



South Carolina Commission on Higher Education

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Dr. Richard C. Sutton,
Executive Director

August 30, 2013

Memorandum

To: Chairman John L. Finan and Members, SC Commission on Higher Education
From: Mr. Hood Temple, Chair and Members, Access & Equity and Student Services Committee

Consideration of FY2014-15 Appropriation Request for the Center for Educator Recruitment, Retention and Advancement and FY 2012-13 Annual Reports for EIA-Funded Teacher Recruitment Projects

History/Background

During the 1986 legislative session, the General Assembly authorized the SC Commission on Higher Education (CHE) to award grants to the public and/or private colleges and universities to improve the recruitment of teacher education candidates, allocating \$236,000 in Education Improvement Act (EIA) funds for this purpose. A consortium made up of a majority of teacher training institutions in the State submitted one combined proposal to establish the SC Teacher Recruitment Center. The proposed Center was approved by CHE and has been funded annually since FY1986-87.

In FY1986-87, separate appropriations to SC State University were made by the General Assembly to improve the recruitment of minority teacher candidates. Since FY1986-87, continuing appropriations to SC State University have been made, both through the EIA and General Fund. Beginning in FY1990-91, appropriations for the SC Teacher Recruitment Center and the South Carolina Program for the Recruitment and Retention of Minority Teachers at SC State University were made solely through EIA.

Beginning in FY1988-89, CHE was required, by a proviso in the General Appropriations Act, to “monitor the use” of these funds and to report on the “effectiveness of the programs” to the Senate and House Committee and to the EIA Select Committee. CHE has done so since 1988-89.

The FY1990-91 Appropriations Act included a more comprehensive proviso -- which instructed CHE to “ensure that all funds are used to promote teacher recruitment on a statewide basis...ensure the continued coordination of efforts among the... teacher recruitment projects... review the use of funds and... have prior program and budget approval.” In FY2013-14, this proviso, Part 1B Proviso 1A.9 (SDE-EIA:XII.F.2-CHE/Teacher Recruitment), directs the appropriation of \$4,243,527 in EIA funds through CHE to the two teacher recruitment programs as follows: 92% or \$3,904,045 to CERRA and 8% or \$339,482 to SC-PRRMT. Of the funds directed to CERRA, \$3,045,155 (78%) is directed to Teaching Fellows and the remaining 22% (\$692,588) for other CERRA programs of which \$166,302 must be used for specific programs to recruit minority teachers.

The Annual Reports from the Center for Educator Recruitment, Retention & Advancement (CERRA) and the South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) at SC State University are submitted by CHE to the Senate and House Education Committees and to the Education Oversight Committee each October. In addition to the annual reports, historical and cumulative data are included at the request of the Access & Equity and Student Services Committee (see Attachments).

SC Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT)

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 Department of Teacher Education. 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 Department of Teacher Education, SC-PRRMT is authorized to establish and maintain Satellite Teacher Education Program sites in twenty-one geographic areas throughout the State. SC-PRRMT also administers a Forgivable Loan Program and participates in state, regional, and national teacher recruitment initiatives.

SC-PRRMT reports annually to CHE, through which the program’s EIA-based appropriations are approved. CHE is authorized to review the program’s annual budget and monitor the effectiveness of SC-PRRMT. Budget review authority is also given to the General Assembly’s Education Oversight Committee.

SC-PRRMT

FY2012-2013 Appropriations Request

	2012-13	2013-14	2014-15
	Actual	Estimated	Proposed
<u>Personnel Services</u>			
Salaries	\$146,388.57	\$146,388.57	\$119,053.04
Fringe	31,344.71	31,344.71	25,289.17
<u>Other Expenditures</u>			
Office Support	1,082.33	800.72	1,500.79
Postage	460.00	400.00	400.00
Telephone	837.00	500.00	500.00
(WATS LINE)			
Equipment/ Maintenance/ Printing (newsletters/ reports and other documents)	3451.39	750.00	1,500.00
Forgivable Loans	-0-	-0-	-0-
Promotional Service	153,743.00	155,003.00	184,239.00
	-0-	-0-	1,500.00
Conference/Workshops/ Pre-Service	-0-	-0-	-0-
Travel	2,175.00	3,545.00	4,000.00
National/regional meetings Education Conferences/ CHE and EOC meetings Recruitment Visitations/ Exhibitions			
Other Expenditures	161,748.72	161,748.72	195,139.79
TOTAL			
EXPENDITURES	\$ 339,482.00	\$339,482.00	\$339,482.00

*Personnel Services
Program Manager (1)
Program Recruiter (1)

The Administrative I position was deleted from SC-PRRMT budget (Personnel Services) to increase the *Office Support, Equipment & Maintenance, Forgivable Loans, Promotional Services, Intervention and Travel line items to assist with the recruitment of non-traditional students to extend beyond the geographic areas we currently serve. SC State University will absorb the cost for the Administrative I position.

Adjunct Instructors (8)-Instructors salary included in Personnel Services (8 instructors x \$2,500.00=\$20,000.00). Classes are conducted at program sites in designated public schools and instructors travel to the various sites to teach.

The appropriation request approved by the General Assembly for SC-PRRMT was \$339,482 for FY2012-13 and FY2013-2014 respectively. The same amount, \$339,482, is proposed for the FY 2014-15 SC-PRRMT budget request.

The proviso for the teacher recruitment programs (FY2013-14, Part IB, Proviso 1A.9 SDE-EIA:XII.F.2-CHE/Teacher Recruitment) provides that SC State shall use its funds only for the operation of a minority teacher recruitment program, and that in consultation with the Commission on Higher Education, shall extend beyond the geographic area it currently serves. In addition, in accordance with the Proviso, the SC-PRRMT FY2012-13 Annual Report provides information regarding the program's objectives and outcomes (Attachment 1).

