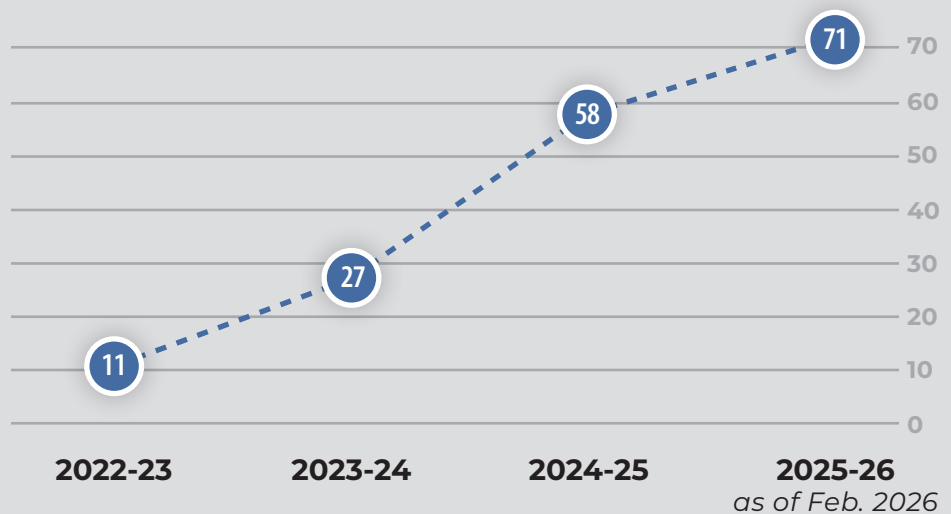
MEETING THE SPECIAL NEEDS OF SPECIAL ED

Multicategorical Special Education positions comprise a large proportion of teacher vacancies each year. In 2025-26, 20% of all candidates and about 50% of all new candidates recruited to the program are serving in special education classrooms. In addition to growing pipelines for this high-demand certification area, high retention of CarolinaCAP candidates mean a long term solution for SC classrooms.

MEETING DISTRICT DEMANDS FOR SPECIAL EDUCATION

● NUMBER OF CAROLINACAP CANDIDATES IN SPECIAL EDUCATION

265
TOTAL NUMBER OF CANDIDATES AS OF FEBRUARY 2026



“ CarolinaCAP is a proven, sustainable pipeline for teacher retention. It’s working well...and this is the first year we’re going into recruitment season not having any needs for special ed teachers.”

—**Warren Joye**, Special Services Coordinator
Lee Co. School District

 @CarolinaCAP_SC

 carolinacap.org

For questions or to learn about becoming a CarolinaCAP partner district, contact carolinacap@sc.edu.