

**S.C. Program for the Recruitment and Retention of Minority Teachers
(SC-PRRMT)
South Carolina State University**

The South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) is located at South Carolina State University and is structured under the aegis of the Division of Academic Affairs. 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 aides, technical college transfer students and career path changers) 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 has been authorized to establish and maintain Satellite Teacher Education Program sites in twenty-one geographic areas of the State. SC-PRRMT also administers a Forgivable Loan Program and participates in state, regional and national teacher recruitment initiatives.

SC-PRRMT has been successful in achieving its objectives for FY 2003-2004. Accomplishments include:

1. Program graduates/forgivable loan recipients are currently teaching in 57 schools, 26 districts, and in 18 counties of South Carolina.
2. SC-PRRMT has graduated 84 teacher aides and technical college transfer students. Ninety-nine percent (83) of these graduates have acquired teaching positions in South Carolina's public schools.
3. Seventy-six (925) of the placed graduates are currently teaching in South Carolina's public schools.
4. Sixty-nine graduates (83%) of the placed graduates remain in South Carolina's public classrooms with a range of one to six years beyond the teaching debt requirement.
5. 2004 marked the 10th anniversary of teaching for the program's first graduates. Slightly over 50% of the program's graduates have gained five to ten years teaching experience.
6. During 2003-2004, 38 students – representing 13 cities, 14 school districts, and six technical colleges - participated in the Program.
7. Twelve (32%) SC-PRRMT Program participants majored in state-declared subject areas of critical need: Art Education 1, English Education 1, Industrial Technology Education 1, Music Education 1, and Special Education 8.

8. A total of 31 courses and 37 classes were available to Program participants for FY2003-2004, including five distance education courses.
9. Thirty-three (87%) of the Program's 38 participants received forgivable loans this past year.
10. During FY 2003-2004, 31 (82%) of the 38 participants attained cumulative GPAs of 3.0 and above on a 4.0 scale - 30 forgivable loan participants and 1 non-forgivable loan program site participant.
11. During the summer of 2004, the Program sponsored a SC-PRRMT Academic Enhancement Institute for Pre-service Teachers. Program participants enrolled in Early Childhood Education, Elementary Education and Special Education courses. Participants lived on campus and also participated in a variety of workshops and seminars.

**SUMMARY OF EIA
GRADUATES' EMPLOYMENT
1994-2004**

School Districts	Number of Teachers Placed	Number of Teachers With Teaching Debt Fulfilled	Number of Teachers Still Teaching in S.C.
Allendale County Schools	1	0	1
Bamberg 1	1	1	0
Bamberg 2	1	1	1
Berkeley County Schools	9	9	8
Charleston St. Paul Constituent District	1	1	0
Clarendon 1	2	3	2
Clarendon 2	5	5	5
Darlington County Schools	1	1	1
Dillon 3	1	1	1
Dorchester 2	1	1	1
Fairfield County Schools	8	5	8
Florence 1	1	1	1
Horry County Schools	1	1	1
Lee County Schools	1	1	1
Marion 1	3	4	3
Marion 2	6	6	5
Marion 3	1	1	1
Marion 4	3	3	3
Marlboro County Schools	2	2	2
Orangeburg 3	11	9	11
Orangeburg 4	2	0	2
Orangeburg 5	2	1	2
Palmetto Unified School District	1	1	1
Richland District 1	7	1	4
Richland District 2	2	1	2
Rock Hill 3	2	1	2
Union County Schools	1	1	1
Williamsburg County Schools	6	6	6
TOTAL	83	69 (83%)	76 (92%)

SC-PRRMT targets three nontraditional populations in its efforts to achieve its stated goals (teacher aides, career changers, and technical college transfer students):

1. Recruitment of teacher aides through the Satellite Teacher Education Program sites; and
2. Targets African-American males and other minorities who have earned a degree or general education credit at one of the State's technical colleges.

The SC-PRRMT objectives for FY 2003-2004 were:

1. To increase the pool of Teachers in the State by targeting teacher aides, career path changers and technical college transfer students for careers in teaching.
2. To ensure the academic progress of students who are presently teacher aides in approved Satellite Teacher Education Program sites, career path changers and/or technical college transfer students at SCSU.
3. Conduct research for the purpose of determining the Program's impact on participants and to determine overall program effectiveness.
4. To provide a recruitment incentive for future teachers through the administration of a forgivable loan program.

A summary of the program objectives, activities and achievements during 2003-2004 follows.

Teacher Aides: SC-PRRMT, through SCSU, offered a total of 31 courses and 37 classes at its Satellite Teacher Education Programs. This past academic year, Program participants represented 13 cities, 14 school districts and six technical colleges. Classes were offered at Columbia, Cordova, Marion, Wagener, Walterboro and Winnsboro. During the past year, 31 (82%) of the 38 participants attained GPAs of 3.0 or above on a 4.0 scale.