SC-PRRMT Objective 1

The first objective of SC- PRRMT to increase the pool of teachers in SC by targeting non-traditional students for enrollment to teacher education programs at South Carolina State University. During FY2009-10, 34 students were enrolled in SC- PRRMT program. During FY2010-11, the number of enrolled students decreased to 28. During FY2011-12 and again in FY2012-13, 27 students were enrolled in the program respectively.

SC-PRRMT Objective 2

As a program objective, SC-PRRMT targets no less than 50% of their students who are majoring in state declared critical subject or geographic areas. For FY2009-10, of the nine participants who graduated, five of the graduates (56%) taught in state declared critical subject or geographic areas.

Ten SC-PRRMT students graduated in FY2010-11, and every graduate taught in state declared critical subject or geographic areas (100%). Seven SC-PRRMT students graduated in FY2011-12, and 100% of the graduates taught in critical subject or geographic areas. During FY2012-13, nine of the 12 graduates taught in critical subject or geographic areas (58%). Again, this percentage exceeds the SC-PRRMT annual objective that targets of a minimum of 50% of the SC-PRRMT graduates teaching in critical subject or geographic areas.

Among the SC-PRRMT FY2012-13 academic outcomes, 96% of the participants earned at least a 3.0 grade point average (GPA). Eleven students earned between 3.00 – 3.49 GPA; eight students earned between 3.50 - 3.74 GPA; and seven students earned between 3.75 – 4.00 GPA.

SC-PRRMT reported that the program enrolled 27 students for the 2012-2013 academic year. A total of 12 students graduated from the program in 2012-13 and the annual cost was approximately \$11,260.33 per graduate. The total amount disbursed for the 12 graduates for four years was \$135,124. Information regarding the SC-PRRMT FY2014-15 proposed budget, personnel costs, and possible plans to recruit more students in the program were discussed at the Committee meeting. The Committee requests that the program submit a comprehensive plan for increasing the number of graduates and geographic sites.

Center for Educator Recruitment, Retention and Advancement (CERRA)

Established by CHE in December 1985 out of a concern for the condition of South Carolina’s teacher supply pool and a need for a centralized teacher recruitment effort, the purpose of CERRA is to provide collaborative leadership in the recruitment, retention, and advancement of outstanding educators for all children in South Carolina. As a part of its mission, CERRA’s responsibilities include adapting and responding “to changing needs for teachers from underrepresented populations, in critical subject fields and in under-served geographic areas in South Carolina.” CERRA directs a variety of pre-collegiate and college programs in order to attract middle school, high school and college students (Teacher Cadets, College Partners, Teaching Fellows, Minority Recruitment programs) as well as mid-life career changers, such as military retirees and downsized workers to education careers. Along with its recruiting efforts, CERRA is focused on retaining and advancing the careers of experienced teachers already in South Carolina’s schools. In addition, CERRA provides program support for the State’s teacher leaders through work with the district teachers of the year, mentor training for experienced teachers, as well as National Board candidates and National Board Certified Teachers.

The CERRA Board of Directors, which oversees the Center’s budget and operations, includes representatives from colleges and universities, school districts, state education agencies, professional education associations, the General Assembly and private businesses and industry. CERRA reports annually to CHE, through which the Center’s EIA-based appropriations flow. CHE is responsible for monitoring the effectiveness of CERRA and is authorized to review the Center’s budget. Budget review authority is also given to the General Assembly’s Education Oversight Committee.

CERRA
FY2012-2013 Appropriations Request

	2012-13 Actual	2013-2014 Appropriated	2014-15 Proposed
Office Salaries & Fringes (11 positions) ¹	\$598,624	\$675,597	\$675,597 ¹
Office Support	107,305	78,908	78,908
Board of Directors	4,750	2,750	2,750
Staff Travel (11 full time positions)	30,200	34,800	34,800
Teacher Leaders (Teacher Forum & Advisory Board)	14,000	10,500	10,500
Teacher Database	7,000	5,500	5,500
Teacher Cadet Program	17,275	35,750	35,750
Teacher Educators	2,500	36,250	36,250
ProTeam/Team 9 Program	1,500	6,100	6,100
Teaching Fellows	2,971,070	3,371,070	3,371,070
Minority Recruitment	166,500	166,500	166,500
Marketing/Publications	15,000	12,000	12,000
TOTAL EXPENDITURES	\$3,935,724	\$4,435,725	\$4,435,725²

Note:

1 Includes Teacher of the Year salary/fringe

2 Total request of \$4,435,725 represents the combination of funds from two FY2014 State Budget line items: \$3,904,045, which is 92% of the \$4,243,527 allocated for Teacher Recruitment Programs, and \$531,680, allocated for the Center for Educator Recruitment, Retention and Advancement (CERRA).

Last year, for the FY2013-14 appropriations request, CERRA sought increases in several budget line items including: 1) office/salaries/fringe to restore one part-time position to a full-time position and Teacher of the Year salary/fringe (\$50,000); 2) funding for Teaching Fellows (\$400,000); and 3) funding for the Teacher Cadet Program (\$20,000). A funding increase of \$500,000 was approved by the General Assembly. This year, for the FY2014-15 appropriations proposed budget request, CERRA requests the same amount appropriated last year, which is level funding at \$4,435,725 (Attachment 2).

Office Salaries and Fringes

The requested amount (\$675,597) will fund 11 positions including the restoration of a full-time Coordinator of Research and Program Development plus salary and fringes for the FY2014-15 Teacher of the Year.

Teacher Leaders

Under guidelines issued by the State Board of Education, all first year teachers are to be assigned a trained mentor. In FY2013-14, 1,500 certified mentors completed three-day training for certification through CERRA. Twenty-four mentor trainers completed the two-day Train the Trainer session, and 20 certified mentor trainers completed both the Train the Trainer and co-training sessions. At this point, over 10,500 mentors have been trained since FY2007. CERRA charges fees for the mentor training materials and is requesting \$10,500 to continue to defray training costs and to support the Regional and State Teacher Forums. Offering the mentor training program at reduced costs will continue to assist SC school districts that wish to have their teachers participate in the training.

