

FY 2014-15 Annual Report and FY 2015-2016 EIA Appropriations Request for the SC Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) at SC State University

October 1, 2015

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 independent 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 FY 1986-87. In FY 1986-87, a separate appropriation to South Carolina State University (SCSU) was made by the General Assembly to improve the recruitment of minority teacher candidates. Since FY 1986-87, continuing appropriations to SCSU have been made both through EIA and the General Fund. Beginning in FY 1990-1991, appropriations for the SC Teacher Recruitment Center (now the Center for Educator Recruitment, Retention and Advancement [CERRA] at Winthrop University) and the South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) at SC State University have been provided solely through EIA funds.

Beginning in FY 1988-89, CHE was required by a proviso included in the 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. The FY 1990-91 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.” The proviso directing allocations and providing direction for CHE authority has continued each year. CHE is directed by the proviso to review the effectiveness of the programs annually and report findings and budget recommendations annually to Senate and House Education Committees, the State Department of Education (SDE) and the Education Oversight Committee (EOC) in a format agreed upon by SDE and EOC.

In FY 2014-15, the proviso included for the teacher recruitment programs - Part 1B Proviso 1A.8 (SDE-EIA: XII.F.2-CHE/Teacher Recruitment) - directed allocation of \$4,243,527 in EIA funds, which flow through SDE to CHE for allocation, to two teacher recruitment programs, CERRA and SC-PRRMT. Of these funds, the proviso directs 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. In FY 2015-16, the appropriations remained level and direction by proviso regarding the recruitment programs also remained the same as the prior year (Part 1B Proviso 1A.7 SDE-EIA: XII.F.2- CHE/Teacher Recruitment).

Due to continued concerns raised by the Committee on Access & Equity and Student Services regarding the costs to administer the program, per student costs based on the overall budget, and the program’s recruitment efforts throughout the state, meetings took place with the Committee Chair and Student Services staff and SCSU officials in August 2013. Information regarding the SC-PRRMT FY 2014-15 proposed budget, personnel costs, and possible plans to recruit more students in the program were discussed and SCSU officials agreed to review the proposed budget for possible ways to increase the number of students and sites. At its meeting on August 27, 2013, the Committee on Access & Equity and Student Services expressed concerns about SC-PRRMT’s

cost per student, the limited geographical areas served by the program, and the low percentage of graduates meeting the goal of the program as outlined in the proviso. The Committee requested that SCSU officials provide additional information about the program's personnel costs, costs per student, number of graduates, critical subject areas and schools, as well as plans to expand the program. A revised FY 2014-15 budget was submitted to the Committee by SCSU official in addition to an Expansion Plan of Action. The SC-PRRMT budget and Expansion Plan was subsequently approved by the Commission on November 7, 2013.* In addition, the Commission approved the Committee on Access & Equity and Student Services' recommendation to place SC-PRRMT on conditional status.

Subsequent to this approval, SC-PRRMT submitted a revised FY 2015-16 budget proposal on October 15, 2014, which directed all funding to forgivable student loans only. No funds were to be used for administrative oversight of the program. At its meeting on November 6, 2014** the Commission reviewed alternatives in consideration of the SC-PRRMT FY 2015-16 revised proposed budget and approved the FY2015-16 budget in the amount of \$339,482 for a minority Teacher recruitment program provided that the following conditions were met:

- a. All funds appropriated to SC-PRRMT in FY 2015-16 are to be used to meet direct student costs. No funds shall be used for administrative oversight of the program. SCSU must submit a revised FY 2015-16 budget to the Committee by no later than October 15, 2014;
- b. The program, in accordance with the proviso, shall recruit minority teachers throughout the state; and
- c. CHE shall retain approval for the budget and monitor the use of funds to ensure that all funds are used to meet direct student costs to promote minority teacher recruitment on a statewide basis.

SC-PRRMT EIA Appropriations Budget Request and Actual Budget for FY2012—13, FY2013-14, FY2015-16 and Request for FY2016-17

Below is the FY 2016-17 SC-PRRMT proposed budget submitted to CHE which directs all funds in the amount of \$339,482 towards forgivable teacher loan awards to new and current participants. SCSU officials stated that the University would absorb all administration costs for SC-PRRMT to include the establishment of additional sites throughout the state.

SCSU officials informed Commission staff that there were no carried forward funds from the previous year(s). According to SCSU officials, in addition to the \$339,482, funds repaid in SC-PRRMT in collections are used to augment yearly appropriations in the forgivable loan budget line item, if needed. These funds will be used for forgivable loans. SCSU officials will provide the amount of funds received from collections for this program by September 18, 2015.

*http://www.che.sc.gov/CHE_Docs/commission%20calendar&materials/Nov2013MtgMaterials/Agenda_Item_703A.pdf

**http://www.che.sc.gov/CHE_Docs/commission%20calendar&materials/November2014MtgMaterials/Agenda_Item_603A.pdf

Table I. EIA Budget for FY 2012-2013, FY 2013-2014, FY 2014-2015, FY 2015-2016 and Proposed FY2016-17.

