

2003-2004 ANNUAL REPORT

of the



South Carolina Program for the
Recruitment & Retention of Minority Teachers

Lift a Life...Teach

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Orangeburg, South Carolina
September 2004

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**2003-2004 ANNUAL REPORT OF THE
SOUTH CAROLINA PROGRAM FOR THE RECRUITMENT
AND RETENTION OF MINORITY TEACHERS
SOUTH CAROLINA STATE UNIVERSITY
EXECUTIVE SUMMARY**

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.



The Program made excellent progress in achieving its objectives for the 2003-2004 fiscal year. Accomplishments include:

- Program graduates/forgivable loan recipients are currently teaching in 57 schools, 26 districts, and in 18 counties of South Carolina.
- 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.
- Seventy-six (92%) of the placed graduates are currently teaching in South Carolina's public school classrooms.
- Sixty-nine graduates (83%) of the placed graduates remain in South Carolina's public classrooms with a range of 1 to 6 years beyond the teaching debt requirement.

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

	No. Teachers Placed	No. Teachers W/Teaching Debt Fulfilled	No. 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 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%)

Revised August 2004

- 2004 marked the 10th anniversary of teaching for the program's first graduates. Slightly over 50% of the program's graduates have gained 5 to 10 years teaching experience.
- This past year, 38 students— representing 13 cities, 14 school districts, and 6 technical colleges—participated in the Program.
- 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.
- A total of 31 courses and 37 classes were availed to program participants for FY 2003-2004, five of them distance education courses.
- Thirty-three (87%) of the program's 38 participants received forgivable loans this past year.
- During the past year, 31 (82%) of the 38 participants attained cumulative G.P.A.'s of 3.0 or better on a 4.0 scale - 30 forgivable loan participants and 1 non-forgivable loan program site participant.
- During the summer 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.

2003-2004 ANNUAL REPORT OF THE SOUTH CAROLINA PROGRAM FOR THE RECRUITMENT AND RETENTION OF MINORITY TEACHERS (SC-PRRMT)

The mission of the South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) 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 offers courses at established off-campus Satellite Teacher Education Program sites to include both traditional and distance education classes. SC-PRRMT also administers a Forgivable Loan Program and participates in state, regional, and national teacher recruitment activities.

Objectives for the 2003-2004 academic year were as follows:

1. To increase the pool of teachers in the State by targeting teacher aides and technical college transfer students for careers in teaching.
2. To ensure the academic progress of students who are presently teacher aides, career path changers and/or technical college transfer students in the Program's targeted geographic locations in approved Satellite Teacher Education Program sites.
3. To conduct research for the purpose of determining student success rates and the overall program effectiveness.
4. To provide a recruitment incentive for future teachers through the administration of a forgivable loan program.
5. To support statewide minority teacher recruitment efforts.

The Program’s progress on the achievement of these objectives is presented on the subsequent pages of this report. The report also provides a discussion on the program’s recruitment and retention activities, academic initiatives, the program’s EIA Forgivable Loan Component, a description of the program’s involvement in statewide and national teacher recruitment initiatives, and the program’s Evaluation Plans for 2004-2005 and 2005-2006. Finally, this annual report includes the program’s final expenditure report for 2003-2004, the approved budget for 2004-2005, and the proposed budget for 2005-2006.

RECRUITMENT AND RETENTION

SC-PRRMT’s targeted population for recruitment into the teaching profession is non-traditional students. The Program provides opportunities for teacher assistants employed in the Program’s targeted geographic locations to pursue baccalaureate degrees in varied subject areas of Teacher Education. Likewise, the program makes teacher education curricula accessible to technical college transfer students and career path changers who wish to enroll at South Carolina State University for the purpose of pursuing a baccalaureate degree in a teacher education program. This past year, 38 students— representing 13 cities, 14 school districts, and 6 technical colleges— participated in the program:

By City

Aiken
 Bamberg
 Camden
 Columbia
 Florence
 Holly Hill

By District

Aiken County Schools, Area 4,
 Bamberg 1
 Richland 1
 Richland 1
 Richland 2
 Florence 1
 Orangeburg 3

By Technical College

Aiken Technical College
 Midlands Technical College
 Orangeburg-Calhoun Tech.

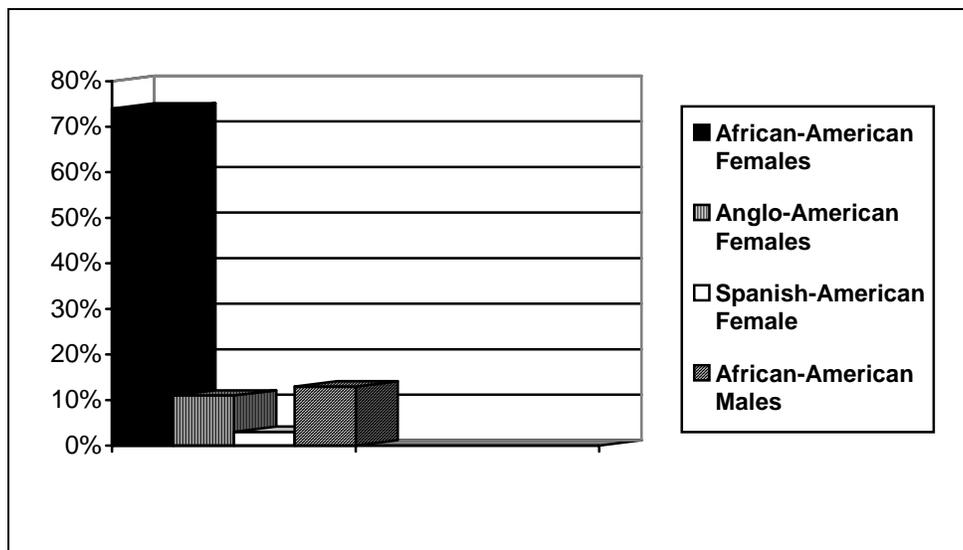
Manning
Newberry
Orangeburg
Sumter
Wagner
Walterboro
Winnsboro

Clarendon 2
Newberry County Schools
Orangeburg 5 & SCSU
Sumter 1
Aiken County Schools, Area 4,
Colleton County Schools
Fairfield County Schools

Denmark Technical College
Piedmont Technical College

Central Carolina Tech.
Midlands Technical College

The display below shows the distribution of program participants by race and gender.



As evidenced by the graph presented, the composition of the program's 38 participants for 2003-2004 was 28 (74%) African-American females, 4 (11%) Anglo-American females, 1 Spanish-American female (3%), and 5 (13%) African-American males.