Teacher Database

CERRA plans to continue development of the teacher online employment application and job bank service it operates for teacher applicants and districts with vacancies, the State Teacher Expo, and the Teacher Supply and Demand Survey. According to CERRA, 29,902 applications were created or modified on the online employment application and job bank service. During the past year 336 persons and 33 SC school districts participated the FY2013 Teacher Expo. Seventy-nine SC school districts (plus one special school) completed CERRA’s Annual Supply and Demand Survey, which revealed that teacher shortages continue around the state in critical subject areas such as math, science and other STEM areas, and in geographic critical need school districts in rural, high poverty areas.

Teaching Fellows

In FY2013, 527 student teachers participated in the Teaching Fellows program and 99 students graduated from the program. For FY2013-14, 104 seniors, 152 juniors, 174 sophomores, and 167+ freshmen are participating in the Teaching Fellows program at 9 participating colleges and universities around the state. As of FY2013, 446 Fellows are teaching in SC to fulfill the service requirement.

ProTeam, Teacher Cadet and Teacher Educators (aka College Partners)

During FY2013-14, it was possible to fund 23 site grants and to contract with two part-time Teachers in Residence, now known as Program Facilitators. The request, if approved, will continue to provide contractual funding for the two part-time Program Facilitators, travel for existing CERRA staff, and funding for the site grants. Revenues from the sale of merchandise through the Teacher

Cadet Online Store and the sale of curriculum to other states will also continue to support the Teacher Cadet Program, Teacher Educators program, and ProTeam/Team 9 programs.

FY 2012-13 Annual Reports for EIA-Funded Teacher Recruitment Projects

Recommendation

The Committee on Access & Equity and Student Services commends to the Commission approval of the FY2014-15 appropriations request in the amount of \$\$4,435,725 for the Center for Educator Recruitment, Retention and Advancement (CERRA).

The Committee voted to table the SC-PRRMT FY2014-15 proposed budget pending submission of a funding model to include: 1) plans for increasing the number of students in the program (critical subject and geographic areas); 2) plans to increase the number of sites beyond one site (outside of SCSU) currently served; and 3) alternate plans to efficiently and effectively use state funding to increase the number of minority teachers throughout the state. The revised SC-PRRMT FY2014-2015 proposed budget will be reviewed for approval at the Access & Equity and Student Services Committee in October 2013.

August 5, 2013

Via Electronic Mail

Dr. Karen Woodfaulk
Director of Student Services
SC Commission on Higher Education
1333 Main St, Suite 200
Columbia, SC 29201

Dear Karen:

Attached please find CERRA's program reports for the 2012-13 fiscal year. You may recall that last year we began reporting some additional information that we believe is significant and of interest to the Commission on Higher Education. Thus, you will notice the empty cells for past years when this information was not reported.

I also am providing you with CERRA's budget proposal for the 2014-15 fiscal year. You will note that CERRA is not seeking an increase. We are so grateful for the support that you and the members of the Commission provided in our successful efforts to obtain a budget increase last year. The increase is being used to fund incoming freshmen Fellows and to award grants to Teacher Cadet sites; this increase begins to bring CERRA's programs back to the 2008-2009 funding level.

Thank you for your assistance with this process, and I look forward to speaking with you.

Sincerely,



Jane Turner

Attachments



2014-2015 EIA Budget Proposal

	2013-2014 Appropriated Budget	Possible Increase to Funding	2014-2015 Proposed Budget
Teacher Recruitment Program			
Office Salaries & Fringes	675,597		675,597
Office Support	78,908		78,905
Board of Directors	2,750		2,750
Staff Travel	34,800		34,800
Teacher Leaders	10,500		10,500
Teacher Database	5,500		5,500
Teacher Cadet Program	35,750		35,750
Teacher Educators	36,250		36,250
ProTeam	6,100		6,100
Teaching Fellows	3,371,070		3,371,070
Minority Recruitment	166,500		166,500
Marketing/Communications	12,000		12,000
TOTAL Budget	4,435,725¹		4,435,725

1. This figure represents the combination of funds from two FY14 State Budget line items: \$3,904,045, which is 92% of the \$4,243,527 allocated for Teacher Recruitment Programs, and \$531,680, the amount allocated for the Center for Educator Recruitment, Retention and Advancement.

Budget Category Descriptors

- **Office Salaries & Fringes** – EIA funded positions for CERRA office support include nine full-time employees, one part time employee and one 10-month employee (50% of the salaries of two of the full-time employees are paid out of other fund sources)
- **Office Support** – phone, postage, copying, furniture, equipment, temp salaries, office supplies, and Winthrop University indirect costs
- **BOD** – meeting expenses, including travel, meals, and supplies
- **Staff travel** – mileage, lodging, meals, and registration fees
- **Teacher Leaders** – Mentor Training support and CERRA Advisory Board meetings, supplies, printing; a percentage of Teachers in Residence/Program Facilitators and Teacher of the Year travel, phone, salary and fringes
- **Teacher Database** – Online Employment Application System and Expo supplies, advertising, & printing
- **Teacher Cadet Program** – site grants, training, curriculum and supporting materials, supplies, and printing; a percentage of Teachers in Residence/Program Facilitators and Teacher of the Year travel, phone, salary and fringes
- **Teacher Educators** – site grants, meeting, supplies, printing; a percentage of Teachers in Residence/Program Facilitators and Teacher of the Year travel, phone, salary and fringes
- **ProTeam Program** – site grants, training, curriculum and supporting materials, supplies, and printing; a percentage of Teachers in Residence/Program Facilitators and Teacher of the Year travel, phone, salary and fringes
- **Teaching Fellows** – scholarships, screening and application process, collections, meetings, supplies, printing, marketing and publications; a percentage of Teachers in Residence/Program Facilitators and Teacher of the Year travel, phone, salary and fringes
- **Minority Recruitment** – printing, supplies, meetings; a percentage of Teachers in Residence/Program Facilitators and Teacher of the Year travel, phone, salary and fringes
- **Marketing/Communications** – website, social media, and applications development, management and maintenance; use of electronic meetings, trainings, and webinars; printing and other promotional materials