| | FY 2012-2013 Actual | FY 2013-2014 Actual | FY 2014-2015 Actual | FY 2015-2016 Actual* | Proposed Budget 2016-2017* |
|--|---|---|--|--|---|
| Revenue | | | | | |
| Collections | \$136,176.66 | \$170,771.68 | \$193,247.14 | \$193,247.14 | \$193,247.14 |
| Carried Forward | -0- | -0- | -0- | -0- | -0- |
| Total Collections/Carried Forward | 136,176.66 | 170,771.68 | 193,247.14 | 193,247.14 | 193,247.14 |
| +Personnel Services | | | | | |
| 1. Salaries | 146,388.57 | 146,388.57 | 119,053.04 | -0- | -0- |
| 2. Fringes | 31,344.71 | 31,344.71 | 25,289.00 | -0- | -0- |
| OTHER EXPENDITURES | | | | | |
| Office Support | | | | | |
| | 1,082.33 | 1150.72 | 2,598.55 | -0- | -0- |
| Postage | 460.00 | 400.00 | 239.00 | -0- | -0- |
| Equipment & Maintenance | 3,451.39 | 750.00 | 261.50 | -0- | -0- |
| Telephone (WATS LINE) | 837.00 | 400.00 | 200.08 | -0- | -0- |
| Printing <i>Newsletter/Annual Reports and other documents</i> | -0- | 440.00 | -0- | -0- | -0- |
| Forgivable Loans | 153,743.00 | 155,063.00 | 182,826.00 | 339,482.00 | 339,482.00 |
| Promotional Service <i>TV Ad, Website, Promotional/ Recruitment Materials</i> | -0- | -0- | 402.49 | -0- | -0- |
| Intervention/Workshops for Pre-Service Teachers | -0- | -0- | -0- | -0- | -0- |
| Travel <i>Regional meetings, Education Conferences, Partnership, CHE and EOC Meetings, and Recruitment Visitations and Exhibitions</i> | 2,175.00 | 3,545.00 | 8,612.34 | -0- | -0- |
| TOTAL OTHER EXPENDITURES | \$161,748.72 | \$161,748.72 | \$195,139.79 | \$339,482.00 | \$339,482.00 |
| TOTAL PROJECT EXPENDITURES | \$339,482.00 | \$339,482.00 | \$339,482.00 | -0- | -0- |
| TOTAL PROJECT APPROPRIATIONS | \$339,482.00 | \$339,482.00 | \$339,482.00 | \$339,482.00 | \$339,482.00 |
| APPROPRIATIONS REQUESTED | \$339,482.00 | \$339,482.00 | \$339,482.00 | \$339,482.00 | \$339,482.00 |
| APPROPRIATIONS RECEIVED | \$339,482.00 | \$339,482.00 | \$339,482.00 | \$339,482.00 | |
| Total Appropriations/Collections Revenue/Carried Forward | \$475,658.66 | \$510,253.68 | \$532,749.14 | \$532,749.14* | \$532,749.14* |
| +Personnel Services | Program Manager (1) Program Recruiter (1) Secretary (1) Adjunct I Instructors(8) | Program Manager (1) Program Recruiter (1) Secretary (1) Adjunct Instructors (8) | Program Manager (1) Program Recruiter (1) Adjunct Instructors (8) | Program Manager (1) Program Recruiter (-0-) Adjunct Instructors (9) | Program Manager (1) Adjunct Instructors (15) |

*FY 2015-16 budget directed all funding to student costs only. No funds are used for administrative oversight of the program.
Proposed FY 2016-17 budget continues direct funding to students.

Forgivable Teacher Loans Awarded to Eligible SC-PRRMT Participants

To be eligible for a forgivable teacher loan, SC-PRRMT participants must be residents of South Carolina and possess a high school diploma or high school equivalent. In addition, eligible participants must be employed as academic or support staff in South Carolina's public school system and have a cumulative grade point average of 2.75 or above on a 4.0 scale in an Associate of Arts or Associate of Science degree at one of South Carolina's technical colleges or in general education courses. Students must be admitted to SCSU, enrolled in the teacher education program of study full-time (12+ credit hours) or part-time (6+ credit hours) and agree to teach in South Carolina. Graduate students must be fully admitted and enrolled in the Master of Arts in Teaching (MAT) degree program at SCSU and have a cumulative grade point average of 3.00 or above.

Seventy students participated in SC-PRRMT during FY 2014-15. Fourteen freshmen, 10 sophomores, 10 juniors, 8 seniors and 13 MAT students were in the program. In addition, 15 students graduated from the program during FY 2014-15. Of the 15 FY2014-15 graduates, four graduates majored in a critical need subject areas and 13 of the 15 graduates were placed in critical geographic area schools (87%).

During FY 2015-16, SC-PRRMT's projected enrollment is 80 students. Beginning fall 2015, 2 freshmen, 14 sophomores, 10 juniors, 13 seniors and 6 graduate students are enrolled in SC-PRRMT (after the official fall 2015 drop/add period), and 5 students are expected to graduate by the end of fall term 2015 (total = 50). The program expects to recruit more students for the 2016 spring term. By FY 2016-17, the projected enrollment is 100 participants.

For FY 2014-2015, the average cumulative cost per graduate was \$11,065 (increase of 9.9% from FY 2013-14). The average forgivable loan award per SC-PRRMT participant was \$3,472.30 in the fall term and \$3,472.30 during the spring term. According to SCSU officials, the average forgivable loan award per participant will remain the same amount (fall \$3,472.30/spring \$3,472.30) for FY 2015-16.

Expansion Plan Approved by the Commission on Higher Education

SC-PRRMT's Expansion Plan included the objective to recruit 15 students beginning in FY 2013 and 25 students during spring 2014. The number of sites would increase each year by adding three new sites in FY 2013-14, in addition to two sites in FY 2012-13 SCSU and Berkley County. Using funding from FY 2013-14, budget three sites were to be established (Richland County District 1, Georgetown County and Williamsburg County), adding three additional sites in FY 2014-15 (Richland County District 2, Fairfield County and Florence County), four sites in FY 2015-16 (Clarendon County, Horry County, Marion County and Marlboro County), three sites in FY 2016-17 (Beaufort County, Hampton County and Jasper County), and finally three sites in FY 2017-18 (Allendale County, Bamberg County, and Barnwell County), thereby increasing the number of sites from two in FY 2012-13 to 18 sites by FY2017-18. The projected number of students enrolled at each site was seven (average N=7) and classes were to be held at program sites in designated public schools.

