

**South Carolina Commission on Higher Education**  
Large Conference Room  
1333 Main Street, Suite 200  
Columbia, SC 29201

**Committee on Access & Equity and Student Services**  
**Minutes of the Meeting**  
**May 4, 2006**  
**1:30 p.m.**

**Commission Members Present**

Mr. Dan Ravenel, Committee Chairman  
Dr. Layton McCurdy  
Dr Mitchell Zais  
Dr. Bettie Horne

**Commissioners Members Absent**

Ms. Rosemary Byerly

**Staff Present**

Dr. Karen Woodfaulk  
Ms. Julie Carullo  
Ms. Arlene Criswell  
Ms. Angie Enlow  
Ms. Deborah Henning  
Ms. Sherry Hubbard

Ms. Yolanda Hudson  
Ms. Tajuana Massie  
Ms. Jocelyn Ross  
Ms. Laverne Sanders  
Ms. Melissa Santilli  
Ms. Karen Wham

**Guests**

Ms. Ann Byrd, Executive Director  
Center for Educator Recruitment, Retention, & Advancement

Kimberly Pittman, Business Manager  
Center for Educator Recruitment, Retention, & Advancement

Dr. Mary Cheeseboro, Director  
Program for the Recruitment and Retention of Minority Teacher

1. **Approval of Minutes**

The meeting was called to order by Chairman Dan Ravenel. Chairman Ravenel asked for a motion to approve the minutes from the April 6 2006 meeting. The **motion** was made (Commissioner Bettie Horne), **seconded** (Commissioner Mitchell Zais) and **carried** to approve the minutes as written.

2. **Center for Educator Recruitment, Retention, and Advancement (CERRA)**

Ms. Ann Byrd, Executive Director of CERRA, reviewed the report based on questions from the Committee. She explained that the report is chronological according to the continuum of

programs starting with CERRA's middle school program which is ProTeam. The program report reviewed data on an annual basis for the past five years and combined the data for the previous years since the initial start up.

Ms. Byrd shared an update on ProTeam as a result of CERRA's Board of Directors March 31<sup>st</sup> meeting. She stated that CERRA has been struggling with some issues relating to the ProTeam and whether it continues to be a strong feeder program for the Teacher Cadet program. She stated that problems have occurred because of extra demands in the curriculum. She said that based on some field research and discussions with CERRA's Board, there are about fifteen high schools in the state that are interested in CERRA's retooling the ProTeam's curriculum to be infused into the 9<sup>th</sup> grade academy model. CERRA is working with a number of high schools now to attempt to pilot this model because ProTeam can be used for 7<sup>th</sup>, 8<sup>th</sup> or 9<sup>th</sup> grade.

Commissioner Zais asked about the purpose of the ProTeam program and how does a student get into the program. Ms. Byrd explained that it is a middle school program that was originally started to address the diversity recruitment needs that we have in South Carolina. She said the ProTeam model was based on the premise that it would be a soft sell of the teaching profession in addition to providing students with study skills, getting them ready for the transition to high school and also exploring teaching as well as a number of other careers. Commissioner Zais asked what an applicant should do. Ms. Byrd explained that the applicant would take a course either a semester long or year long that includes models of study that would allow the opportunity to explore some careers with the major emphasis being on teaching as one of those choices. Commissioner Zais asked if the course was for credit. Ms. Byrd said it is for elective credit. She said it is for credit on the high school level but not for the middle school level because there are no units for such courses.

Ms. Byrd explained the Teacher Cadet Program's demographic data was in a different format. She identified the number of students who indicate plans to teach when they leave the Teaching Cadet Program. She said the data included students currently teaching as far as could be tracked and there were some limitations with the data. She said budget numbers were also included in the data. She stated there is a huge disconnect between the intention of high school seniors who leave the Teacher Cadet Program intending to teach and those who actually become certified to teach.

Commissioner Horne stated that given the numbers, almost 70% of college students change their major at least once and that the number was not bad. Ms. Byrd said they feel the program is doing what it is suppose to do.

Commissioner Zais asked about the content of the program. Ms. Byrd stated that it is an honors level class. She said because of the agreements with the higher education institutions that partner with the Teacher Cadet sites, this is a dual credit course in which students can receive honors credit, and in some cases, they can receive college credit. She said that the decision is left up to the individual institutions to determine, based on the requirements, their partnership with the high schools.