2012-2013
ANNUAL REPORT
of the



South Carolina Program for the
Recruitment & Retention of Minority Teachers

Ed a Life Touch

Prepared for: The South Carolina Commission on Higher Education
Submitted by: Reinell Thomas-Myers, Program Manager

South Carolina State University
Orangeburg, South Carolina
August 2013

Thomas J. Elzey, President

**ANNUAL REPORT OF THE SOUTH CAROLINA PROGRAM FOR THE
RECRUITMENT AND RETENTION OF MINORITY TEACHERS 2012-2013
SOUTH CAROLINA STATE UNIVERSITY
EXECUTIVE SUMMARY**

MISSION STATEMENT: 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 Department of Teacher 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.

PROGRAM OBJECTIVES AND OUTCOMES 2012-2013



Objective 1

To increase the pool of teachers in South Carolina by targeting non-traditional students for enrollment to teacher education programs at South Carolina State University.

OUTCOME:

**TABLE 1
ENROLLMENT FIGURES FALL 2009 - SPRING 2013**

Year	Number
Enrollment 2009-2010	34
Enrollment 2010-2011	28
Enrollment 2011-2012	27
Enrollment 2012-2013	27
Mean	29

True to its mission, the Program continues to target non-traditional students for careers in teaching. In an effort to serve as many students as is financially feasible, the Program teams with Financial Aid and other Programs with teaching missions to fund student participants. As shown in Table 1 above, the Program's average enrollment in Teacher Education Curricula is 29 for fall 2009-spring 2013.

Objective 2

On an annual basis, SC-PRRMT targets no less than 50% of SC-PRRMT program participants for majors in a state-declared critical need subject area or employment placement in a state-declared critical geographic school (graduation and employment placement data—annual and longitudinal).

OUTCOMES:

**TABLE 2
STATE- DECLARED CRITICAL NEEDS**

Year	Total Number of Graduates	Graduation in a Critical Need Subject Area	Placement in Critical Geographic School	Percentage of Graduates Teaching in State-Declared Subject Areas or Schools
2009-2010	9	1 (11%)	4 (44%)	5 (56%)
2010-2011	10	3 (30%)	8 (80%)	100 %
2011-2012	7	5 (71%)	5 (71%)	100%
2012-2013	12	2 (17%)	7 (58%)	*58% or higher

* Five (5) 2012-2013 graduates are not placed at the time of this report.

Program Graduates' Placement (Critical Needs)

Number of Graduates Placed in South Carolina Schools as of May 2013	165
Number of Graduates in State-Declared Critical Need Subject Areas	61 (37%)
No. of Graduates Placed in Critical Geographic Schools	146 (88%)

Note: Some graduates major in critical need subject areas and accept jobs in critical geographic schools.

Objective 3

To ensure the success of EIA Forgivable Loan Program participants by monitoring their academic achievement/grade point averages (in the various teacher education majors), graduation and certification rates, and employment placement.

OUTCOMES:

- ♦ The Program continues to administer a Forgivable Loan Program. This past academic year 27 students received forgivable loans.
- ♦ Twelve (92%) of the Program's undergraduate forgivable loan recipients achieved Dean's List status, earning cumulative grade point averages of 3.00 or better during the 2012-2013 Academic Year. Twelve of 13 (92%) maintained their eligibility. All 14 (100%) of the Program's M.A.T. participants maintained their eligibility. Twenty-seven students participated in the program.
- ♦ For academic year 2012-2013, ninety-six percent of program participants achieved a cumulative grade point average of 3.00 or above. The distribution was as follows:

3.75 – 4.00	(7)
3.50 – 3.74	(8)
3.00 – 3.49	(11)
- ♦ For the 2012-2013 Academic Year, 12 students graduated; all 12 (100%) met certification requirements.
- ♦ The Program graduated 12 students. To date, seven (58%) have gained employment in a South Carolina Public school. All seven are teaching in a critical geographic school and/or in a state-declared critical need subject area.
- ♦ Program graduates continue to further their education after graduation. Many have obtained additional certification, master's degrees, doctoral degrees, and national board certification. A number of program graduates have acquired positions as principals, assistant principals, district administrators, and certified counselors.
- ♦ The teaching experience of graduates range from 1 to 19 years.
- ♦ One hundred and thirty-three (81%) of the Program's placed graduates have gained 5 to 19 years teaching experience, and the mean years of teaching for all graduates is 15.5 years.

The table below shows the commitment of our forgivable loan graduates beyond their contractual teaching requirement(s).

TABLE 3
TEACHING EXPERIENCE OF FORGIVABLE LOAN PARTICIPANTS
N=133

No. of FL Participants Bachelor's	No. of Years Teaching	Percentage Beyond Teaching Requirement of 5 Years	No. of FL Participants M.A.T.	No. of Years Teaching	Percentage Beyond Teaching Requirement of 2 Years
9	5	0%	5	5	150%
4	6	20%	6	6	200%
10	7	40%	8	7	250%
3	8	60%	-	-	-
6	9	80%	-	-	-
4	10	100%	-	-	-
6	11	120%	1	11	450%
6	12	140%	-	-	-
0	13	-	-	-	-
7	14	180%	-	-	-
12	15	200%	-	-	-
15	16	220%	-	-	-
17	17	240%	-	-	-
11	18	260%	-	-	-
3	19	280%	-	-	-
TOTAL 113	-		TOTAL 20	-	-

Of the 113 Bachelor's participants, 71.68% (81 out of 113 participants) years of teaching range from 10 years to 19 years. For these participants, the percentage beyond the teaching requirement of 5 years range from 100% to 280%.