| + Counties per Expansion Plan | Established Sites | # of Students enrolled from County (as of 9/3/15) |
|-------------------------------|----------------------------------|---|
| FY 2013-14 Counties | | |
| South Carolina State Campus | SC State | 29 |
| Berkley County | St. Stephan | 12 |
| Richland District 1 | *Richland County (combined site) | 19 |
| Georgetown County | **On line (combined site) | 3 |
| Williamsburg County | **On line (combined site) | 2 |
| FY 2014-15 Counties | | |
| Richland #2 | *On line (combined site) | 2 |
| Fairfield | *On line (combined site) | 3 |
| Florence | **On line (combined site) | 2 |
| FY 2015-16 Counties | | |
| Clarendon County | Anticipated opening Spring 2016 | |
| Horry County | **On line (combined site) | 2 |
| Marion County | Anticipated opening Spring 2016 | |
| Marlboro County | Anticipated Opening Spring 2016 | |
| FY 2016-17 Counties | | |
| Beaufort County | | |
| Hampton County | | |
| Jasper County | | |
| FY 2017-18 Counties | | |
| Allendale County | | |
| Bamberg County | | |
| Barnwell County | | |

+South Carolina Program for the Recruitment and Retention of Minority Teachers Expansion Plan of Action, Satellite Teacher Education Program Sites pp.9-10, September 2013

**Combined sites include Richland 1, Richland 2, and Fairfield County School Districts*

***Combined sites include Florence County, Georgetown School District and County, Williamsburg School District and County and Horry County*

However, according to SCSU officials, SC-PRRMT combined sites with students from various areas in South Carolina. On line classes were started as an innovative method to help reduce administrative cost and to assist with statewide recruiting efforts. Some of the combined sites in the various areas also have face-to face classes in central locations. The combined sites, according to SCSU, are Richland County/Fairfield, which is comprised of Richland 1, Richland 2, and Fairfield County School Districts, and Florence/Georgetown/ Williamsburg/Horry which consists of Florence County, Georgetown School District and County, Williamsburg School District and County and Horry County. Some of the combined sites also have face-to face classes in central locations.

The FY 2015-16 SC-PRRMT approved budget placed all funding towards forgivable teacher loans. Review of forgivable teacher loan disbursements, loan repayments and debt collections should be continued throughout FY 2016-17 to determine if funds are used to efficiently and effectively to increase the number of minority teachers in the state per the proviso. Monitoring the effectiveness of this program throughout the current year and during FY 2016-17 should include: 1) average cost per participant; 2) number of critical sites established throughout the state; 3) forgivable teacher loans amounts awarded to each participant; 4) annual loan amounts/debt collections; 5) number of graduates; and 6) number of graduates who entered the teaching profession in South Carolina (critical geographic/needs areas).

SC-PRRMT is funded as a recruitment program to attract minorities to the teaching profession (Part 1B Proviso 1A.7 (SDE-EIA: XII.F.2-CHE/Teacher Recruitment). SC-PRRMT should develop sustainable partnerships with existing teacher recruitment programs throughout the state during the upcoming year and in FY 2016-17. Because the important goal is to increase the number of minority teachers throughout the state, and in an effort to serve as many eligible students as financially possible, SC-PRRMT's Expansion Plan was to: 1) increase the number of teachers through statewide delivery of coursework to non-traditional students; and 2) increase the program's effectiveness through the use of forgivable teacher loans to attract minority students to the teaching profession.

Recommendation:

The Committee on Access & Equity and Student Services commends favorably to the Commission:

- 1) Approval of the FY 2016-17 SC-PRRMT budget in the amount of \$339,482 for minority teacher recruitment at SCSU provided that the following conditions are required:
 - a. All funds appropriated to SC-PRRMT in FY 2016-17 are to be used to meet direct student costs. No funds shall be used for administrative oversight of the program;
 - b. The program, in accordance with the proviso, shall recruit minority teachers throughout the state; verify the number of graduates of the program and report the placement of graduates to CHE;
 - c. CHE shall retain approval for the budget and monitor the use of funds to ensure that all funds are used to meet direct student costs to promote minority teacher recruitment on a statewide basis; and
 - d. The mission and program history of SC-PRRMT should be provided to the House Ways and Means Committee and Senate Finance Committee.
- 2) SC State University provide collections/carry forward documentation for SC-PRRMT from FY 2013 through FY 2015.



South Carolina Program for the
Recruitment & Retention of Minority Teachers

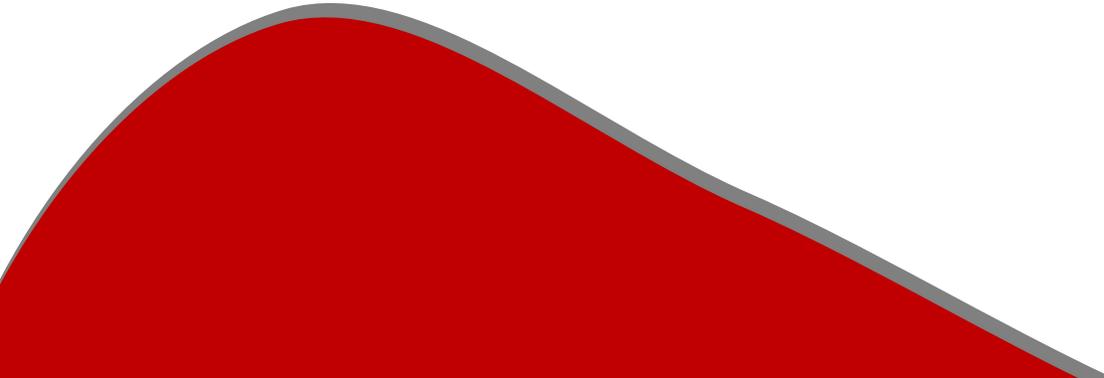
Lift a Life...Teach

**2014 - 2015
ANNUAL REPORT**

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

**South Carolina State University
Orangeburg, South Carolina
August 2015**

Dr. W. Franklin Evans, Interim President



ANNUAL REPORT OF THE SOUTH CAROLINA PROGRAM FOR THE
RECRUITMENT AND RETENTION OF MINORITY TEACHERS 2014-2015
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 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 2014-2015



Objective 1

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

OUTCOME:

**TABLE 1
ENROLLMENT FIGURES FALL 2011 - SPRING 2015**

| Year | Number |
|----------------------|-----------|
| Enrollment 2011-2012 | 27 |
| Enrollment 2012-2013 | 27 |
| Enrollment 2013-2014 | 52 |
| Enrollment 2014-2015 | 70 |
| Mean | 44 |

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 44 for fall 2011-spring 2015.

