

Florence District Three

Personnel Report

October 2026

An illustration of a science classroom. A female teacher with curly hair is leaning over a table, smiling and interacting with three students. The students, two boys and one girl, are also smiling and looking at something on the table. On the table are several large rocks, a glass jar filled with small stones, and a small terrarium-like structure made of wood and glass. In the background, there are large windows showing a landscape with mountains and trees. Other students are visible in the background, also working at tables.

FLORENCE SCHOOL DISTRICT THREE

Alternative Certification Pathways

Alternative certification programs in Florence School District Three

FLORENCE SCHOOL DISTRICT THREE

Made with GAMMA

WHY IT MATTERS TO THE DISTRICT

Alternative routes bring career changers to our schools.

Candidates teach full-time in South Carolina public schools while actively completing state-approved educator preparation requirements.

Every approved program leads to a standard, renewable Professional certificate. Candidates receive on-the-job mentoring, and build classroom mastery.



STATE AND PROGRAM REQUIREMENTS

Candidate eligibility at a glance

Core State Baseline



Conferred bachelor's degree

Earned from a regionally accredited college or university.



No traditional student teaching

Cannot have completed clinical practice in an undergraduate education program.



No previous alternative certification participation

No prior participation in another South Carolina alternative certification program.

Program-Specific Extras



Undergraduate GPA threshold

Programs often require a 2.50 or 2.75 cumulative minimum for admission.



ETS Praxis subject assessment

Passing scores in the specific content area prior to classroom placement.



Initial institute

Pre-service pedagogy, classroom management, and orientation modules.

STATE-APPROVED PROVIDERS

The district supports eight programs



PACE



American Board



CarolinaCAP



**Carolina
Transition to
Teaching**



Project Create



**Teach for
America**



**Teachers of
Tomorrow**



**Work-Based
Certification
(CTE)**

COHORT AVAILABILITY AND FEE STRUCTURES ARE SET BY EACH PROGRAM PROVIDER AND MAY CHANGE.

CERTIFICATION JOURNEY

Three phases: apply, participate, complete

APPLY & PASS

Phase 1 · Admission

Submit transcripts, pass the Praxis subject exam, complete background checks, and secure district hire.

TEACH & COMPLETE

Phase 2 · Practice & Study

Teach full-time under annual Alternative certificates while completing required seminars, mentoring, and ADEPT reviews.