Thirty-three (87 %) of the program's 38 participants received forgivable loans this past year. The table below shows the distribution of program participants by teacher education subject areas.

TABLE 1
DISTRIBUTION OF PROGRAM PARTICIPANTS
BY CHOSEN FIELD OF STUDY
N= 38

Subject Area	Number of Students
Art Education	1
Early Childhood Education	19
Elementary Education	6
English Education	1
Industrial Technology Education	1
Music Education	1
Physical Education	1
Special Education	8
Total	38

Twelve (32%) SC-PRRMT program participants are majoring in state-declared subject areas of critical need:

Art Education	1
English Education	1
Industrial Technology Education	1
Music Education	1
Special Education	8
	<hr style="width: 50px; margin-left: auto; margin-right: 0;"/> 12

During the 2003-2004 academic year, the program recruiter conducted visitations in four school districts: Aiken County Schools, Area 4, Fairfield County School District,

Sumter District #17, and Richland District #2. As a result of these efforts, a collaborative arrangement for curricular offerings has been established with Richland District #2. Nine teacher assistants from Richland District #2 will begin studies in a teacher education program fall 2004 in Columbia, and two additional teacher assistants from Fairfield County school District will also enroll at the Columbia Richland 2 Satellite Teacher Education Program site. Ms. Tiniece Jarvis is the liaison person for the district.

The program recruiter also exhibited displays and participated in marketing activities at five technical colleges. The recruitment schedule follows:

<u>Date</u>	<u>Location</u>
February 25, 2004	Central Carolina Technical College
March 4, 2004	Denmark Technical College
March 24, 2004	Midlands Tech. Coll. (Airport Campus)
April 7, 2004	Midlands Tech. College (Beltline)
April 13, 2004	Trident Tech. College (Main Campus)
November 2003	Aiken County Schools, Area 4
November 2003	Sumter District #17
December 1, 2003	Richland District #2, Columbia
February 21, 2004	SCSU Spring Open House
May 2004	Fairfield County School District

Additionally, South Carolina State University's admissions staff visited these technical colleges: Aiken Technical College, February 11, 2004; York Technical College, February 18, 2004; Technical College of the Low Country, February 26, 2004; Greenville Technical College, March 3, 2004.

As a result of recruitment activities, contact was made with 33 teacher assistants and 94 technical college students during the past fiscal year.

ACADEMIC INITIATIVES

Program participants were matriculated in a variety of curricula leading to baccalaureate degrees in teacher education programs during this past academic year. The primary geographic locations for course offerings included Columbia, Cordova, Marion, Wagener, Winnsboro, and Orangeburg (South Carolina State University's campus). The Schedules of Classes at the Program sites for the 2003-2004 fiscal year are listed below. A total of 31 courses and 37 classes were availed to program participants for FY 2003-2004. It should be noted that five of the classes involved distributive/distance learning.

**TABLE 2
FALL 2003 SEMESTER SCHEDULE**

COLUMBIA

ED 105-40	Paraprofessional Clinical Exper. & Media	3	Mon. 5:00 - 7:30 pm
SP 101-40	Elementary Spanish	3	Tues. 5:00 - 7:30 pm
PE 200-40	Physical Ed. for Teachers	3	Tues. 5:00 - 7:30 pm
RED 319-40	Diagnosis of Remedial Reading Prob.	3	Wed. 5:00 - 7:30 pm
SST 304-40	Teach Social Studies in Elem. Grades	3	Thurs. 5:00 - 7:30 pm

CORDOVA (EDISTO)

M ED 104-59	Geometry for Elementary School Teachers	3	Tues. 5:00 - 7:30 pm
SC 300-01	Science for Elementary School Teachers	3	Wed. 5:00 - 8:00 pm

MARION

ECE 317-60	Language Development for Young Children	3	Mon. 5:00 - 7:30 pm
E 151-45	English Composition and Communication I	3	Tues. 5:00 - 7:30 pm
EPSY 250-45	Human Growth & Development	3	Thur. 5:00 - 7:30 pm
M 155-45	Introduction to Math Modeling	3	Sat. 11:00 am - 1:30 pm

WAGENER

GEO 305-41	Socioeconomic Geography	3	Mon. 5:00 - 7:30 pm
EDHU 250-41	Black Issues & Hist. Figures in Educ.	3	Tues. 5:00 - 7:30 pm
RED 206-41	Language Arts & Literature Methods	3	Wed. 5:00 - 7:30 pm
BSC 150-41	Biological Science	3	Thurs. 5:00 - 7:30 pm
BSC 151-41	Biological Science Lab	1	Thurs. 7:40 - 8:30 pm

WALTERBORO

EDHU 250-59	Black Issues & Hist. Figures in Educ.	3	Thur. 5:00 - 7:30 pm
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WINNSBORO

ED 105-40	Paraprofessional Clinical Exper. & Media	3	Mon. 5:00 - 7:30 pm
PE 200-40	Physical Ed. for Teachers	3	Tues. 5:00 - 7:30 pm
RED 319-40	Diagnosis of Remedial Reading Prob.	3	Wed. 5:00 - 7:30 pm
SST 304-40	Teach Social Studies in Elem. Grades	3	Thurs. 5:00 - 7:30 pm

TABLE 3
SPRING 2004 SEMESTER SCHEDULE

COLUMBIA

RED 315-40	Teaching Reading in Elementary Sch.	3	Mon. 5:30 - 8:00 pm
ED 306-40	History & Philosophy of Education	3	Tues. 5:30 - 8:00 pm
CD 201-40	Nutrition & Hlth of Infants & Young Ch	3	Wed. 5:00 - 7:30 pm
ECE 200-40	Intro. to Early Childhood Ed.	1	Thurs. 5:00 - 5:50 pm
ED 199-40	Introduction to Education	2	Thurs. 6:00 - 7:40 pm
ED 300-40	The Elementary School Curriculum	3	Thurs. 5:00 - 7:30 pm
PS 252-45	American Government	3	www

CORDOVA (EDISTO)

RED 315-40	Teaching Reading in Elementary Sch.	3	Mon. 5:30 - 8:00 pm
CD 201-40	Nutrition & Hlth of Infants & Young Ch	3	Wed. 5:00 - 7:30 pm
ED 300-40	The Elementary School Curriculum	3	Thurs. 5:00 - 7:30 pm

MARION

BSC 150-45	Biological Science	3	Tues. 8:15 - 9:15 pm
E 251-45	World Literature II	3	Wed. 5:00 - 8:00 pm
HED 151-45	Personal & Community Health	3	www
PS 252-45	American Government	3	www
SST 304-45	Teaching Social Studies in the Elem. Grades	3	www