Technical College Transfer Component: SC-PRRMT recruits at all 16 technical colleges to assist in making the transition to the baccalaureate degree easier. The Satellite Teacher Education Program is also the conduit for many students to participate in this program.

Career Path Changers: SC PRRMT's focus on non-traditional students makes career path changers an excellent population to pursue and recruit for the teaching profession. Like the teacher aides, many career path changers find it necessary to maintain employment while enrolled in school. The Satellite Teacher Education Program is a mechanism for many students to participate in this program.

Academic Intervention: Continuing its formalized Academic Intervention Component, the SC-PRRMT program gives academic support to program participants to assist these students in earning the state-required scores on the South Carolina Education Entrance Examination (SC-EEE)/Praxis I, the Principles of Learning and Teaching Exam and the Specialty Areas of Praxis II for state teacher certification. Intervention/academic enhancement participants have included teacher aides, transfer students from the technical colleges, and students from the African American Teacher Loan Program, which is administered by SC-PRRMT.

EIA Forgivable Loan Loans: During the 2003-2004 academic year, 33 non-traditional students were awarded forgivable loans; 32 through the EIA Forgivable Loan Program and one through Project Pride (the Program to Inspire Diversity in Education) which is the African American Teacher Loan Program. The areas of specialization for the recipients included: Early Childhood Education, Elementary Education, English Education, Industrial Education, Music Education, and Special Education. The total disbursement for these forgivable loans was \$210,616.40. One student, whose specialty area is Art Education, was awarded a loan through the African American Teacher Loan Program (Project Pride) in the amount of \$1917.

During the past year, five teacher education program participants graduated. All five honor graduates are certified and have contracted employment in South Carolina's public schools. One graduate in Early Childhood Education is teaching at Holly Hill Middle School in Orangeburg Consolidated School District 3. Two elementary Education graduates are employed at Horrell Hill Elementary School in Richland School District 1 and Fairfield Primary School in Fairfield County. One English Education graduate teaches 9th and 10th grade at Ellore High School in Orangeburg Consolidated District 3. Lastly, one Music Education graduate teaches at Castle Heights Middle School in Rock Hill School District 3.

During the 2003-2004 academic year, 31 of the 38 (82%) participants - 30 forgivable loan participants and one non-forgivable loan program site participant - attained a GPA of 3.0 or above on a 4.0 scale. Five students received Presidential Gold Medallions (3.75-4.0 cumulative GPA), seven received Presidential Silver Medallions (3.50-3.74 cumulative GPA) and 19 received Presidential Bronze Medallions (3.0-3.49 cumulative GPA).

Support of Statewide Teacher Recruitment Efforts: To promote statewide teacher recruitment, SC-PRRMT was involved in a number of statewide recruitment and retention initiatives including a marketing campaign at SCSU's Open House targeting high school seniors graduating from SC public schools, PRRMT's participation in SCSU's Admissions Forum, and the University's Career Development Center's Annual Educator's Day. During The Annual Educator's Day, PRRMT provided assistance to district representatives in the placement of graduates for teaching positions.

Evaluation Plan FY 2003-2004: The SC-PRRMT Evaluation Plan identified five objectives that were measured at the end FY 2003-2004:

- 1. Increase the pool of teachers in the State by targeting teacher aides, career path changers, and technical college transfer students for careers in teaching.** The SC-PRRMT program graduated 35% of its recruited students from 2000-2004. During this four year period, eight students were unable to continue in the program, with an attrition rate of 12.9%. Of the students graduating within the past four years, all 22 (100%) found employment in South Carolina.
- 2. Ensure the academic progress of students who are presently teacher aides at Satellite Teacher Education Program sites, career path changers, and/or technical college transfer students at SCSU.** Thirty-one of the 38 SC-PRRMT program participants maintained honor roll status with a cumulative GPA of 3.0 or above on a 4.0 scale (81.6%). Four participants (10.5%) maintained GPAs between 2.75-2.99. 100% of the programs forgivable loan recipients maintained eligibility for renewal of the loan, while three non-forgivable loan participants earned GPAs below the 2.75 GPA requirement. State certification for the 2003-2004 graduates was 100% (all five students were certified). Eighty-four (100%) of the program graduates have received state certification.
- 3. Conduct research for the purpose of determining the Program's impact on participants and to determine overall program effectiveness.** PRRMT conducted a formative evaluation to assess program effectiveness during FY 2003-2004. In terms of student performance, 55% of the PRRMT forgivable loan participants earned 3.00- 3.49 GPAs, while 21% earned 3.50-3.74 GPAs.
- 4. Provide a recruitment incentive for future teachers through the administration of a forgivable loan program.** During FY 2003-2004, the forgivable loan program provided 33 forgivable loans. Twelve students (32%) are majoring in state declared subject areas of critical need and 30 (91%) of the 33 forgivable loan recipients attained honor roll status (3.00 GPA or above).