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 |
|-----------|---------------------------|--|---|---|
| 2011-2012 | 7 | 5 (71%) | 6 (86%) | 100% |
| 2012-2013 | 12 | 2 (17%) | 10 (83%) | 100% |
| 2013-2014 | 14 | 2 (14%) | 14 (100%) | 100% |
| 2014-2015 | 15 | 4 (27%) | 14 (93%) | *14 (100%) |

* Information for one 2014-2015 graduate was being researched at the time of this report.

Program Graduates’ Placement (Critical Needs)

Number of Graduates Placed in South Carolina Schools as of May 2015 199 (95%)
 Number of Graduates in State-Declared Critical Need Subject Areas 67 (32%)
 No. of Graduates Placed in Critical Geographic Schools 174 (87%)

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 offer teacher education curricula and administer a Forgivable Loan Program. This past academic year 70 students participated in the program.
- ◆ Fifty-two (91%) undergraduate Program participants maintained their eligibility during the 2014-2015 Academic Year. Forty (70%) achieved Dean's List status, earning cumulative grade point averages of 3.00 or better. One hundred percent of the Program's M.A.T. participants (13) maintained their eligibility.
- ◆ For academic year 2014-2015, ninety-two percent of program participants achieved a cumulative grade point average of 3.00 or above. The distribution was as follows:

| | |
|-------------|------|
| 3.75 – 4.00 | (13) |
| 3.50 – 3.74 | (17) |
| 3.00 – 3.49 | (23) |

- ◆ For the 2014-2015 Academic Year, 15 students graduated; all 15 (100%) met certification requirements.
- ◆ Of the Program's fifteen 2014-2015 graduates, to date, 14 (93%) have gained employment in a South Carolina Public school. All are teaching in a critical geographic school and/or 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 21 years.
- ◆ One hundred and forty-five (76%) of the Program's placed graduates have gained 5 to 21 years teaching experience, and the mean years of teaching for all graduates is 17.5 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 = 149**

| 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 |
|-----------------------------------|-----------------------|---|-------------------------------|-----------------------|---|
| 4 | 5 | 0% | 3 | 5 | 150% |
| 4 | 6 | 20% | 5 | 6 | 200% |
| 9 | 7 | 40% | 5 | 7 | 250% |
| 4 | 8 | 60% | 6 | 8 | 300% |
| 10 | 9 | 80% | 8 | 8 | 350% |
| 3 | 10 | 100% | - | - | - |
| 6 | 11 | 120% | - | - | - |
| 4 | 12 | 140% | - | - | - |
| 6 | 13 | 160% | 1 | 13 | 550% |
| 6 | 14 | - | - | - | - |
| 0 | 15 | 200% | - | - | - |
| 7 | 16 | 220% | - | - | - |
| 12 | 17 | 240% | - | - | - |
| 15 | 18 | 260% | - | - | - |
| 17 | 19 | 280% | - | - | - |
| 11 | 20 | 300% | - | - | - |
| 3 | 21 | 320% | - | - | - |
| TOTAL 121 | - | | TOTAL 28 | - | - |

Of the 121 Bachelor's participants, 74.46% (90 out of 121 participants) years of teaching range from 10 years to 21 years. For these participants, the percentage beyond the teaching requirement of 5 years range from 100% to 320%.

Of the M.A.T. participants, 100% (28 out of 28 participants) years of teaching range from 5 to 13. For these participants, the percentage beyond the teaching requirement of 2 years range from 150% to 550%.

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

- ◆ 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 and continued FY 2014-2015.
- ◆ The Program Recruiter was a presenter at Williamsburg County School District's Summer Institute June 2015. The collaboration is part of the continuing partnership with Williamsburg County to retain and increase program participation in the area.
- ◆ 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 2014-2015.
- ◆ Program recruitment activities for AY 2014-2015 also included: recruitment exhibitions and participation in fall open house, Youth Day, and spring open house at SC State University, freshman orientation, mailings and responses to program inquiries, visits to school districts, technical colleges, and participation and recruitment exhibitions at college fairs, career day, and SC State's Alumni Showcase. Recruitment activities/events included the following:

Aiken Technical College
Berkeley County Schools
Calhoun County Schools
Central Carolina Technical College
Florence County School District #3
Florence-Darlington Technical College
Freshman University Fair (SC State)
Georgetown County Schools
Greenville Technical College
Midlands Technical College
SCSU Open House (Spring and Fall)
Piedmont Technical College
Richland County School District One
Technical College of the Low Country
Trident Technical College
Trident Technical College – Palmer Campus
Williamsburg County Schools
York Technical College

***EIA BUDGET
PROPOSED BUDGET
FY 2016-2017***

BUDGET REQUEST \$339,482.00

| | |
|-------------------------------------|---------------------|
| Forgivable Loans | \$339,482.00 |
| TOTAL PROJECT APPROPRIATIONS | \$339,482.00 |

Budget for FY 2012-2013, FY 2013-2014, FY 2014-2015, and Current FY 2015-2016.