WALTERBORO

ED 150-04	Education Seminar	1	Mon. 5:00 - 5:50 pm
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WAGENER

EPSY 250-41	Human Growth & Development	3	Mon. 5:00 - 7:30 pm
HED 204-41	Health for the Elem. School Child	3	Tues. 5:00 - 7:30 pm
SP 101-41	Elementary Spanish	3	Wed. 5:00 - 7:30 pm
E 250-41	World Literature I	3	Thurs. 5:00 - 7:30 pm

WINNSBORO

CD 201-40	Nutrition & Hlth of Infants & Young Children	3	Wed. 5:00 – 7:30 pm
ECE 200-40	Intro. to Early Childhood Education	1	Thurs.5:00 – 5:50 pm
ED 199-40	Introduction to Education	2	Thurs. 6:00 –7:40 pm
PS 252-45	American Government	3	www

TABLE 4
SUMMER 2004 SCHEDULE

May 31, 2004 - June 19, 2004

Course/Instructor

CD 420-14	Preschool Organization & Administration	3	M-F 5:00 pm-8:00 pm
Dr. Evelyn Fields			
SPED 319-14	Teach of Lang Arts for the Exceptional Child.	3	M-F 9:55am-12:55pm
Ms. Natalia Hardallau			
ECE 313-14	The Child and the Curriculum	3	M-F 1:50 pm-4:50 pm
Ms. Darla Shaw			

During the past year, 31 (82%) of the 38 participants-- 30 forgivable loan participants and 1 non-forgivable-loan program site participant-- attained G.P.A.'s of 3.0 or better on a 4.0 scale. Our Honor Roll follows:



3.75 - 4.00 G.P.A.

<u>Name</u>	<u>Major</u>	<u>Targeted Population</u>
Veronica Cooper	Special Education	Teacher Assistant
Yolanda Daniels	Elementary Education	Teacher Assistant
Gail Edrington	Elementary Education	Teacher Assistant
Janet Sumter	Early Childhood Educ.	Teacher Assistant
Vernitta Tucker	English Education	Transfer

3.50 - 3.74 G.P.A.

<u>Name</u>	<u>Major</u>	<u>Targeted Population</u>
Elise Davis	Early Childhood Educ.	Teacher Assistant
Linda Hasty	Elementary Education	Transfer
Bonnie Jackson	Early Childhood Educ.	Teacher Assistant
Lesha Miller	Early Childhood Educ.	Transfer
Marilyn Miller	Special Education	Teacher Assistant
Patricia Smith	Early Childhood Educ.	Teacher Assistant
Mischa Sumter	Early Childhood Educ.	Teacher Assistant

3.00 - 3.49 G.P.A.

<u>Name</u>	<u>Major</u>	<u>Targeted Population</u>
Debra Bracey	Early Childhood Educ.	Teacher Assistant
Selena Brockington	Music Education	Transfer
Mary L. Brown	Special Education	Teacher Assistant
Freda Cameron	Early Childhood Educ.	Teacher Assistant
Steven Dantzler	Early Childhood Educ.	Teacher Assistant
Blanca Diaz	Early Childhood Educ.	Teacher Assistant
Evanduel Gaters	Industrial Tech. Educ.	Teacher Assistant
Doris Greene	Early Childhood Educ.	Teacher Assistant
Melissa Hamilton	Elementary Education	Teacher Assistant
Barbara Johnson	Early Childhood Educ.	Teacher Assistant
Tracy Kinard	Special Education	Teacher Assistant
Samuretta Muldrow	Elementary Education	Teacher Assistant
Betty Parsons	Elementary Education	Teacher Assistant
April Robbins	Early Childhood Educ.	Transfer
Yvette Webb	Early Childhood Educ.	Transfer
Erik Whittaker	Art Education	Teacher Assistant
James Williams	Special Education	Teacher Assistant
Shirley Williams	Special Education	Teacher Assistant
Margaret Woods	Early Childhood Educ.	Teacher Assistant

Those students with a cumulative G.P.A. of 3.75 -4.00 fulfilled eligibility requirements for the South Carolina State University Presidential gold medallion; those with a G.P.A. of 3.50 - 3.74 met silver medallion requirements, and those with a G.P.A. of 3.00 - 3.49 met bronze medallion requirements.

During the 2003-2004 academic year, the program had five graduates. Table 5 presents these graduates by major and employment placement.

TABLE 5
PROGRAM GRADUATES 2003-2004
N = 5

Name	Major	Employment Placement
Fall 2003		
Nakima Brinson	Elementary Education	Horrell Hill Elementary Sch. Richland District #1
Patricia Smith	Early Childhood Education	Holly Hill Middle School Orangeburg District #3
Vernitta Tucker	English Education	Ellore High School Orangeburg District #3
Spring 2004		
Selena Brockington	Music Education	Castle Heights Middle School Rock Hill District #3
Gail Edrington	Elementary Education	Fairfield Primary School Fairfield County Schools
PERCENT		100%

In addition to curricular offerings during the 2003-2004 academic year, program participants were involved in a number of academic support activities, to include academic enhancement and professional development. Descriptions of the activities are presented below.

SC-PRRMT's Programme and Business Meeting for the Fall 2003 semester was held December 11, 2003. Program participants, staff, and School of Education faculty and staff were treated to a Power Point Presentation via DVD featuring Dr. Lorraine Monroe's Banquet Keynote Address for the 2003 NABSE (National Alliance of Black School Educators) Conference. Graduating seniors and School of Education faculty also delivered inspirational messages to program participants. Moreover, teacher education faculty and administrators reviewed matriculation and graduation requirements with program participants.

Two staff members and 16 students attended the Annual Winter Convocation of the South Carolina Alliance of Black School Educators held January 9-11, 2004 in Myrtle Beach, South Carolina. The theme for the conference was “*Beyond Diversity: The Quest for Equity and Quality.*” Featured speakers included The Honorable Ernest A. Finney, Jr., Distinguished lawyer, judge and former State Supreme Court Justice; The Honorable Inez Tenenbaum, South Carolina State Superintendent of Education; Dr. Steve Wilson, Principal of Keenan High School and South Carolina’s Secondary Principal of the Year; and Mr. Jason Fulmer, State Teacher of the Year for 2001-2002.

During summer 2004, the Program sponsored a SC-PRRMT Academic Enhancement Institute for Pre-service Teachers. Program participants were enrolled in Early Childhood Education, Elementary Education, and Special Education courses. Students lived on campus and also participated in a variety of workshops and seminars. Seminar sessions included “*ESL & Bi-Dialectalism: Addressing Language Variations in the Traditional Classroom,*” “*The Resume and Beyond,*” and “*Teaching Opportunities in South Carolina.*”

THE EIA FORGIVABLE LOAN PROGRAM

2003-2004

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. Project PRIDE was formerly named the African-American Teacher Loan Program. Table 6 shows the disbursement of these loans for the reporting period. Disbursements are grouped by field of study to ensure the privacy of individual recipients.