Of the 14 M.A.T. participants, 100% (20 out of 20 participants) years of teaching range from 5 years to 6 years. For these participants, the percentage beyond the teaching requirement of 2 years range from 150% to 450%.

***THE SUPPORT OF STATEWIDE RECRUITMENT AND
RETENTION EFFORTS***

- ◆ Program recruitment activities for AY 2012-2013 involved: recruitment exhibitions and participation in fall and Winter Open House, and Youth Day at SC State University, freshman orientation, mailings and responses to program inquiries, visits to five school districts, to nine technical colleges, and participation and recruitment exhibitions at college fairs, career day, and SC State's Alumni Showcase.
- ◆ The Program Manager assisted with the development of a comprehensive Recruitment plan for the Department of Education FY 2011-2012. The Recruitment plan was fully implemented FY 2012-13.
- ◆ SC-PRRMT, in collaboration with CERRA and the Call Me Mister Program, developed a Statewide Partnership Plan for Teacher Recruitment, and presented it to the Access and Equity Committee of the South Carolina Commission on Higher Education. The Partnership remained ongoing for 2012-2013.

**EIA BUDGET
PROPOSED BUDGET
FY 2014-2015**

BUDGET REQUEST \$339,482.00

***Personnel Services**

1. Salaries	\$ 119,053.04
2. Fringes	<u>\$ 25,289.17</u>
	\$ 144,342.21

OTHER EXPENDITURES

*Office Support	\$ 1,500.79
Postage	400.00
Telephone (WATS LINE)	500.00
*Equipment & Maintenance	1,500.00
Printing	-0-
Newsletter/Annual Reports And other documents	
*Forgivable Loans	184,239.00
*Promotional Services (TV Ad, Website, Promotional /Recruitment Materials)	1,500.00
*Intervention/Workshops for Pre-service Teachers	1,500.00
*Travel	4,000.00
Regional meetings, Education Conferences, Partnership, CHE and EOC Meetings, and Recruitment Visitations and Exhibitions	
TOTAL OTHER EXPENDITURES	\$195,139.79
TOTAL PROJECT EXPENDITURES	\$339,482.00
TOTAL PROJECT APPROPRIATIONS	\$339,482.00

***Personnel Services**

Program Manager (1)
Program Recruiter (1)

The Administrative I position was deleted from SC-PRRMT budget (Personnel Services) to increase the *Office Support, Equipment & Maintenance, Forgivable Loans, Promotional Services, Intervention and Travel line items to assist with the recruitment of non-traditional students to extend beyond the geographic areas we currently serve. SC State University will absorb the cost for the Administrative I position.

Adjunct Instructors (8)-Instructors salary included in Personnel Services (8 instructors x \$2,500.00=\$20,000.00). Classes are conducted at program sites in designated public schools and instructors travel to the various sites to teach.

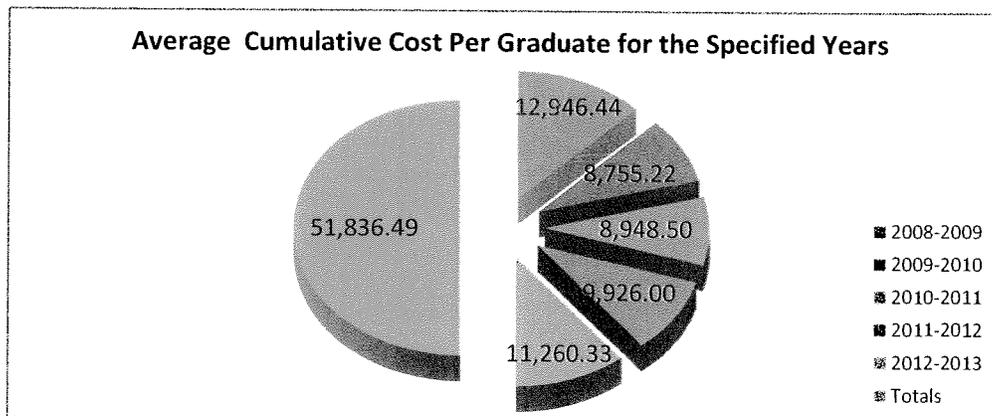
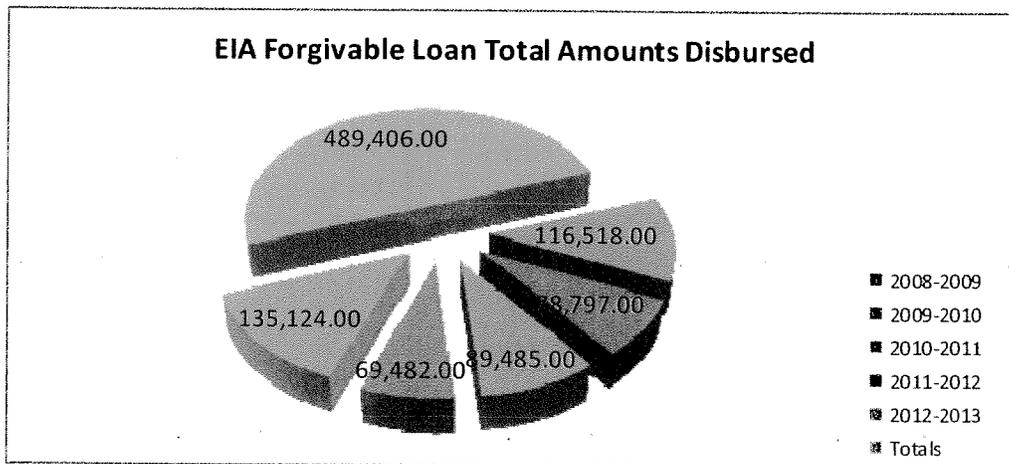
Budget for FY 2009-2010, FY 2010-2011, FY 2011-2012, FY 2012-2013 and Current FY 2013-2014.