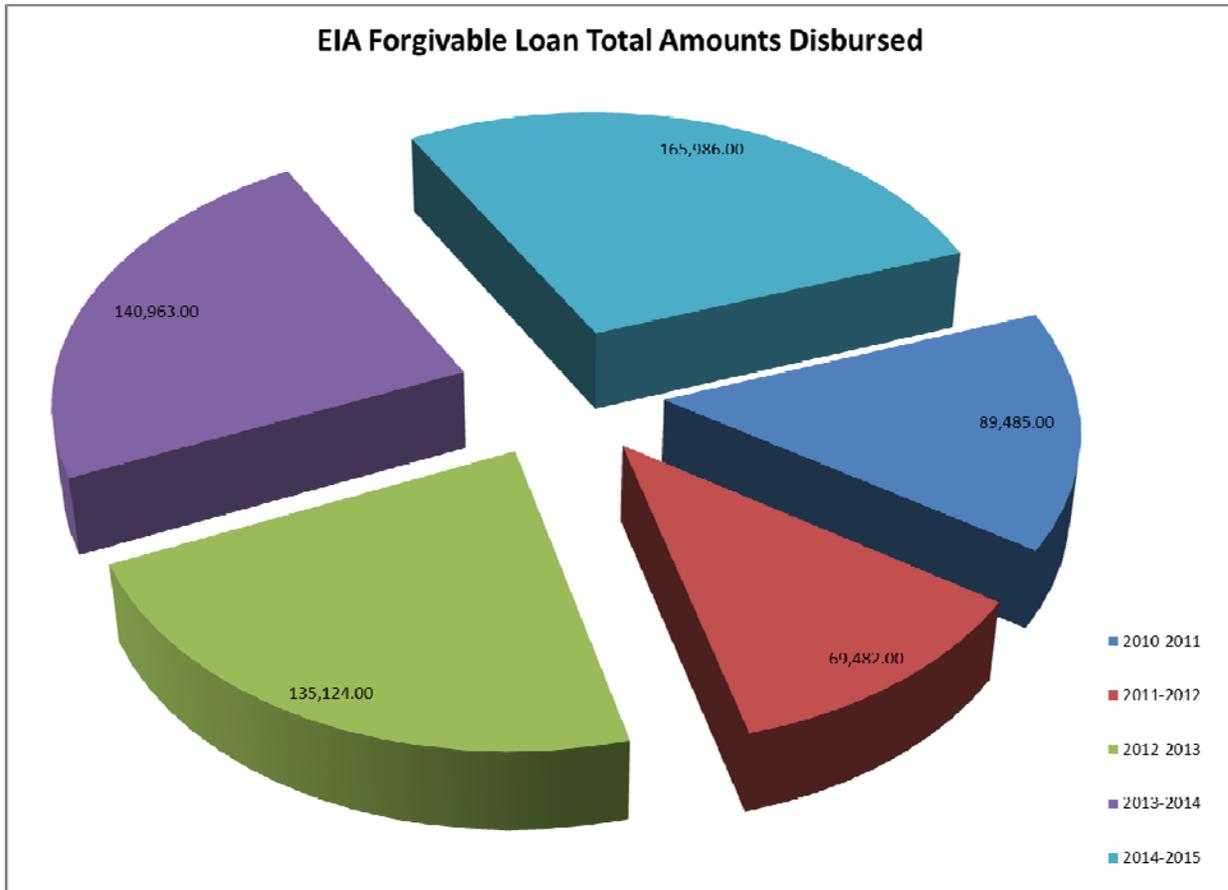
| Funding Source | FY 2012-2013 Actual | FY 2013-2014 Actual | FY 2014-2015 Actual | Current 2015-2016 Estimated |
|---|------------------------|------------------------|-------------------------|---|
| EIA | \$339,482.00 | \$339,482.00 | \$339,482.00 | \$339,482.00 |
| General Fund | -0- | -0- | -0- | -0- |
| Lottery | -0- | -0- | -0- | -0- |
| Fees | -0- | -0- | -0- | -0- |
| Other Sources | -0- | -0- | -0- | -0- |
| Grant | -0- | -0- | -0- | -0- |
| Contributions, Foundation | -0- | -0- | -0- | -0- |
| Other (Specify) | -0- | -0- | -0- | -0- |
| Carry Forward from Prior Yr. | -0- | -0- | -0- | -0- |
| TOTAL | \$339,482.00 | \$339,482.00 | \$339,482.00 | \$339,482.00 |
| Expenditures | FY 2012-2013 Actual | FY 2013-2014 Actual | FY 2014-2015 Actual | Current 2015-2016 Estimated |
| Personnel Service | \$146,388.57 | \$146,388.57 | 119,053.04 | -0- |
| Contractual Services | 1,101.00 | 740.00 | 402.49 | -0- |
| Supplies and Materials | 2,379.00 | 1,150.72 | 3,037.63 | -0- |
| Fixed Charges | 1,150.00 | 1,250.00 | 261.50 | -0- |
| Travel | 2,175.00 | 3,545.00 | 8,612.34 | -0- |
| Equipment | 1,200.72 | -0- | -0- | -0- |
| Employer Contributions | 31,344.71 | 31,344.71 | 25,289.00 | -0- |
| Allocations to Districts/Schools/ Agencies/Entities | -0- | -0- | -0- | -0- |
| Other: Forgivable Loans | 153,743.00 | 155,063.00 | 182,826.00 | -0- |
| Balance Remaining | -0- | -0- | -0- | -0- |
| TOTAL | \$339,482.00 | \$339,482.00 | \$339,482.00 | \$339,482.00 |
| TOTAL Collections/Revenue Carried Forward | \$136,176.66 | \$170,771.68 | \$193,247.14 | \$193,247.14 |
| TOTAL (Appropriations Received/Collections Revenue/Carried Forward) | \$475,658.66 | \$510,253.68 | \$532,749.14 | \$532,749.14 |
| Expenditures | FY 2012-2013 Actual | FY 2013-2014 Actual | FY 2014-2015 Actual | Current 2015-2016 Estimated |
| Personnel Service | Program Manager (1) | Program Manager (1) | Program Manager (1) | Program Manager(1) |
| | Program Recruiter (1) | Program Recruiter (1) | Program Recruiter (1) | Program Recruiter Position deleted by SC State Administration |
| | Secretary (1) | Secretary (1) | Secretary(-0-) | Secretary(-0-) |
| | Adjunct Instructors(8) | Adjunct Instructors(8) | Adjunct Instructors(9)) | Adjunct Instructors (15) |