TABLE 6
FORGIVABLE LOAN DISBURSEMENTS 2003-2004
N= 33

Major	Number Of Forgivable Loan Recipients	Disbursement (s)
Early Childhood Education	16	\$ 100,714.00
Elementary Education	6	\$ 47,303.40
*English Education	1	\$ 3,385.00
*Industrial Education	1	\$ 4,270.00
*Music Education	1	\$ 4,000.00
*Special Education	7	\$ 50,944.00
Subtotal	32	\$ 210,616.40
African-American Teacher Loan Program		
*Art Education	1	\$ 1917.00
Subtotal:	1	\$ 1917.00
GRAND TOTAL:	33	\$ 212,533.40

*State-declared subject areas of critical need 2003-2004 www.slc.sc.edu

This past year, five teacher education program participants graduated. All five of the teacher-certified, honor graduates have contracted employment in South Carolina's public schools: The Early Childhood Education graduate is teaching at Holly Hill Middle School in Orangeburg Consolidated District #3. The two Elementary Education graduates are employed at Horrell Hill Elementary School in Richland District #1 and Fairfield Primary School in Fairfield County Schools. The English Education graduate teaches 9th and 10th graders at Elloree High School in Orangeburg Consolidated District #3. Lastly, the Music Education graduate teaches at Castle Heights Middle School in Rock Hill District #3.

Program graduates/forgivable loan recipients are currently teaching in 57 schools, 26 districts, and 18 counties:

<u>By District</u>	<u>By County</u>
Allendale County Schools	Allendale
Bamberg 2	Bamberg
Berkeley County Schools	Berkeley
Clarendon 1	Clarendon
Clarendon 2	
Darlington County Schools	Darlington
Dillon 3	Dillon
Dorchester 2	Dorchester
Fairfield County Schools	Fairfield
Florence 1	Florence
Horry County Schools	Conway
Lee County Schools	Lee
Marion 1	Marion
Marion 2	
Marion 3	
Marion 4	
Marlboro County Schools	Marlboro
Orangeburg 3	Orangeburg
Orangeburg 4	
Orangeburg 5	
Palmetto Unified School District	Florence
Richland 1	Richland
Richland 2	
Rock Hill District 3	York
Union County Schools	Union
Williamsburg County Schools	Williamsburg

TABLE 7
SUMMARY OF E.I.A. FORGIVABLE LOAN PROGRAM
GRADUATES' EMPLOYMENT
N = 84

Revised August 2004

Spring 1994			
<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Valerie Ellis	Early Child. Ed.	6-1-98*+	St. James-Gaillard Elem. Orangeburg District #3
Maytha Green	Early Child. Ed.	6-1-98*+	Vance-Providence Primary Orangeburg District #3
Mable Mazyck	Early Child. Ed.	6-5-98*+	D.P. Cooper Elementary Williamsburg County Schools

Fall 1994

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Tammy Atkinson	Elem. Ed.	10-23-00*+	Vance-Providence Primary Orangeburg District #3
Ernestine Mickens	Elem. Ed.	10-28-99*+	Turbeville Corrections Palmetto Unified Sch Dist.
Albeta Rembert	Early Child. Ed.	4-1-01*+	St. Stephen Elementary Berkeley County Schools

Spring 1995

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Sarah Armstrong	Elem. Ed.	6-19-98*+	Cades Hebron Elementary Williamsburg County Schools
LeAnne Bowzard-Troutman	Elem. Ed.	5-29-98*+	Holly Hill Elementary School Orangeburg District #3
Carolyn Canty-Junious	Elem. Ed.	5-29-98*+	Manning Jr. High School Clarendon District #2
Shirley Dingle	Elem. Ed.	7-27-98*	Retired June 2001 Devon Forest Elementary Berkeley County Schools
Margaret Ellis	Early Child. Ed.	12-19-00*+	Elloree Elementary School Orangeburg District #3
Sylinda Spry	Early Child. Ed.	7-9-98*+	Manning Elementary School Clarendon District #2
Patricia Taste	Early Child. Ed.	7-9-98*+	St. James-Gaillard Elementary Orangeburg District #3

Fall 1995

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Margaret Bookhart	Early Child. Ed.	7-13-00*+	Holly Hill Elementary School Orangeburg District #3
Dianne Brown	Elem. Ed.	7-13-00*+	Timberland High School Berkeley County Schools
Barbara Dozier	Elem. Ed.	7-13-00*+	Manning Elementary School Clarendon District #2
Joyce Dozier	Elem. Ed.	6-1-98*+	Manning Middle School Clarendon District #2
Bessie Edwards	Elem. Ed.	10-29-99*+	Palmetto Elementary School Marion District #2
Ella Ford	Elem. Ed.	10-18-99*+	Palmetto Jr. High School Marion District #2
Mae Hazel Johnson	Early Child. Ed.	8-24-99*+	Easterling Primary Marion District #1

Rosa Pendergrass	Elem. Ed.	7-20-00*+	Manning Middle School Clarendon District #2
Patricia Pugh	Elem. Ed.	10-9-98*+	Hanahan Middle School Berkeley County Schools
Anita Reaves	Elem. Ed.	In Collections	Pee Dee CAA Head Start Mullins, S.C.
Alfreda Richardson	Elem. Ed.	7-13-00*+	Scotts Branch Elem. School Clarendon District #1
Janie Smalls	Elem. Ed.	7-13-00*+	Berkeley Education Center Berkeley County
Spring 1996			
<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Donna Bellamy	Early Child. Ed.	6-9-99*	Retired June 2001 North Mullins Primary Marion District #2
Sharron Crowner	Early Child. Ed.	5-22-98*+	Marion Intermediate School Marion District #1
Gidget Leonard	English Ed.	7-21-99*+	Sims Jr. High School Union County Schools
Phyllis Mitchell	Early Child. Ed.	7-21-99*	Teaching in Texas
Cathy Vaughn	Early Child. Ed.	1-14-00*+	Lakewood Elementary School Horry County Schools
Fall 1996			
<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Verdell Bowens	Elem. Ed.	6-28-98*+	Brittons Neck Elementary Marion District #4
Janetha A. Nixon	Elem. Ed.	6-5-98*+	Palmetto Jr. High School Marion District #2
Mildred Scott	Early Child. Ed.	9-21-00*+	Vance-Providence Primary Orangeburg District #3
Marilyn Whatley	Early Child. Ed.	11-16-98*+	Berkeley Intermediate School Berkeley County Schools
Cynthia Wright	Elem. Ed.	7-22-99*+	Bennettsville Elementary Marlboro County Schools
Spring 1997			
<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Casey Laymon	Ind. Tech. Ed.	7-20-00*+	Rock Hill High School Rock Hill District #3

