

2005-2006 ANNUAL REPORT

of the



South Carolina Program for the
Recruitment & Retention of Minority Teachers

Lift a Life...Teach

Prepared for: The South Carolina Commission on Higher Education
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Orangeburg, South Carolina
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Dr. Andrew Hugine, Jr., President

***2005-2006 Annual Report of the
South Carolina Program for the Recruitment
and Retention of Minority Teachers***

Mission: The South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) is an Education Improvement Act – funded program. SC-PRRMT seeks to promote teaching as a career choice by publicizing the many career opportunities and benefits in the field of education in the State of South Carolina. The mission of the program is to increase the pool of minority teachers in the State by making education accessible to non-traditional students (teacher assistants, career path changers, and technical college transfer students) and by providing an academic support system to help students meet entry, retention, and exit program requirements. In collaboration with South Carolina State University’s School of Education, the Program is authorized by the South Carolina General Assembly to establish and maintain Satellite Teacher Education Program (off-campus) sites in twenty-one geographic areas of the State. SC-PRRMT also administers an EIA Forgivable Loan Program and participates in state, regional, and national teacher recruitment initiatives.

The Commission on Higher Education requested the following information regarding SC-PRRMT for FY 2005-2006:

EIA Forgivable Loan Program

- a) **Annual program costs for the SC-PRRMT program – total amount of funds expended on the program, including all aid and administrative costs, to graduate and place each student in FY 2000-01, FY 2001-02, FY 2002-03, FY 2003-04, FY 2004-2005 and FY 2005-2006.**

Year	No. Graduates	No. Teachers SC	Total Amount Disbursed	No. With Debt Retired	Average Cumulative Cost to Produce Each Teacher for the Specified Years
2000-2001	6	6	\$22,249.00	6	\$ 3,708.12
2001-2002	7	7	73,162.36	3	10,451.77
2002-2003	4	4	59,448.00	2	14,862.00
2003-2004	6	6	75,649.00	2	12,608.17
2004-2005	3	2	53,933.00	0	17,977.67
2005-2006	18	16	204,745.00	0	12,043.82
Total	44	41	\$489,186.36	13	N/A

b) Total number of awards per year, awardees by gender and race/ethnicity and annual expenditures.

**Distribution of Awards
By Ethnicity**

Years	BF	WF	His.F	BM	WM	His.M.	Number of Awards
2000-2001	27	3	1	1	1	0	33
2001-2002	31	11	1	2	1	0	46
2002-2003	24	6	1	3	0	0	34
2003-2004	24	4	1	4	0	0	33
2004-2005	24	4	1	7	1	0	37
2005-2006	40	7	0	3	2	0	52

Annual Expenditures for Specified Years

Year	No. Awards	Loan Amounts Disbursed	Loan % of Total Appropriation	Administrative, Program Support Activities & Personnel	Adm. & Other % of Total Appropriation
2000-2001	33	\$ 93,240.00	36%	\$167,760.00	64%
2001-2002	46	171,269.00	39%	265,275.00	61%
2002-2003	34	168,564.00	37%	283,027.00	63%
2003-2004	33	206,016.40	48%	225,908.00	52%
2004-2005	37	229,397.00	49%	237,603.00	51%
2005-2006	52	200,000.00	43%	267,000.00	57%

c) Total number of SC-PRRMT program graduates

1994-2006 N = 110

d) Number of SC-PRRMT graduates who were placed as SC teachers

N = 106/110 total graduates = 96%

Retention Rate of Graduates: Average for all teachers is 8.5 years

PROGRAM GRADUATES PLACEMENT

State-Declared Critical Need Subject Areas

Biology Ed.	2
Business Ed.	1
English Ed.	2
Family and Consumer Science	3
French	1
Industrial Technology Ed.	1
Math Ed.	3
Music Ed.	1
Special Ed.	2
Speech Pathology	<u>1</u>
TOTAL	17 (16%)

State-Declared Critical Need Schools

No. of Graduates Employed in Critical Geographic Schools	93 (88%)
No. of Critical Geographic Schools Where Graduates Were Placed	58 (55%)
No. of Critical Geographic School Districts Where Graduates Were Placed	29 (27%)