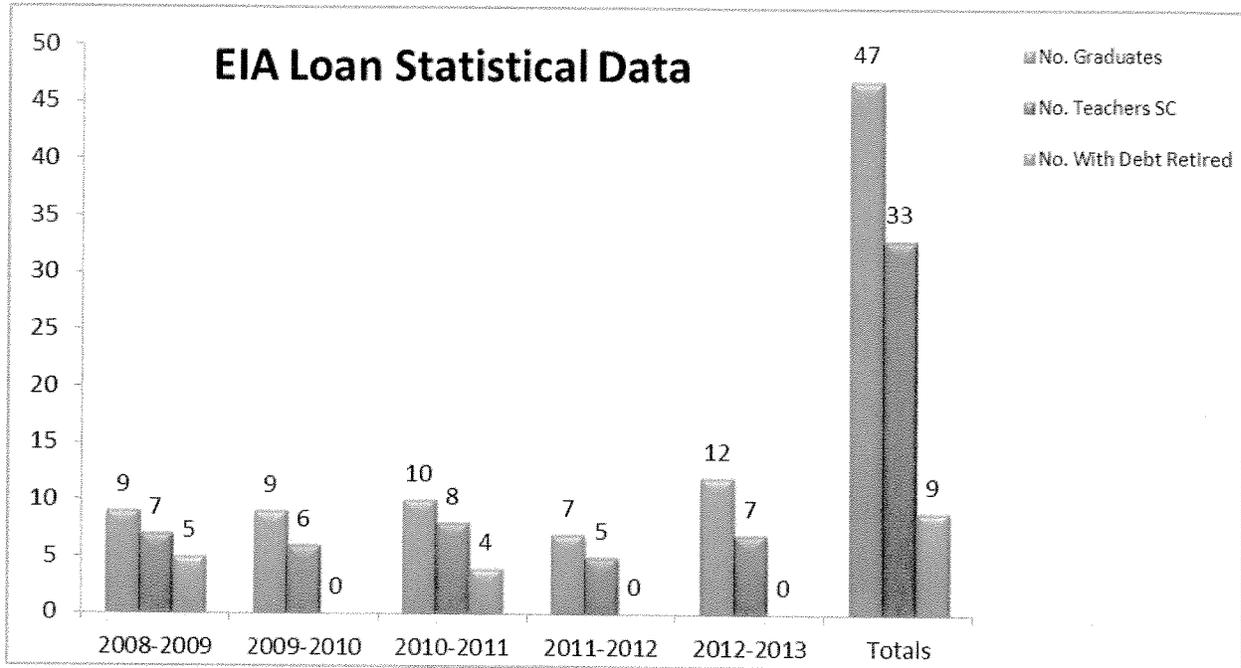
Funding Source	FY 2009-2010 Actual	FY 2010-2011 Actual	FY 2011-2012 Actual	FY 2012-2013 Actual	Current 2013-2014 Estimated
EIA	\$350,111.52	\$350,111.00	\$339,482.00	\$339,482.00	339,482.00
General Fund	-0-	-0-	-0-	-0-	-0-
Lottery	-0-	-0-	-0-	-0-	-0-
Fees	-0-	-0-	-0-	-0-	-0-
Other Sources	-0-	-0-	-0-	-0-	-0-
Grant	-0-	-0-	-0-	-0-	-0-
Contributions, Foundation	-0-	-0-	-0-	-0-	-0-
Other (Specify)	-0-	-0-	-0-	-0-	-0-
Carry Forward from Prior Yr.	-0-	-0-	-0-	-0-	-0-
TOTAL	\$350,111.52	\$350,111.00	\$339,482.00	\$339,482.00	\$339,482.00
Expenditures	FY 2009-2010 Actual	FY 2010-2011 Actual	FY 2011-2012 Actual	FY 2012-2013 Actual	Current 2013-2014 Estimated
Personnel Service	\$142,179.65	\$143,287.00	\$145,287.00	\$146,388.57	\$146,388.57
Contractual Services	1,787.44	1,377.00	900.00	1,101.00	1,500.00
Supplies and Materials	1,877.00	1,250.00	1,331.20	2,379.00	980.72
Fixed Charges	-0-	-0-	1,618.90	1,150.00	720.00
Travel	7,344.88	5,973.00	5,137.86	2,175.00	3,545.00
Equipment	-0-	-0-	-0-	1,200.72	-0-
Employer Contributions	33,179.55	34,481.00	31,464.04	31,344.71	31,344.71
Allocations to Districts/Schools/Agencies/Entities	-0-	-0-	-0-	-0-	-0-
Other: Forgivable Loans	163,743.00	163,743.00	153,743.00	153,743.00	155,003.00
Balance Remaining	-0-	-0-	-0-	-0-	-0-
TOTAL	\$350,111.52	\$350,111.00	\$339,482.00	\$339,482.00	\$339,482.00
#FTES					
Expenditures	FY 2009-2010 Actual	FY 2010-2011 Actual	FY 2011-2012 Actual	FY 2012-2013 Actual	Current FY 2013-2014 Estimated
Personnel Service	Program Manager (1)				
	Program Recruiter (1)				
	Secretary (1)				

EIA Forgivable Loan Program

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 2008-2009, FY 2009-2010, FY 2010-2011, FY 2011-2012 and FY 2012-2013.

	No. Graduates	No. Teachers SC	Total Amount Disbursed	No. With Debt Retired	Average Cumulative Cost Per Graduate for the Specified Years
2008-2009	9	7	116,518.00	5	12,946.44
2009-2010	9	6	78,797.00	0	8,755.22
2010-2011	10	8	89,485.00	4	8,948.50
2011-2012	7	5	69,482.00	0	9,926.00
2012-2013	12	7	135,124.00	0	11,260.33
Total	47	33		9	N/A





The South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) is a self-supporting program. Program responsibilities/disbursements include:

- ◆ forgivable loan awards for students

Total number of awards per year, awardees by gender and race/ethnicity.