Evaluation Plan FY 2004-2005: The FY2004-2005 Evaluation Plan will include: 1) recruitment of a minimum of 20 additional students into the teacher education program by Fall 2005 (funds permitting); 2) site visits to at least 10 technical colleges during FY 2004-2005; 3) provide courses, including distance education courses, at off-campus sites; 4) conduct a follow up study of program graduates; 5) maintain data on new and current participants; 6) conduct of study of availability and use of traditional and distance learning classes by participants and compare availability and use (2002-2003 to 2004-2005); and 7) maintain demographic data of program participants and report graduation rates, employment placement, employer satisfaction and retention rates of program graduates.

**SC-PRRMT
FY 2005-2006 Proposed Budget**

SC Program of the Recruitment and Retention of Minority Teachers	2004-2005 Budget	Change	2005-2006 PROPOSED Budget
PERSONNEL SERVICES			
Salaries	\$156,524	\$4,696	
Fringes	41,115	1,233	
Total Personnel	\$197,639	\$5,929 ¹	\$203,568
OTHER EXPENDITURES			
Office Support	3,000		3,000
Postage	2,000		2,000
Telephone (WATS LINE) Recruitment Telephone Campaign	2,000		2,000
Equipment and Maintenance	7,575	(1,734) ²	5,841
Printing Newsletter/Annual Report/Documents	5,500	9,500 ³	15,000
Academic Programs/Technology			
Educational Testing Service Fee Plato Praxis L Test Ports	-0-	10,000 ⁴	10,000
Compressed Video Classroom Blackboard Subscription and Satellite Broadcast	-0-	91,091 ⁵	91,091
Forgivable Loans	200,000		200,000
Promotional Services Television Advertisements	5,000		5,000
Summer Institute and Conferences/Workshops	18,000		18,000
Travel Staff Members and student education conferences	13,700	(3,200) ⁶	10,500
External Evaluation	12,586	(3,586) ⁷	9,000
TOTAL Other Expenditures	\$269,361	\$102,071	\$371,432
TOTAL EXPENDITURES	\$467,000	\$108,000	\$575,000

1 = 3% Salary increase

2 = decrease in Equipment/Maintenance

3 = increase in printing costs due to statewide newsletter and document printing

4 = fee to Educational Testing Service for Praxis Ports

5 = increase in funds due to purchase of compressed video and/or satellite broadcast classroom (30 workstations, 2-way audio with 2-way video, 2-way video with 1-way audio, IP video and subscription fee to Blackboard[®] and other subscription media

6, 7 = reflects decreases in staff/student travel and external evaluation costs

As a part of its assessment, SC-PRRMT will measure its continued success in participant retention rates (currently 85.5%), compile and analyze Praxis I and Praxis II results, track Plato Lab participants' progress, and sponsor a Summer Institute for Program participants to include academic enhancement, counseling and time management. SC-PRRMT will develop public service advertisements, publish a state-circulated newsletter about education issues targeted to underrepresented populations and participate in activities to promote teaching as a viable career choice in order to support statewide minority teacher recruitment efforts.

During FY 2005-2006, SC-PRRMT proposes to publicize the career opportunities and benefits available in the teaching profession program through a statewide promotional campaign in order to expand its outreach and increase the pool of minority teachers. In addition to printing costs for the Annual Report and other documents, SC-PRRMT proposes to develop a newsletter targeting this population (\$9,500). In addition, the Program proposes to decrease budget expenditures in equipment and maintenance (\$1,734), staff and student travel (\$3,200), and the external evaluation (\$3,586). This decrease, totaling \$8,520, will offset a portion of the costs for the proposed compressed video classroom. Finally, SC-PRRMT requests a 3% salary increase for personnel, for a total appropriation request of \$575,000 for FY 2005-2006.

A large portion of the budget increase is dedicated to the proposed compressed video classroom (\$91,091). The Commission Staff recognizes the need for SC-PRRMT to expand its statewide outreach to non-traditional and underrepresented populations in order to increase the pool of teachers in South Carolina. Given the critical challenges of teacher supply in South Carolina and the decreasing percentage of teachers of color in the state (from 32% in 1975 to 17% in 2003), the proposed compressed video classroom will allow SC-PRRMT to expand its services throughout the state.

At present, the SC-PRRMT classes are conducted in designated public schools. Instructors report to various school sites to teach classes. The proposed compressed video classroom and the use of Blackboard[®] will enable SC-PRRMT to conduct classes on and off campus and reach all sites at once, thereby decreasing the number of faculty needed to provide instruction. This technology should allow for SC-PRRMT to serve a greater number of participants and expand its services to other areas of the state. In addition, as SC-PRRMT moves in this new direction of distance education, the Program should explore present sites around the state that may accommodate compressed video classroom technology, including the technical colleges.

Recommendation

The Staff recommends approval of the appropriation request for \$575,000 for the SC Program for the Recruitment and Retention of Minority Teachers for FY 2005-06.