Vincent McClinton	Social Stud. Ed.	3-5-01*+	Dennis Intermediate School Lee County Schools
Patricia Owens	Social Stud. Ed.	8-29-99*	Currently Not Employed
Evelyn Williams-Smith	Elem. Ed.	8-24-99*+	Latta Elementary School Dillon District #3
Dianne Goodman	Elem. Ed.	6-30-99*+	McCormick Elem. School Marion District #2
Rosa Dingle	Elem. Ed.	9-6-01*+	Scotts Branch Elem. School Clarendon District #1
Allen Keels, Jr.	Social Stud. Ed.	9-1-99*+	C.E. Murray High School Williamsburg County Schools
Andre Patterson	Social Stud. Ed./ French Ed.	8-29-00*	CA Johnson H.S., Rich. #1 Ph.D Candidate Ohio State University

Fall 1997

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Marguerite Bryant	Elem. Ed.	11-29-00*+	Cross Elementary School Berkeley County Schools
Linda Cochran	Early Child. Ed.	9-10-99*+	Clio Elementary School Marlboro County Schools
Rita Davis-Mullin	Elem. Ed.	4-20-00*+	Palmetto Jr. High School Marion District #2
Louvenia Floyd	Early Child. Ed.	10-14-99*+	North Vista Elementary School Florence District #1
Debra Fulmore	Elem. Ed.	10-28-99*+	Anderson Primary School Williamsburg County Schools
Gloria A. Gilliard	Elem. Ed.	3-13-01*+	Cross Elementary School Berkeley County Schools
Lavoris Hemingway	Early Child. Ed.	10-9-00*+	Brittons Neck Elementary Sch. Marion District #4
Heyward Shine	Elem. Ed.	2-8-01*+	Berkeley Alternative School Berkeley County Schools
David Tisdale	Elem. Ed.	10-7-99*+	Kingstree Elementary School Williamsburg County Schools

Spring 1998

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Macie Davis	Early Child. Ed.	10-15-99*+	Anderson Primary School Williamsburg County Schools

Mary Govan	Elem. Ed.	5-31-99*+	Denmark-Olar Primary Bamberg District #2
Twanda Geiger-Mickle	Elem. Ed.	7-21-99*+	Forest Lake Elementary Richland District #2
Fall 1998			
<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Sheila Beaver	Elem. Ed.	10-2-01*+	Kelly Miller Elem. School Fairfield County Schools
Deborah D. Cooper	Elem. Ed.	6-28-00*+	Kelly Miller Elem. School Fairfield County Schools
Gloria F. Frierson	Elem. Ed.	11-7-02*+	Rains-Centenary Elementary Marion District #3
Betty R. Ginyard	Elem. Ed.	10-18-01*+	McCrorey-Liston Elementary Fairfield County Schools
Judith A. Murphy	Elem. Ed.	9-6-00*+	Geiger Elementary School Fairfield County Schools
Keasha M. Rivers	Fam. & Con. Sc. Ed.	9-6-00*	Lakewood High School Roseboro, North Carolina
Spring 1999			
<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Ernestine Hemingway	Early Childhood Ed.	9-6-01*+	Brittons Neck Elementary Marion District #4
Fall 2000			
<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Catherine C. Bowman	Elementary Educ.	2-9-04*+	Holly Hill Middle School Orangeburg District #3
Roberta Faust	Family & Con. Sc. Ed.	3-11-04*	Retired Eau Claire High School Richland District #1
Hazel James	Early Childhood Educ.	3-24-03*+	Marion Intermediate School Marion District #1
Segina Perry Canty	Early Childhood Educ.	2-19-02*+	Fort Dorchester Elem. School Dorchester District #2
Spring 2001			
<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Geraldine A. Glenn	Elementary Educ.	10-15-02*+	Fairfield Primary School Fairfield County Schools
Camice Ortiz	Early Child. Educ.	5-30-02*+	Geiger Elementary School Fairfield County Schools

Fall 2001

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *<input type="checkbox"/>	<u>Current Employment</u>
Cynthia Haigler	Elementary Educ.	<input type="checkbox"/>	Geiger Elementary School Fairfield County Schools
Jacquelyn James	Math Educ.	1-29-04*+ <input type="checkbox"/>	Hartsville High School Darlington County Schools
Bradley Steedly	Elementary Educ.	<input type="checkbox"/>	Howard Middle School Orangeburg District #5

Spring 2002

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *<input type="checkbox"/>	<u>Current Employment</u>
Rhonda Berry	Special Educ.	<input type="checkbox"/>	Edisto Primary/Middle Schs. Orangeburg District #4
Samuel Gallishaw	Math Educ.	<input type="checkbox"/>	W.G. Sanders Middle Sch. Richland District #1
Carrie Rivers	Early Childhood Educ.	<input type="checkbox"/>	Edisto Primary School Orangeburg District #4
Karen Walton	Biology Educ.	<input type="checkbox"/>	W.A. Perry Middle School Richland District #1

Fall 2002

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *<input type="checkbox"/>	<u>Current Employment</u>
Sherri Dennis	Elementary Educ.	1-30-04*+ <input type="checkbox"/>	Mellichamp Elementary School Orangeburg District #5
Juanita Gidron	Business Educ.	<input type="checkbox"/>	Allendale-Fairfax High School Allendale County Schools

Spring 2003

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *<input type="checkbox"/>	<u>Current Employment</u>
Tia Stewart	Early Childhood Ed.	<input type="checkbox"/>	Rice Creek Elementary School Richland District #2
Stephanie Williams	Early Childhood Ed.	<input type="checkbox"/>	Forest Heights Elem. School Richland District #1

Fall 2003

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *<input type="checkbox"/>	<u>Current Employment</u>
Nakima Brinson	Elementary Ed.	<input type="checkbox"/>	Horrell Hill Elementary School Richland District #1
Patricia Smith	Early Childhood Ed.	<input type="checkbox"/>	Holly Hill Middle School Orangeburg District #3
Vernitta Tucker	English Education	<input type="checkbox"/>	Elloree High School Orangeburg District #3

Spring 2004

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> * <input type="checkbox"/>	<u>Current Employment</u>
Selena Brockington	Music Education	<input type="checkbox"/>	Castle Heights Middle Sch Rock Hill District #3
Gail Edrington	Elementary Ed.	<input type="checkbox"/>	Fairfield Primary School Fairfield County Schools

*Indicates date debt was cancelled.