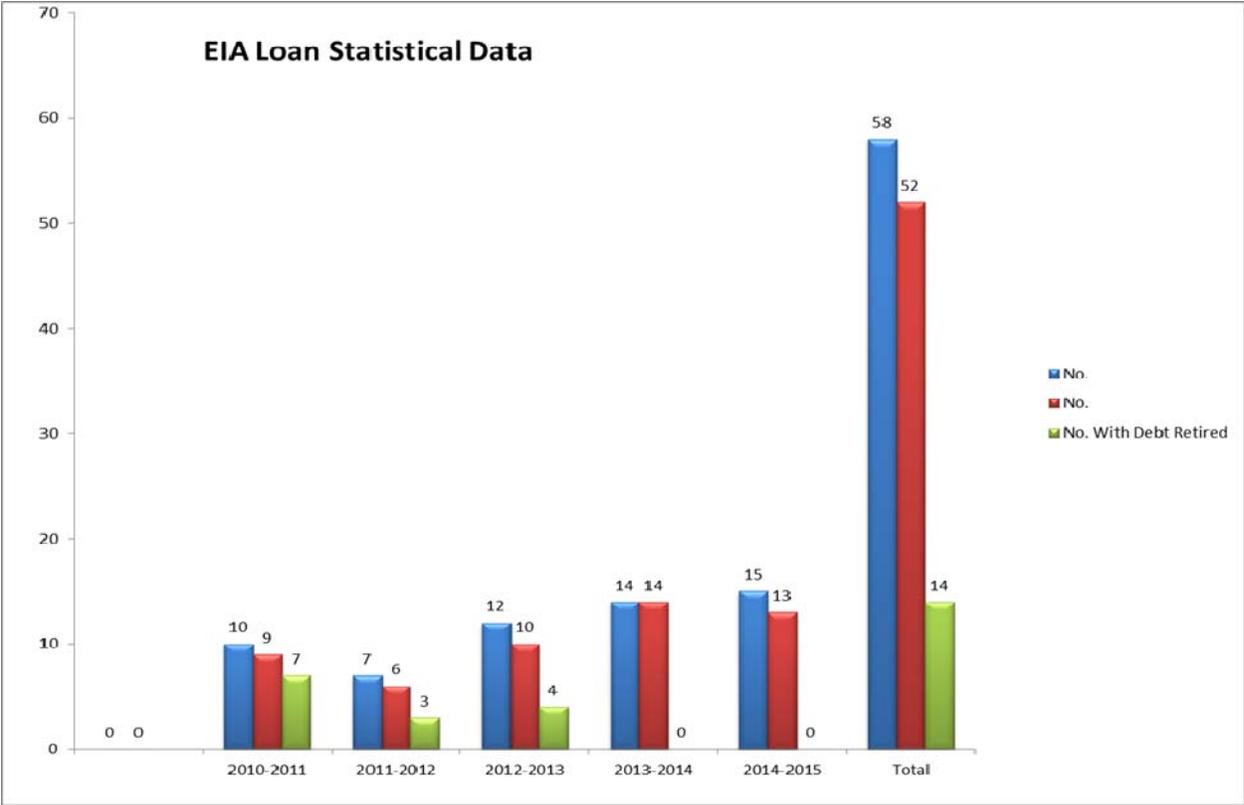
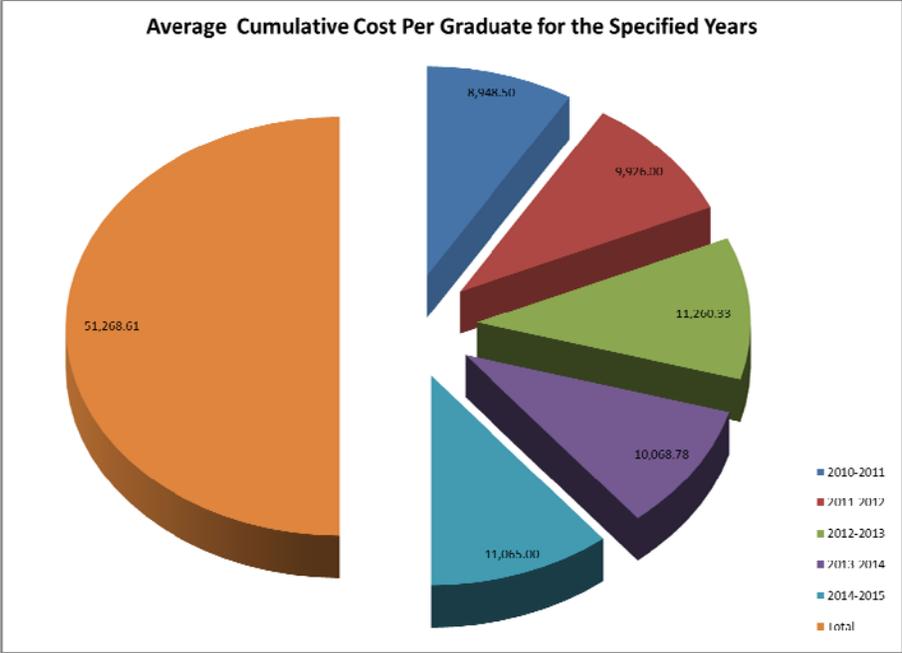
Collections Revenue used if needed for additional Forgivable Loans.

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 2010-2011, FY 2011-2012, FY 2012-2013, FY 2013-2014, and FY 2014-2015.

| | No. Graduates | No. Teachers SC | Total Amount Disbursed | No. With Debt Retired | Average Cumulative Cost Per Graduate for the Specified Years |
|--------------|---------------|-----------------|------------------------|-----------------------|--|
| 2010-2011 | 10 | 9 | 89,485.00 | 7 | 8,948.50 |
| 2011-2012 | 7 | 6 | 69,482.00 | 3 | 9,926.00 |
| 2012-2013 | 12 | 10 | 135,124.00 | 4 | 11,260.33 |
| 2013-2014 | 14 | 14 | 140,963.00 | 0 | 10,068.78 |
| 2014-2015 | 15 | 14 | 165,986.00 | 0 | 11,065.00 |
| Total | 58 | 53 | | | |





Total number of participants per year by gender and race/ethnicity.