EARN PROFESSIONAL

Phase 3 · Credentialing

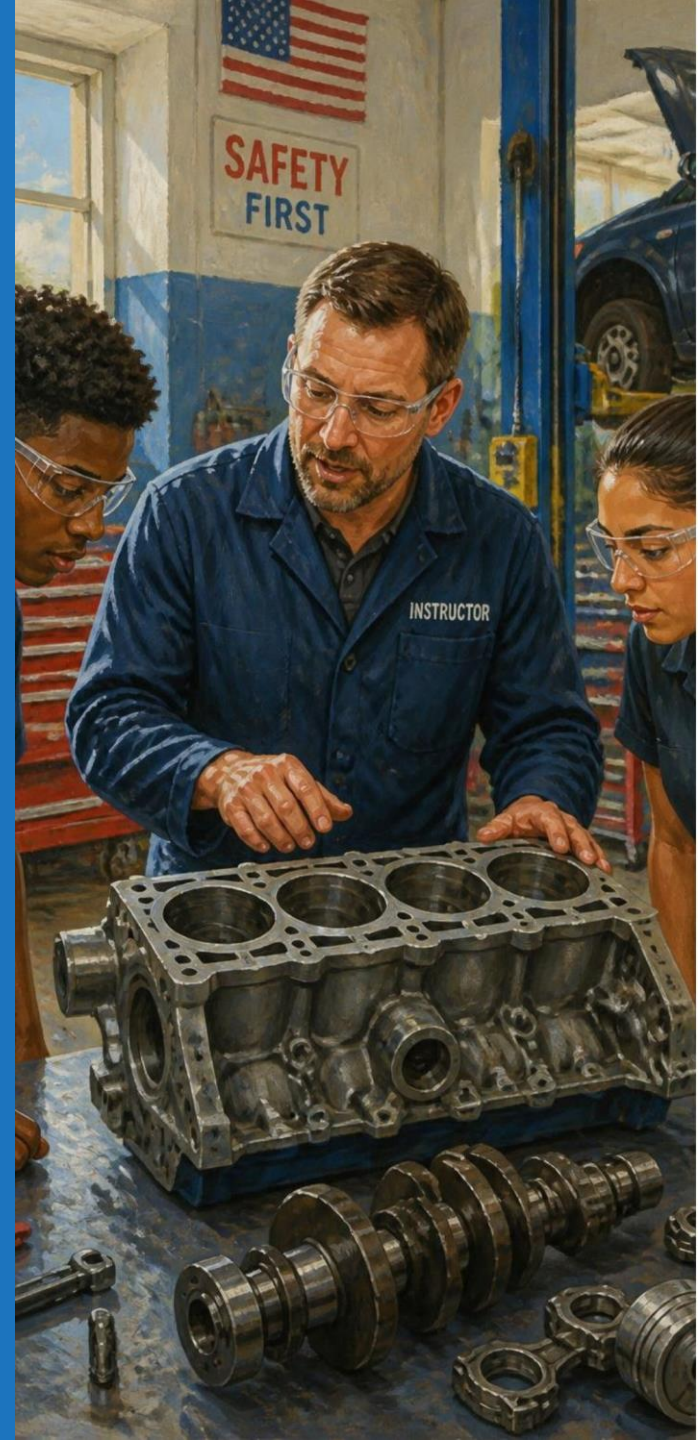
Pass pedagogical exams, fulfill provider coursework, and convert to a permanent, renewable Professional license.

SEQUENTIAL STAGES OF SOUTH CAROLINA ALTERNATIVE EDUCATOR PREPARATION

PROGRAM OVERVIEW

What the board should know

- 1 **Programs serve different needs.** PACE and CarolinaCAP are public programs, Project Create focuses on special education, and Work-Based Certification (CTE) recognizes industry experience.
- 2 **One shared standard.** Every approved program leads to a standard, renewable Professional certificate.
- 3 **Pending Certification Teachers earn while they qualify.** Candidates teach full-time as teachers of record and earn a full or partial educator salary while completing program requirements.



Frontline Breach - Response and Containment

Frontline Central and Student Health services were involved in unauthorized access originating from a third-party software vulnerability.

1

Aug 13, 2026

Unauthorized access begins through a third-party software vulnerability.

2

Vulnerability fixed

Frontline patches the vulnerability and takes containment action.

3

Independent investigation

An independent cybersecurity firm investigates; law enforcement is engaged.

4

Controls strengthened

Security and monitoring controls are strengthened.

Incident Origin & Scope

Unauthorized access began August 13, 2026, through a vulnerability in a third-party software product, reaching district data in Frontline Central and Student Health.

Containment & Hardening

Frontline fixed the vulnerability and investigated with an independent cybersecurity firm; law enforcement engaged; security and monitoring controls strengthened.

STAFF REMEDIATION & SUPPORT

Free credit monitoring and enrollment assistance

24 months of TransUnion monitoring at no cost, with HR support.

1 Individual letter

Frontline will reach out to all individuals who were affected - by mail/email.

2 Enroll by deadline

Enroll at www.mytrueidentity.com by January 31, 2027

3 Monitor accounts

Monitor account statements and credit history for unfamiliar activity

ENROLLMENT DEADLINE

Jan 31, 2027



E m p l o y e e P o r t a l

Employee Portal

One central place for district resources, tools, and information.

FSD3 EMPLOYEE PORTAL ■ FEATURE OVERVIEW

↑ [Back to app bar](#)

My Applications

One place for every district system you use. Pin your most-used apps and they appear first in your launcher bar, right after district-required apps.