Indicates teacher is still fulfilling debt.

+ indicates teaching beyond cancellation of debt

THE SUPPORT OF STATEWIDE RECRUITMENT AND RETENTION EFFORTS

To promote statewide teacher recruitment, SC-PRRMT was involved in a number of recruitment and retention initiatives:

- At SCSU's Spring Open House, the recruiter conducted a marketing campaign for teaching that targeted high school seniors graduating from South Carolina public schools. Recruitment showcase activities included a display, flyers, and published program recruitment materials.
- SC-PRRMT program staff also participated in an SCSU Admissions Forum which included SCSU Admissions staff, SCSU School of Education faculty, and Technical College Transfer Coordinators.
- Program staff participated in the SCSU Career Development Center's Annual Educator's Day. Assistance was given to district representatives in the placement of graduates for positions in their districts. Seventy-one school districts participated in the activity. Forty-eight students graduated from teacher education programs in May 2004. Twenty-four received the baccalaureate degrees, and twenty-four received the Master of Arts degree in varied fields of teaching.

Professional Participation in Collaborative and Partnership Activities:

The SC-PRRMT staff also participated in the following activities for FY 2003-2004:

- The Program Director served on the NCATE Self-Study Steering Committee.
- Staff attended the National Alliance of Black School Educators 31st Annual Conference, November 2003.
- Staff and students attended the South Carolina Alliance of Black School Educators Annual Winter Convocation, January 2004.
- The Director conducted a workshop on “ESL & Bi-Dialectalism: Addressing Language Variations in the Traditional Classroom,” Academic Enhancement Institute for Pre-Service Teachers, Summer 2004.
- The Program Manager conducted a workshop on “The Resume and Beyond,” Academic Enhancement Institute for Pre-Service Teachers, Summer 2004.
- The Recruiter conducted a workshop on “Teaching Opportunities in South Carolina,” Academic Enhancement Institute for Pre-Service Teachers, Summer 2004.

EVALUATION PLAN 2003-2004

The program’s measurable objectives for 2003-2004 are listed below. Our progress on these objectives can be seen on the chart on the following page.

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. To 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.

FY 2003-2004: Program Objectives at a Glance

Objective 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.

Status: Met

Explanations:

<u>Year</u>	<u>Enrolled</u>	<u>Graduated</u>	<u>Remaining</u>
00-01	48	(6)	42
01-02	62	(7)	55
02-03	52	(4)	48
03-04	38	(5)	33
Total Grads		22	

- The figures above show that the program graduated 35.5% of its recruited students between 2000-2004. Also, during the four-year period presented, only 8 students were unable to continue in the program, with an attrition rate of 12.9% compared to the institution's attrition rate of approximately 27%.
- Of the students graduating in the last four years, all twenty-two (100%) found employment in SC schools.

Summary of EIA Graduate Placement History

<u>Grads</u>	<u>Placement</u>	<u>Percent</u>
84	State of SC 83	98.8%
	By county 18/36	50%
	By District 26/85	31%
	76/83 of the program's placed graduates are currently teaching.	92%

Objective 2: To 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.

Status: Met

Explanations:

- Thirty-one (**81.6%**) of Program's 38 participants maintained honor roll status with a cumulative g.p.a. of 3.0 or above on a 4.0 scale.
- Four participants (**10.5%**) maintained a g.p.a. of 2.75-2.99.
- Three non-forgivable loan program participants (**7.9%**) acquired g.p.a.'s below the program g.p.a. requirement. The minimal g.p.a. for a forgivable loan is 2.75.
- 100% of the program's forgivable loan recipients maintained their eligibility for renewal.
- State certification for 2003-2004 graduates was 5/5= **100%**.
- State certification for program graduates 84/84=**100%**

FY 2003-2004: Program Objectives at a Glance (Continued)

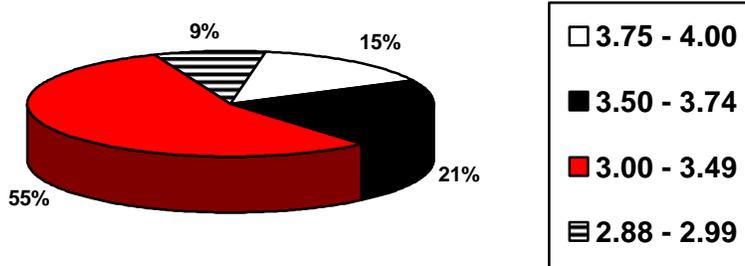
Objective 3: To conduct research for the purpose of determining the program’s impact on participants and to determine overall program effectiveness. **Status:** Met

Explanations:

Because of a \$35,000.00 budget cut and the need to fund additional forgivable loan students in the summer, the Program did not conduct a summative evaluation utilizing an external consultant; however, a number of formative evaluations were conducted to assess program effectiveness:

Overall Program Effectiveness

Student Performance: Forgivable Loan Recipients



Legend: 4.0 is the highest attainable grade point average at SCSU.
Range 2.889- 3.958; mean g.p.a. for group 3.412.

Academic Enhancement Institute for Pre-Service Teachers
Summer 2004 Evaluation Results

Overall effectiveness of the Academic Enhancement Institute (food, lodging, planning, activities, and courses)

Very Beneficial	- 77 %
Beneficial	- 23%
Total	- 100%

Workshop activities:

Excellent	- 86%
Good	- 14%
Total	- 100%

FY 2003-2004: Program Objectives at a Glance (Continued)

Objective 3: continued

**South Carolina State University
Course Evaluation Report
Minority Teacher Recruitment**

Fall 2003

<u>Course</u>	<u>Number of Surveys Completed</u>	<u>Average Questions 1-28</u>	<u>Average Question 29</u>
0001	18	4.58	2.94
0002	21	4.80	3.48
0003	9	4.81	3.44
0004	13	4.69	3.46
0005	7	5.00	4.00
0006	6	4.95	3.50
0007	13	4.87	3.75
0008	9	4.89	3.67
Program Total	96	4.82	3.47

Prepared by Institutional Research Staff, December 2003

Spring 2004

<u>Course</u>	<u>Number of Surveys Completed</u>	<u>Average Questions 1-28</u>	<u>Average Question 29</u>
0009	15	4.98	3.80
0010	14	4.92	4.00
0011	12	4.27	3.50
0012	9	4.94	3.50
0013	5	4.98	4.00
0002	9	4.88	3.50
0003	9	4.98	3.63
0006	9	5.00	3.63
Program Total	82	4.85	3.70

Prepared by Institutional Research Staff, August 2004

Codes have been used in lieu of names to protect the privacy of the professor.