EIA BUDGET REQUEST 2007-2008

Budget Request \$467,000.00 (Level Funding)

Personnel Services

1. Salaries	\$ 174,454.80
2. Fringes	<u>42,409.12</u>
	\$216,863.92

OTHER EXPENDITURES

Office Support	\$ 2,000.00
Postage	2,000.00
Telephone (WATS LINE)	2,000.00
Equipment & Maintenance	2,599.00
Printing	5,094.00
Newsletter/Annual Reports And other documents	
Forgivable Loans	200,000.00
Promotional Services (TV Ad, Website, Promotional /Recruitment Materials)	8,000.00
Summer Institute and Conference/Workshops for Pre-service Teachers	12,943.08
Travel	10,500.00
National and regional meetings, Education Conferences and Recruitment Visitations and Exhibitions	
Forgivable Loan Review (Outsource)	5,000.00
TOTAL OTHER EXPENDITURES	\$250,136.08
TOTAL PROJECT EXPENDITURES	\$467,000.00
TOTAL PROJECT APPROPRIATIONS	\$467,000.00

***Summary of Program Initiatives
South Carolina Program for the Recruitment
and Retention of Minority Teachers***



The Program made excellent progress in achieving its goals.

Accomplishments include:

- Program graduates/forgivable loan recipients are currently teaching in 71 schools, 32 districts, and in 21 counties of South Carolina.
- SC-PRRMT has graduated 110 teacher aides and technical college transfer students. One hundred six (96%) of these graduates have acquired teaching positions in South Carolina's public schools.
- Of the 106 placed teacher, 98 (92%) are currently teaching in South Carolina's public school classrooms.
- The teaching experiences for the placed graduates range from 1 to 12 years.
- Seventy-six (72%) of the placed graduates remain in South Carolina's public classrooms with a range of 1 to 8 years beyond the teaching debt requirement.
- Sixty-nine (65%), of the program's graduates have gained 5 to 12 years teaching experience, and the mean years for all graduates who are teaching is 7.45.
- During the 2005-2006 academic year, 52 students, representing 15 cities, 14 school districts, and six technical colleges, participated in the Program and received forgivable loans.
- During the 2005-2006 academic year, 48 (92%) of the 52 forgivable loan recipients attained grade point averages of 3.0 or better on a 4.0 scale. Distribution was as follows:

3.75 - 4.00	6
3.50 - 3.74	16
3.00 - 3.49	26

- During the 2005-2006 academic year, 16 (89%) of the Program's 18 graduates graduated with honors.
- Fifty-five percent (58) of the Program graduates are teaching in state-declared geographic schools.
- Sixteen percent (17) of the Program graduates are teaching in state-declared critical need subject areas.
- A total of 20 courses and 21 classes were available to program participants for AY 2005-2006 to include 3 classes in distance education.

**SUMMARY OF EIA
GRADUATES' EMPLOYMENT
1994-2006**

Districts/County School Systems	No. Teachers Placed	No. Teachers W/Teaching Debt Fulfilled	No. Teachers Still Teaching in S.C.
Anderson 5	1	0	1
Bamberg 2	1	1	0
Berkeley County Schools	10	10	9
Calhoun County Schools	3	1	3
Charleston St. Paul Constituent District	1	1	0
Clarendon 1	3	2	3
Clarendon 2	5	5	5
Darlington County Schools	1	1	1
Dillon 3	1	1	1
Dorchester 2	1	1	1
Dorchester 4	1	0	1
Fairfield County Schools	9	7	9
Florence 1	3	2	3
Florence 3	1	0	1
Florence 4	1	0	1
Horry County Schools	1	1	1
Lee County Schools	1	1	1
Lexington 5	1	0	1
Marion 1	4	4	4
Marion 2	6	6	5
Marion 7	4	4	4
Marlboro County Schools	2	2	2
Orangeburg 3	14	11	14
Orangeburg 4	3	0	3
Orangeburg 5	2	1	2
Palmetto Unified School District	1	1	1
Richland 1	9	3	6
Richland 2	5	2	5
Sumter 17	2	0	2
Union County Schools	1	1	0
Williamsburg County Schools	6	6	6
York 3	2	1	2
TOTAL 32	106	76 (72%)	98 (92%)

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For additional information, write or call

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