Q Search applications

All

HR & Payroll

Instruction

Professional Learning

Communication

Student Services

Technology



Google Mail

District staff email through Google Workspace.
Technology · Separate login

☆ Pin



Frontline

Absence management, time and attendance, and other Frontline tools.
HR & Payroll · Separate login

☆



PD & Evals

Vector — the district's evaluation portal and PD tracker (professional development, compliance and safety training).
Professional Learning · Separate login

☆ Pin



EA Portal

Ed Analytics data portal
Instruction · Separate login

☆



Canva

Design presentations, flyers and classroom materials with Canva Education.
Instruction · Separate login

☆ Pin



Panorama

Panorama Student Success: student data, wellbeing survey.
Student Services · Separate login

☆

Select Pin on the apps you use most, and they'll appear first in your launcher bar.

Communications Hub

Read district messages, memos, and important updates.

FSD3 EMPLOYEE PORTAL ■ FEATURE OVERVIEW

approved for and expiration dates.

ia educator

Communications Hub

District messages, plus communications resources, documents and contacts.

structional

District Forms

Leave, travel, purchasing, HR and payroll forms for employees.

Employee Resources

On the right, the FSD3 Employee Calendar lists district dates.

LAKE CITY EARLY COLLEGE
High School

Oct. 2nd - Custodian/Maintenance Appreciation Day

< Prev ● Next >

FSD3 Employee Calendar

Employee Calendar

Refresh events

Search events by name...

SHOW:

Holidays & Breaks Meetings & Trainings

Testing Evaluations Grades

Recognition Events

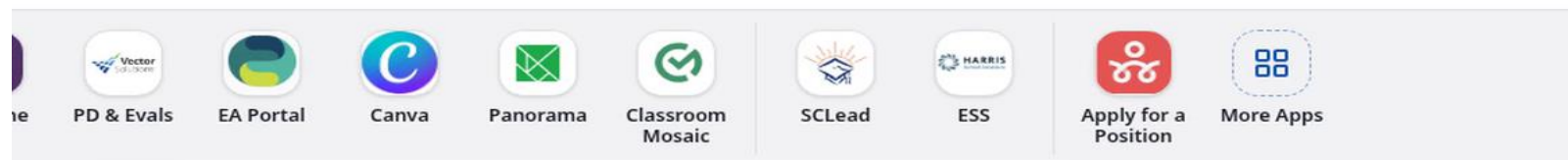
< All months >

From mm/dd/yyyy To mm/dd/yyyy

Employee Calendar

See events and filter calendar information.

FSD3 EMPLOYEE PORTAL ■ FEATURE OVERVIEW



Employee Frequently Asked Questions

Find answers to frequently asked questions about employment, payroll, benefits, leave, certification, employee systems, and other district services.

Expand all

Collapse all

Contact Human Resources



Open Enrollment - October 1 - 31

6 questions



New Employees

Onboarding, orientation, I-9 documents, first paycheck and system access.