FY 2003-2004: Program Objectives at a Glance (Continued)

Scanned evaluation page may not be readable and may not transmit through email.

FY 2003-2004: Program Objectives at a Glance (Continued)

Objective 4: To provide a recruitment incentive for future teachers through the administration of a forgivable loan program. . **Status:** Met

Explanations:

- The program provided 33 forgivable loans FY 2003-04.
- Twelve (32%) students are majoring in state-declared subject areas of critical need.
- 30 (91%) of the program's 33 forgivable loans recipients attained honor roll g.p.a's of 3.0 or above on a 4.0 scale.

EVALUATION PLAN 2004-2005

SC-PRRMT EVALUATION PLAN 2004-2005

PROGRAM MISSION: The South Carolina Program for the Recruitment and Retention of Minority Teachers (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 SC-PRRMT is to increase the pool of minority teachers in the State by making education accessible to non-traditional students (teacher aides, 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.

PROGRAM OBJECTIVES

OBJECTIVE 1:

To increase the pool of teachers in the State by targeting teacher aides and technical college transfer students for careers in teaching.

ACTIVITIES:

- 1.1 Recruit 20 additional students into the teacher education program by fall 2005, if funds permit.
- 1.2 Visit at least 10 technical colleges during the fiscal year, and make visitations and follow-up visits to the technical colleges and program sites.
- 1.3 Offer courses at off-campus sites and avail distance learning education courses to program participants.
- 1.4 Conduct follow-up study of graduates.

RESULTS: DATA TO BE REPORTED TO SHOW WHETHER OBJECTIVE MET:

- 1.1 Personal and academic data on new program recruits will be maintained in the SC-PRRMT office.
- 1.2 Baseline enrollment figures for 2002-2004 compared to Fall 2005.
- 1.3 Record of availability and use of traditional and distance learning classes by participants. Comparison of availability and use (2002-2003 to 2004-2005).
- 1.4 A report of the study will be compiled showing graduation rates, employment placement, employer satisfaction and retention rates in teaching.

OBJECTIVE 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.

ACTIVITIES:

- 2.1 Maintain and/or improve upon the Program's retention rate of 85.5%.
- 2.2 Track registration for PLATO lab and maintain files on student' progress.
- 2.3 Conduct a Summer Institute for Program Participants to include academic curricula and academic support activities (e.g. academic enhancement, counseling, parenting, time management, health issues).

RESULTS: DATA TO BE REPORTED TO SHOW WHETHER OBJECTIVE MET:

- 2.1 Data will be maintained on recruitment and retention.
- 2.2 Compile and analyze Praxis I and Praxis II results.
- 2.3 Data for graduation and employment will be maintained, analyzed, and reported.
- 2.4 The program of Institute activities will be maintained in the SC-PRRMT office, and evaluation results of the Institute, showing a satisfaction and success rate of at least 90% will be maintained in the SC-PRRMT and Institutional Research Office.

OBJECTIVE 3:

To conduct research for the purpose of determining the Program's impact on participants and to determine overall program effectiveness.

ACTIVITIES:

- 3.1 Collect demographic data on program participants.
- 3.2 Conduct a survey of program graduates.

RESULTS: DATA TO BE REPORTED TO SHOW WHETHER OBJECTIVE MET:

- 3.1 Demographic data on program participants will be presented in the Program's annual report.
- 3.2 Results of the survey for employment placement, employer satisfaction, advanced degrees, additional certifications, placement, and customer satisfaction will be compiled and analyzed to evaluate program effectiveness.

OBJECTIVE 4:

To provide a recruitment incentive for future teachers through the administration of a forgivable loan program.

ACTIVITIES:

- 4.1 Identify eligible forgivable loan recipients.
- 4.2 Award forgivable loans.
- 4.3 Maintain forgivable loan records.
- 4.4 Work collaboratively with the Office of Financial Aid and the Treasurer's Office to ensure fiscal accountability.

RESULTS: DATA TO BE REPORTED TO SHOW WHETHER OBJECTIVE MET:

- 4.1 Files on forgivable loan recipients will be maintained.
- 4.2 Records of award amounts, GPA's, promissory notes, and employment placement will be maintained.
- 4.3 See Results 4.1 and 4.2.
- 4.4 The Treasurer's Awards and Collections Report will be included in the director's annual report.

OBJECTIVE 5:

To support statewide minority teacher recruitment efforts.

ACTIVITIES:

- 5.1 Develop public service advertisements to promote teaching as a career choice.
- 5.2 Publish a state-circulated newsletter on education issues relevant to minorities.
- 5.3 Participate in local, state, regional, and national meetings which focus on teacher recruitment.
- 5.4 Participate in SCSU's Educator's Day, sponsored by the career Development and Placement Center.

RESULTS: DATA TO BE REPORTED TO SHOW WHETHER OBJECTIVE MET:

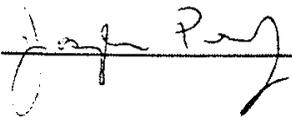
- 5.1 Advertisements will be aired on TV and on radio in various counties.
- 5.2 Video of advertisement is located in the SC-PRRMT Office.
- 5.3 Budget documents and travel authorizations evidence participation in all teacher recruitment efforts.
- 5.4 A copy of the Educator's Day printed program will be on file in the SC-PRRMT Office.

BUDGET

The Program's Expenditure Report for FY 2003-2004, Approved Budget for FY 2004-2005, and Proposed Budget/Budget Request for 2005-2006 are presented on the three pages that follow:

**STATEMENT OF EXPENDITURES
 MINORITY TEACHER RECRUITMENT
 FOR THE YEAR ENDING JUNE 2004
 SCSU REF #448468/063050**

DESCRIPTION	BUDGET	CURRENT	CUMULATIVE	BALANCE
PERSONNEL	144,276.80	144,276.80	144,276.80	0.00
FRINGE BENEFITS	31,408.07	31,408.07	31,408.07	0.00
OFFICE SUPPORT	18,036.03	18,036.03	18,036.03	0.00
POSTAGE	563.57	563.57	563.57	0.00
TELEPHONE/WATS	1,727.19	1,727.19	1,727.19	0.00
CONTRACTUAL SERVICES	6,639.16	6,639.16	6,639.16	0.00
TRAVEL	7,134.55	7,134.55	7,134.55	0.00
FORGIVEABLE LOANS	200,000.00	200,000.00	200,000.00	0.00
STIPENDS	5,800.00	5,800.00	5,800.00	0.00
PROMOTIONAL	5,000.00	5,000.00	5,000.00	0.00
INTERVENTION	11,338.86	11,338.86	11,338.86	0.00
TOTAL	431,924.23	431,924.23	431,924.23	0.00