**Distribution of Awards
By Ethnicity**

Years	BF	WF	Asian/ His.F	BM	WM	Asian/ His.M.	Number of Awards
2008-2009	23	7	1	1	0	0	32
2009-2010	27	4	1	2	0	0	34
2010-2011	17	7	2	2	0	0	28
2011-2012	18	4	1	3	1	0	27
2012-2013	20	3	1	2	1	0	27

The South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) is a self-supporting program. Program responsibilities/disbursements include:

- ♦ classes for the Praxis exam. Students must pass all parts of the Praxis examination to enter the Teacher Education program.
- ♦ refresher courses to help students re-enter college and assist them in passing the Praxis examination. Some students would benefit from one-on-one tutoring. The population is non-traditional students, mainly instructional assistants and transfer students.
- ♦ longer enrollment time. Classes are offered in the evenings. Non-traditional students sometimes take a semester or two longer than traditional students to complete their program
- ♦ all program materials, supplies, and equipment
- ♦ part-time personnel/instructors
- ♦ program marketing and recruitment
- ♦ normal operating costs

Budget reductions limit the number of students the program can award assistance, as well as the number of Satellite Teacher Education Program sites the PRRMT can maintain.

Contractual services for equipment and maintenance have been reduced or eliminated.

The program has cancelled its television ads used for marketing and recruitment.

Many of the students do not qualify for other types of financial aid and must receive full funding to participate in the program.

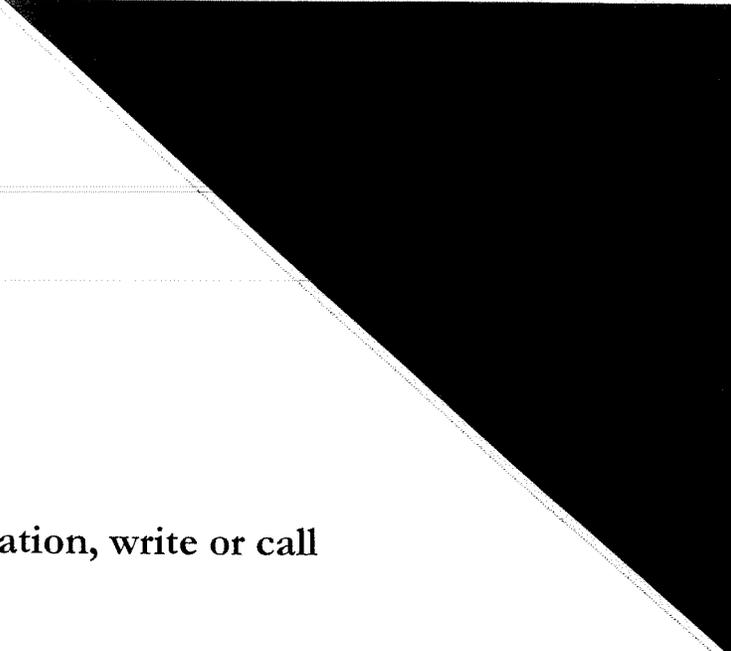
The Summer Institute, which focuses on workshops, seminars, and classes to help prepare students for the Praxis exam has been suspended.

Staff can no longer attend or participate in professional development and educational conferences and seminars.

Travel is limited to only the most essential locations.

SC-PRRMT APPROPRIATIONS REQUESTS AND ACTUAL BUDGET
Budget for FY 2010-2011, FY 2011-2012, FY 2012-2013, 2013-2014 and
Proposed FY 2014-2015

	FY 2010-2011 Actual	FY 2011-2012 Actual	FY 2012-2013 Actual	Current FY 2013-2014 Estimated	Proposed Budget 2014-2015
+Personnel Services					
1. Salaries	143,287.00	145,287.00	146,388.57	146,388.57	119,053.04
2. Fringes	34,481.00	31,464.04	31,344.71	31,344.71	25,289.17
OTHER EXPENDITURES					
Office Support	500.00	1,331.20	1,082.33	800.72	1,500.79
Postage	750.00	500.00	460.00	400.00	400.00
Equipment & Maintenance	-0-	1,618.90	3,451.39	750.00	1,500.00
Telephone (WATS LINE)	877.00	400.00	837.00	500.00	500.00
Printing <i>Newsletter/Annual Reports and other documents</i>	500.00	-0-	-0-	750.00	-0-
Forgivable Loans	163,743.00	153,743.00	153,743.00	155,003.00	184,239.00
Promotional Service <i>TV Ad, Website, Promotional/ Recruitment Materials</i>	-0-	-0-	-0-	-0-	1,500.00
Intervention/Workshops for Pre-Service Teachers	-0-	-0-	-0-	-0-	1,500.00
Travel <i>Regional meetings, Education Conferences, Partnership, CHE and EOC Meetings, and Recruitment Visitations and Exhibitions</i>	5,973.00	5,137.86	2,175.00	3,545.00	4,000.00
TOTAL OTHER EXPENDITURES	\$172,343.00	\$162,730.96	\$161,748.72	\$161,748.72	\$195,139.79
TOTAL PROJECT EXPENDITURES	\$350,111.00	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
TOTAL PROJECT APPROPRIATIONS	\$350,111.00	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
APPROPRIATIONS REQUESTED	\$467,000.00	\$350,111.00	\$339,482.00	\$339,482.00	\$339,482.00
APPROPRIATIONS CUTS	116,889.00	10,629.00	-0-	-0-	-0-
APPROPRIATIONS RECEIVED	\$350,111.00	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
Expenditures	FY 2010-2011 Actual	FY 2011-2012 Actual	FY 2012-2013 Actual	Current FY 2013-2014 Estimated	Proposed Budget 2014-2015
+Personnel Services	Program Manager (1) Program Recruiter (1) Secretary (1) Adjunct Instructors(16)	Program Manager (1) Program Recruiter (1) Secretary (1) Adjunct Instructors (16)	Program Manager (1) Program Recruiter (1) Secretary (1) Adjunct Instructors (8)	Program Manager (1) Program Recruiter (1) Secretary (1) Adjunct Instructors (8)	Program Manager (1) Program Recruiter (1) Adjunct Instructors (8)