9 questions

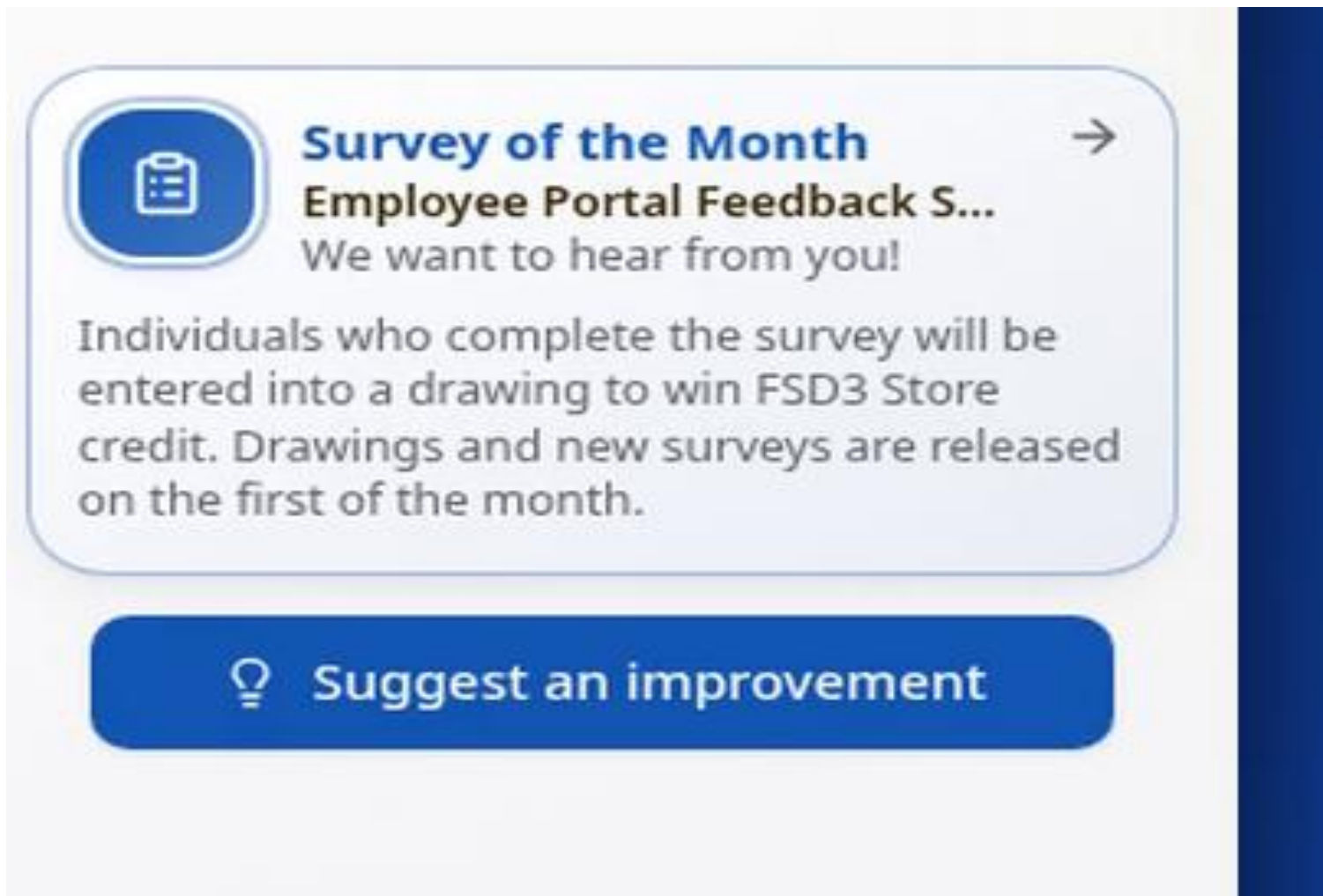


My Employee Information

Search the questions, or open a topic like Payroll and Compensation.

Monthly Employee Survey

Share feedback to help
strengthen district services.



Positions & Job Information

Find colleagues and district contact information.

Explore job descriptions, salary information, calendars, and related resources.

FSD3 EMPLOYEE PORTAL ■ FEATURE OVERVIEW

The screenshot displays the FSD3 Employee Portal interface. At the top, the 'EMPLOYEE PORTAL' header is visible with a navigation bar containing links for Home, Positions (which is highlighted), Certification, Communications Hub, Curriculum, Directory, Forms, Panther Perks, and Professional Learning & Development. Below the navigation bar, a row of application icons is shown, including Google Mail, Frontline, PD & Evals, EA Portal, Canva, Panorama, Classroom Mosaic, SCLead, ESS, Apply for a Position, and More Apps. The 'POSITIONS' section is highlighted with a yellow border and contains the text: 'Find job descriptions, salary information, calendars, evaluations, training resources, and more.' Below this, there is a 'Saved downloads: 0 files · 0 B' status bar, a search bar labeled 'Search positions...', and filter buttons for 'Saved positions', 'All positions' (selected), 'Hide supplemental', 'Supplemental only', and 'Save this search'. The main content area shows '119 positions match — showing 1–24' and view options for 'Standard' (selected) and 'Compact'. A 'FILTERS' sidebar is partially visible on the left. A dark blue overlay at the bottom of the screenshot contains the text: 'Positions helps you find job descriptions, salary information, work calendars, evaluations, and training resources.'