Distribution of Participants

| Years | BF | WF | Asian/ His.F | BM | WM | Asian/ His.M. | Number of Participants |
|--------------|-----------|-----------|-------------------------|-----------|-----------|--------------------------|-------------------------------|
| 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 |
| 2013-2014 | 40 | 1 | 1 | 9 | 1 | 0 | 52 |
| 2014-2015 | 52 | 3 | 1 | 14 | 0 | 0 | 70 |

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
- ◆ classes for the Praxis exam. Students must pass all parts of the Praxis Core 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.

SC-PRRMT APPROPRIATIONS REQUESTS AND ACTUAL BUDGET
Budget for FY 2012-2013, 2013-2014, FY 2014-2015, 2015-2016 and Proposed FY 2016-2017

| | FY 2012-2013 Actual | FY 2013-2014 Actual | FY 2014-2015 Actual | FY 2015-2016 ESTIMATED | Proposed Budget 2016-2017 |
|--|------------------------------------|------------------------------------|------------------------------------|---------------------------------------|--|
| Revenue | | | | | |
| Amount in Collections | \$136,176.66 | \$170,771.68 | \$193,247.14 | \$193,247.14 | \$193,247.14 |
| Carried Forward Funds | -0- | -0- | -0- | -0- | -0- |
| Total Collections/Carried Forward | \$136,176.66 | \$170,771.68 | \$193,247.14 | \$193,247.14 | \$193,247.14 |
| Expenditures | | | | | |
| +Personnel Services | | | | | |
| 1. Salaries | 146,388.57 | 146,388.57 | 119,053.04 | -0- | -0- |
| 2. Fringes | 31,344.71 | 31,344.71 | 25,289.00 | -0- | -0- |
| OTHER EXPENDITURES | | | | | |
| Office Support | 1,082.33 | 1150.72 | 2,598.55 | -0- | -0- |
| Postage | 460.00 | 400.00 | 239.00 | -0- | -0- |
| Equipment & Maintenance | 3,451.39 | 750.00 | 261.50 | -0- | -0- |
| Telephone (WATS LINE) | 837.00 | 400.00 | 200.08 | -0- | -0- |
| Printing <i>Newsletter/Annual Reports and other documents</i> | -0- | 440.00 | -0- | -0- | -0- |
| Forgivable Loans | 153,743.00 | 155,063.00 | 182,826.00 | \$339,482.00 | \$339,482.00 |
| Promotional Service <i>TV Ad, Website, Promotional/ Recruitment Materials</i> | -0- | -0- | 402.49 | -0- | -0- |
| Intervention/Workshops for Pre-Service Teachers | -0- | -0- | -0- | -0- | -0- |
| Travel <i>Regional meetings, Education Conferences, Partnership, CHE and EOC Meetings, and Recruitment Visitations and Exhibitions</i> | 2,175.00 | 3,545.00 | 8,612.34 | -0- | -0- |
| TOTAL OTHER EXPENDITURES | \$161,748.72 | \$161,748.72 | \$195,139.79 | \$339,482.00 | \$339,482.00 |
| TOTAL PROJECT EXPENDITURES | \$339,482.00 | \$339,482.00 | \$339,482.00 | -0- | -0- |
| TOTAL PROJECT APPROPRIATIONS | \$339,482.00 | \$339,482.00 | \$339,482.00 | \$339,482.00 | \$339,482.00 |
| APPROPRIATIONS REQUESTED | \$339,482.00 | \$339,482.00 | \$339,482.00 | \$339,482.00 | \$339,482.00 |
| APPROPRIATIONS CUTS | -0- | -0- | -0- | -0- | |
| APPROPRIATIONS RECEIVED | \$339,482.00 | \$339,482.00 | \$339,482.00 | \$339,482.00 | \$339,482.00 |
| Total Collections Revenue/Carried Forward | \$136,176.66 | \$170,771.68 | \$193,247.14 | \$193,247.14 | \$193,247.14 |
| Total (Appropriations Received / Collections Revenue/Carried Forward) | \$475,658.66 | \$510,253.68 | \$532,749.14 | \$532,749.14 | \$532,749.14 |
| Collections Revenue used if needed for additional Forgivable Loans. | | | | | |

**SOUTH CAROLINA PROGRAM FOR THE RECRUITMENT AND RETENTION OF MINORITY TEACHERS
EXPANSION PLAN OF ACTION**

| | | | | | |
|----------------------------|---|--|---|---|---|
| +Personnel Services | 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) Secretary(-0-) Adjunct Instructors (8) | Program Manager (1) Program Recruiter (-0-) Secretary(-0-) Adjunct Instructors (9) | Program Manager (1) Adjunct Instructors (15) |
|----------------------------|---|--|---|---|---|

**SOUTH CAROLINA PROGRAM FOR THE RECRUITMENT AND RETENTION OF MINORITY TEACHERS
EXPANSION PLAN OF ACTION**

PRRMT

Expansion Plan of Action

South Carolina Program for the Recruitment and Retention of Minority Teachers

Reinell Thomas-Myers, Program Manager

August 2015

SOUTH CAROLINA PROGRAM FOR THE RECRUITMENT AND RETENTION OF MINORITY TEACHERS EXPANSION PLAN OF ACTION

To continue to address the state's teacher shortage, as part of its overall expansion initiatives PRRMT plans to expand into, establish, and maintain Satellite Teacher Education Program (off-campus) sites in the Midlands, PeeDee and Piedmont areas. Expanding into these areas will increase enrollment, thereby increasing the number of graduates.

Although these areas are critical geographic areas of the state, programs offered at these sites will include at least three state-declared critical need subject areas. Enrollees (non-traditional students) meeting entry and award requirements will be given a forgivable loan award to assist with expenses while obtaining a baccalaureate degree in teacher education. Awards are used to help cover tuition, fees, and educational materials.