SIGNATURE: 

DATE: 8/17/04

SC-PRRMT
EIA APPROVED BUDGET
FY 2004-2005

PERSONNEL SERVICES

1. Salaries	\$ 156,524.00
2. Fringes	41,115.00
Total Personnel	\$ 197,639.00

OTHER EXPENDITURES

Office Support	3,000.00
Postage	2,000.00
Telephone (WATS LINE)	2,000.00
Equipment & Maintenance	7,575.00
Printing Newsletter/Annual Report and other Marketing materials & documents	5,500.00
Forgivable Loans	200,000.00
Promotional Services (TV Ad)	5,000.00
Pre-service Teacher Conferences/Workshops Summer Institute	18,000.00
Travel	13,700.00
External Evaluation	12,586.00
TOTAL Other Expenditures	\$ 269,361.00
TOTAL Project Expenditures	\$ 467,000.00
TOTAL Project Appropriations	\$ 467,000.00

**SC-PRRMT
EIA PROPOSED BUDGET
FY 2005-2006**

Budget Request: \$575,000.00

	Current 2004-2005	Change	Proposed 2005-2006
<u>PERSONNEL SERVICES</u>			
1. Salaries	\$ 156,524.00	\$4,696.00	
2. Fringes	41,115.00	1,233.00	
Total Personnel	\$ 197,639.00	*\$ 5,929.00	\$ 203,568.00
<u>OTHER EXPENDITURES</u>			
Office Support	3,000.00	-0-	3,000.00
Postage	2,000.00	-0-	2,000.00
Telephone (WATS LINE) Recruitment Telephone Campaign	2,000.00	-0-	2,000.00
Equipment & Maintenance	7,575.00	(1,734.00)	5,841.00
Printing Newsletter/Annual Report and other documents	5,500.00	9,500.00	15,000.00
Academic Programs/Technology			
• Educational Testing Service fee— Plato Praxis I Test Ports	-0-	10,000.00	10,000.00
• Compressed Video Classroom Blackboard Subscription and Satellite Broadcast	-0-	91,091.00	91,091.00
Forgivable Loans	200,000.00	-0-	200,000.00
Promotional Services (TV Ad)	5,000.00	-0-	5,000.00
Summer Institute and Conferences/Workshops	18,000.00	-0-	18,000.00
Travel Staff meetings and student education conferences	13,700.00	(3,200.00)	10,500.00
External Evaluation	12,586.00	(3,586.00)	9,000.00
TOTAL Other Expenditures	\$ 269,361.00	\$102,071.00	\$ 371,432.00
TOTAL Project Expenditures	\$ 467,000.00	\$108,000.00	\$ 575,000.00
TOTAL Project Appropriations	\$ 467,000.00	\$108,000.00	\$ 575,000.00

*3% cost of living increase

JUSTIFICATION FOR EIA FUND INCREASE

\$575,000.00

BUDGET REQUEST 2005-2006

SC-PRRMT/SCSU EIA PROPOSED BUDGET FY 2005-2006			
Personnel Services	<u>2004-2005</u>	<u>Change/ Increase</u>	<u>2005-2006</u>
1. Salaries	\$156,524.00	\$4,,696.00	
2. Fringes	41,115.00	1,233.00	
Total Personnel	\$197,639.00	*5,929.00	\$203,568.00
<u>OTHER EXPENDITURES</u>			
Office Support	3,000.00	-0-	3,000.00
Postage	2,000.00	-0-	2,000.00
Telephone (WATS line)	2,000.00	-0-	2,000.00
Equipment/Maintenance	7,575.00	(1,734.00)	5,841.00
Printing	5,500.00	9,500.00	15,000.00
Academic Programs/ Technology.			
ETS PLATO Ports	-0-	10,000.00	10,000.00
Compressed Video for Classroom			
Blackboard Subscription and Satellite Broadcast	-0-	91,091.00	91,091.00
Forgivable Loans	200,000.00	-0-	200,000.00
Promotional Services T.V. Ad	5,000.00	-0-	5,000.00
Summer Institute and Conferences/Workshops	18,000.00	-0-	18,000.00
Travel	13,700.00	(3,200.00)	10,500.00
External Evaluation	12,586.00	(3,586.00)	9,000.00
TOTAL Other Expenditures	\$269,361.00	\$102,071.00	\$371,432.00
TOTAL Project Expenditures	\$467,000.00	\$108,000.00	\$575,000.00
TOTAL Project Appropriations	\$467,000.00	\$108,000.00	\$575,000.00
*3.% Cost of Living Increase.			

Decreases in "Other Expenditures"

Equipment/Maintenance	(\$1,734.00)
Travel	(3,200.00)
External Evaluation	(3,586.00)
TOTAL	(\$8,520.00)

Increases in " Other Expenditures"

Printing/Media \$9,500.00

1.Update Marketing Materials/Media

(brochures, pamphlets, flyers, Forgivable Loan
Booklet, and Website

2.Educational Testing Services 10,000.00

Test Ports -PLATO Praxis I Lab

**3.Academic Programs/Technology -
Compressed Video Classroom.**

-Compressed Video and/or Satellite Broadcast classroom (30 workstations)

-Two-way audio with 2-way video

-Two-way video with 1 way audio

- IP video

- Subscriptions to Blackboard and other subscription media

Presently, classes are conducted at program sites in designated public schools, and instructors report to the classes at the various sites to teach. Implementing distance learning classes will allow the Program more flexibility. The use of technology will allow the Program to serve a larger number of clientele and will allow students more flexibility in the selection of required courses, as they are often at different stages in the education process. A Compressed Video Classroom for Program participants will allow the program to conduct classes on and off the campus simultaneously and to reach all sites at once, using fewer teachers.

Compressed Video Classroom Costs 91,091.00

TOTAL **110,591.00**

-8,520.00

TOTAL INCREASE- OTHER EXPENDITURES

\$102,071.00

Personnel Services-

\$ 5,929.00*

TOTAL INCREASE REQUESTED

\$108,000.00

TOTAL BUDGET REQUEST

\$575,000.00

The requested increase reflects a 3% cost- of -living increase.

For additional information, write or call

Dr. Mary E. Cheeseboro, Director
Post Office Box 7793
South Carolina State University
Orangeburg, South Carolina 29117-0001
(803) 536-8818
or
1 (800) 768-0068
Fax (803) 533-3611



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