District Forms

Find district paperwork by category or keyword.

FSD3 EMPLOYEE PORTAL ■ FEATURE OVERVIEW

Evaluation

REVIEW THE RUBRIC

-  **SC Teaching Standards 4.0 Rubric** 
- SC Teaching Standards 4.0 · Used for all certified classroom teachers.
-  Ready to open online

Trainings

Training Portal/PD Tracker

-  **Vector** 
- PD tracking and professional learning login for all district employees.
- District ID: fsd3**

Select a category to expand it and view its trainings.

New Employee/Onboarding Orientation 0

Annual Orientation 7

Resources vary by position, so not every position has every document yet.

District Directory

Find colleagues and district contact information.

FSD3 EMPLOYEE PORTAL ■ FEATURE OVERVIEW

FLORENCE SCHOOL DISTRICT THREE

← Back to home

STAFF DIRECTORY

Look up colleagues by name, job title, department or school site.

SEARCH

Q Name, title, department...

DEPARTMENT

All departments

SCHOOL / SITE

All sites

SCHOOL / DISTRICT ROLE

All assigned roles

SORT BY

Last name (A-Z)

QUICK KEYWORD SEARCHES

Principals Assistant Principals Secretaries Bookkeepers Media Specialists IT HR Finance Transportation Directors Foo

Parent Liaisons

LAST NAME

All A B C D E F G H I J K L M N O P Q R S T U V W X Y

Title matching

Exact title

Search by name, title, or department, or narrow the list by school or site and role.

208 Staff Members - page 1 of 9

Professional Learning & Trainings

Access learning resources and professional development.

View your professional learning certificates in one place.

FSD3 EMPLOYEE PORTAL ■ FEATURE OVERVIEW

The screenshot displays the Florence School District Three Employee Portal. At the top, a navigation bar includes links for Home, Positions, Certification, Communications Hub, Curriculum, Directory, Forms, Panther Perks, Professional Learning & Trainings, Resources, and FAQ. Below this is a row of application icons: Google Mail, Frontline, PD & Evals, EA Portal, Canva, Panorama, Classroom Mosaic, SCLead, ESS, Apply for a Position, and More Apps. The main content area features a large 'Employee Portal' header with the tagline 'Everything you need as an employee — all in one place.' To the right of the header is a 'Survey of the Month' announcement for the 'Employee Portal Feedback Survey', stating that participants will be entered into a drawing to win FSD3 Store credit. Below the survey announcement is a 'Suggest an improvement' button. On the far right, a QR code is visible with the text 'Your Employee Portal. Check it out.' Below the main content area, there are three sections: 'Frequently Asked Questions', 'Approved Volunteers', and 'District News and Highlights'. A dark banner at the bottom of the page reads 'Welcome to the Florence School District Three Employee Portal.'

FLORENCE SCHOOL DISTRICT THREE

Employee Portal

Everything you need as an employee — all in one place.

Survey of the Month
Employee Portal Feedback Survey
We want to hear from you!

Individuals who complete the survey will be entered into a drawing to win FSD3 Store credit. Drawings and new surveys are released on the first of the month.

[Suggest an improvement](#)

Your Employee Portal. Check it out.
Add the FSD3 Employee Portal to your screen for district retraining, professional development, and more.

[District News and Highlights](#)

Frequently Asked Questions

Approved Volunteers

Welcome to the Florence School District Three Employee Portal.

FSD3 Employee Store

Shop district or school-branded apparel and merchandise.