For additional information, write or call

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2012-2013 Program Reports

ProTeam

Teacher Cadet

College Partners

Teaching Fellows

Teacher Leaders

**Online Employment Application System/
Teacher Expo/Supply & Demand Survey**



2012-2013

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**Online Employment Application System/
Teacher Expo/Supply & Demand Survey**

ProTeam

ProTeam	FY09	FY10	FY11	FY12	FY13
Number of sites	10	9	11	13	23
Number of sites in a Geographic Critical Need School ¹				7	17
Students who completed the program	192	193	284	348	603
Males	73	63	91	134	217 ²
Non-white students	71	66	139	162	280 ³
Funds expended	\$119,158	\$74,540	\$84,742	\$75,680	\$71,868
Funds expended per student	\$620	\$386	\$298	\$217	\$119

¹In FY12, CERRA began reporting the number of ProTeam sites located in a Geographic Critical Need School.

²36% of students are male.

³46.4% of students are non-white.

Teacher Cadet

Teacher Cadet	FY09	FY10	FY11	FY12	FY13
Number of sites	166	170	157	160	162
Number of sites in a Geographic Critical Need School ¹				68	69
Students who completed the program	2,517	2,660	2,457	2,427	2,396
Males	521	577	529	554 ²	552 ³
Non-white students	862	915	799	863	797 ⁴
Students who indicated they plan to teach	48%	43%	41%	41%	41%
Funds expended	\$283,403	\$251,710	\$298,122	\$245,602	\$232,356
Funds expended per student	\$113	\$95	\$121	\$101	\$97

¹In FY12, CERRA began reporting the number of Teacher Cadet sites located in a Geographic Critical Need School.

²For the FY12 report, this information was unavailable due to a malfunction of survey software. Subsequently, we were able to recover the data which are now provided.

³23% of students are male.

⁴33.3% of students are non-white.

College Partners

College Partners ¹	FY09	FY10	FY11	FY12	FY13
Number of College Partner institutions	22	21	24	23	21
Funds expended	\$197,962	\$129,782	\$118,669	\$87,057	\$81,341
Funds expended per Teacher Cadet student	\$79	\$49	\$48	\$36	\$34

¹College Partners in teacher education institutions collaborate with CERRA to offer enrichment experiences for Teacher Cadet students. Each of these institutions has articulation agreements in place to offer the option of dual credit accrual for the successful completion of the Teacher Cadet course.

Teaching Fellows

Teaching Fellows	FY09	FY10	FY11	FY12	FY13
Fellows who received funds ¹	598	480	499	510	527
Fellows who graduated from the program ²	118	133	142	132	99 ³
Fellows employed in SC districts ⁴	540	591	651		
Fellows teaching to fulfill service requirement ⁴				419	446
Fellows who have fulfilled service requirement; still employed in a SC public school district ⁴				296	420
Fellows employed in a Geographic Critical Need School ⁵				388	470
Funds expended	\$3,823,424	\$3,169,868	\$2,824,211	\$2,689,021	\$2,517,422

¹Fellows are allowed to receive funds for a period of up to four years.

²76% of Fellows from the 2000-2008 cohorts graduated from the program.

³79 graduates are from the 2009 cohort when only 88 fellowship awards were made due to significant state budget cuts that year. The remaining 20 graduates are from other cohorts.

⁴In FY12, CERRA began reporting the number of Fellows employed in SC districts in two categories: those teaching to fulfill their service requirement and those who have fulfilled their service requirement and are still employed in a SC public school district.

⁵In FY12, CERRA began reporting the number of Fellows employed in a Geographic Critical Need School.

Teacher Leaders

Teacher Leaders	FY09	FY10	FY11	FY12	FY13
Certified Mentors ¹	1,736	1,079	1,219	1,332	1,500
Trained Mentor Trainers ²	62	30	24	21	24
Certified Mentor Trainers ³	62	53	31	32	20
Funds expended ⁴	\$402,200	\$181,799	\$211,786	\$186,084	\$195,957

¹Certified mentors complete a three-day training.

²Trained mentor trainers have completed a two-day Train the Trainer seminar.

³Certified mentor trainers have completed a two-day Train the Trainer seminar and the co-training process.

⁴Includes funds expended for mentor trainings, as well as other teacher leader activities.

Online Employment Application System/ Teacher Expo/Supply & Demand Survey

Online Employment Application System/ Teacher Expo/ Supply & Demand Survey	FY09	FY10	FY11	FY12	FY13
Online employment applications created or modified ¹	33,777	32,354	29,417	31,271	29,902
Teacher Expo attendees	1,274	~200	221	201	336
SC districts that participated in Teacher Expo	35	4	26	26	33
Hires as a result of Teacher Expo	74	N/A	20.5	34	TBD
SC districts that completed the Supply & Demand Survey ²	85 (and 2 special schools)	85 (and 2 special schools)	84 (and 3 special schools)	80 (and 1 special school)	79 (and 1 special school)
Funds expended	\$117,477	\$86,894	\$101,126	\$101,278	\$98,005
Teachers hired	7,159	3,619	3,514.6	4,588.4	5,739.5

¹In previous years, CERRA has provided the total number of applications that have been processed in the Online Application system since its inception in October 1999 (150,693 in FY12). As part of a system cleanup and for security purposes, all applications that were disabled on or before December 31, 2008 were purged. We no longer will be able to provide a cumulative total.

The online application was modified at the beginning of FY13 to eliminate the certification application portion, after the State Department of Education developed new online certification procedures.

²Since 2001, CERRA has administered the annual Teacher/Administrator Supply and Demand Survey in each of the state's school districts and several special schools. CERRA then compiles a statewide report detailing hiring, vacancy, and departure data.