Commissioner Cyndi Mosteller asked what if a student major in Math and minor in education? Ms. Byrd said if their intent is to become certified to teach then they can use the credit. Dr. Karen Woodfaulk asked if North Carolina had emulated this model. Ms. Byrd responded that it

have been replicated in about thirty states in the nation. Commissioner Zais asked if the students who complete the Teacher Cadet Program are the only students who can compete for Teacher Fellows Program. Ms. Byrd replied that the Teacher Fellows is open to any senior who plans to enroll in one of the Teacher Fellows institutions. She stated that about seventy percent of the Teacher Fellows are former Teacher Cadets.

Ms. Byrd pointed out that the Teacher Educator grant highlighted on Page 4 of the report is basically money extended to fund the college partnerships. She said a site grant is provided to the institutions for each high school they agreed to partner with. This site grant is \$500 to help with the on campus activities they do for those Teacher Cadets sites as well as them sending out guest professors to lecture in the Teacher Cadet classrooms, etc. Commissioner Zais asked how many applied for the teaching fellowships actually received the Fellowship. Ms. Byrd replied that an average of 700 applicants and award 100 applicants.

Commissioner Horne asked how many college partners the program has. Ms. Byrd replied that there are twenty-three who are serving as college partners and she expressed that all institutions have the option to partner with any site. She state that it is left to the institutions to create that agreement based on guidelines CERRA has in place. Commissioner Horne asked if CERRA was actively recruiting new partners. Ms. Byrd said currently CERRA have not had the need to actively recruit because every high school is partnered with an institution. She stated that as new high schools sites are added, they will probably have a need to invite other partners.

Ms. Byrd stated that the information about the Teacher Fellows program on page 5 represents about 80% of CERRA's budget. She said they are currently negotiating awards with the cohort that will begin their freshman year in Fall 2006 and that to date 140 have accepted fellowships.

Ms. Byrd stated that several of the programs are combined with the teacher leaders on page 6 is charged with working with the district teachers of the year. She said that is also where they included the information with administering the national board loan for the state and also it also where the training cost is placed. She said these guidelines are pending approval of funding which is not in the current budget for Fiscal Year 2007.

Ms. Byrd stated that the final page contain CERRA's work with the Teacher Expo, the statewide recruitment fair where they collaborate with the SC Association of School Administrators and with the State Department of Education, the job bank and online application, and the annual supply and demand survey to determine anticipated vacancies. She said they currently know that more than 14,000 applicants who have applied online are currently teaching in South Carolina.

Commissioner Horne motioned to approve the budget as given by Ms. Byrd to the Committee, **seconded** (Commissioner Zais) and **carried**.

### 3. **South Carolina Program for the Recruitment and Retention of Minority Teachers (PRRMT)**

Dr. Mary Cheeseboro, Director of PRRMT, gave a brief update on the Non-traditional Loan Program. She stated that PRRMT uses an external office to recoup loan collections. She stated that the program did not start as a traditional program but as an academic program and later as a

forgivable loan program. She explained that Table 1 showed the money disbursed and the average award. Dr. Cheeseboro stated as the tuition rose in the past years, the PRRMT award also increased.

Dr. Cheeseboro pointed out on Table 1 the number of awards was 469. She said of the 469 awards could have been the same people, so that the forgivable loans are tracking each names. She said over the years 469 awards have been given. The average cost per teacher in the forgivable loan category is \$6,131 because it is a continuous account. Dr. Cheeseboro stated that the retention rate has been good in this program and the recipients have fulfilled their debt and the bulk of them are still teaching. She said the total amount canceled of the 1.5 million is \$391,000 and the debt balance is \$16,533. The amount collected for those in default is over \$100,000.

Dr. Cheeseboro said the total amount canceled and the debt balance of those currently enrolled in school was very good.

4. **South Carolina Student Loan**

Dr. Woodfaulk introduced Ms. Jennifer Jones Gaddy, Vice President of the South Carolina. Ms. Jones Gaddy discussed the SC Teacher Loan program.

5. **Other Business**

The meeting was adjourned at 3:14 p.m.

Respectfully Submitted,

Laverne Sanders