The program plans to continue to produce quality teachers for South Carolina's teaching force. The return on the investment to educate these non-traditional students has a positive outcome. Our graduates, the majority of whom are paraeducators-to-teachers, have been placed in 43 school districts throughout the state. Their commitment to both the teaching profession and the communities in which they live is evidenced by the longevity of their continued employment beyond their contractual teaching requirements.

To aid in this expansion, PRRMT will continue to market and promote the teaching profession and its benefits to South Carolina school districts and personnel by developing promotional materials to increase statewide awareness, and to establish partnerships with the major targeted areas. Current budget allocations limit the number of Satellite Teacher Education Program sites PRRMT and establish and maintain, as well as the number of students the program can award assistance. **To expand to additional sites for AY 2015-2016 and subsequent years, the program will need additional funding.**

SOUTH CAROLINA PROGRAM FOR THE RECRUITMENT AND RETENTION OF MINORITY TEACHERS EXPANSION PLAN OF ACTION

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 the program is to increase the pool of 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.

A Purpose Number 1

To increase the pool of teachers in the State.

B. Specific Objective Number 1

To increase enrollment by expanding beyond the geographic areas it currently serves, to increase on-line classes offered, and to implement classes by video conference. Increasing enrollment will increase graduation rates. Based on the matriculation of the population of students served by the program, to experience maximum effects using this mode of delivery, approximately five years of implementation is needed.

C. Performance Evaluation Measure: Increased enrollment resulting in an increase in the number of graduates.

Ongoing (Fall 2013 – Spring 2018)

1.1 Recruitment and expansion activities remain ongoing (Fall 2013 – Spring 2018).

For AY 2014-2015 the program had established sites and offered classes to students in Berkeley, Columbia (Richland County), Fairfield, Florence, Horry, Georgetown, and Williamsburg counties. For 2015-2016 classes will continue in these areas. Interest meetings will be scheduled in Chesterfield, Marion, Marlboro, and Horry counties. Administrators asked that the meetings be postponed until the upcoming academic year.

In order to expand into different areas of the state, PRRMT's original plan listed several areas/counties in which the program plans to establish off-campus sites. To clarify the locations and the number of sites, the counties have been collapsed into regions. In keeping with the overall expansion initiative, by spring 2018 the goal is to establish sites in each region. Below is a breakdown of the regions:

Region 1 – Columbia (Richland County), Fairfield, Lexington, Newberry

Region 2 – Berkeley, Charleston, Dorchester

SOUTH CAROLINA PROGRAM FOR THE RECRUITMENT AND RETENTION OF MINORITY TEACHERS EXPANSION PLAN OF ACTION

Region 3 – Chesterfield, Dillon, Florence, Marion, Marlboro

Region 4 – Georgetown, Horry, Williamsburg

Region 5 – Abbeville, Aiken, Barnwell, Edgefield, Laurens, McCormick, Saluda

Region 6 – Allendale, Bamberg, Calhoun, Orangeburg

Region 7 – Beaufort, Colleton, Hampton, Jasper

Region 8 – Clarendon, Kershaw, Lee, Sumter

Region 9 – Chester, Lancaster, Union, York

Region 10 – Anderson, Cherokee, Greenville, Oconee, Pickens, Spartanburg

- a. Contact district personnel and set up initial visit
- b. Provide marketing materials to district to determine interest
- c. Meet with instructional assistants (teacher aides)
- d. Disseminate and assist in the completion of necessary admissions and financial aid documents
- e. Follow-up with applicants and district personnel – to include telephone calls, mailings, etc.
- f. Emphasis will be placed on enrolling participants in state-declared critical need subject areas
- g. Analyze applicants transcripts to determine eligibility
- h. Process students for enrollment

1.2 Maintain current sites and establish additional sites.

Selected sites and areas will be charged with assisting to locate qualified instructors in the area.

- a. Coordinate with district personnel to determine infrastructure currently in place
- b. Review participants transcripts to determine courses needed
- c. Prepare a schedule of classes
- d. Contract instructors
- e. Implement instruction by virtual delivery
 - 1). Online classes
 - 2). Video Conferencing
 - 3). Combine sites for classes

**SOUTH CAROLINA PROGRAM FOR THE RECRUITMENT AND RETENTION OF MINORITY TEACHERS
EXPANSION PLAN OF ACTION**

- f. Although video conferencing reduces teacher costs, an on-site technician will be needed at each location to provide technical support.
 - g. Facilities Usage Fee
 - h. Budget reductions limit the number of satellite teacher education program sites PRRMT can maintain.
- Six online/hybrid classes were offered for 2014 – 2015.
There are four instructors per site, per semester.
Four online classes are being offered fall 2015.

1.3 Award Forgivable Loan.

Determine if student meets the requirements for a forgivable loan award.
So that funds may reach more participants, awards will be based on need.
The served population is non-traditional students and many do not qualify for other types of financial aid.
Budget reductions also limit the number of students the program can award assistance.

1.4 Increase the number of program graduates.

The increase in the number of Satellite Teacher Education Program sites, the increase in online courses, and the implementation of classes by video conferencing is expected to increase student enrollment.
Full implementation in the expanded areas using this mode of delivery and the increase in enrollment will result in an increase in the number of program graduates.
Although the matriculation of this population sometimes takes a semester or two longer than traditional students, with the expansion, the number of graduates will increase.

With full implementation of the expansion PRRMT expects to at least double the number of graduates to approximately 22 – 24 for the 2017-2018 academic year.

1.5 Monitor student progress by visiting established sites.

Maintain copies of participant transcripts, and state required examination scores.
Schedule intervention workshops.
Coordinate with districts to offer workshops and enhancement seminars.

**SOUTH CAROLINA PROGRAM FOR THE RECRUITMENT AND RETENTION OF MINORITY TEACHERS
EXPANSION PLAN OF ACTION**

Enrollment Projections

Table 2

Satellite Teacher Education Program Sites

| | Total Number of Enrollees for all PRRMT Sites (Provided funding is available) | Actual Number of Enrollees for PRRMT | Enrollees per Site |
|-------------|--|---|--|
| 2013 - 2014 | 40 | 52 Increase of 79% from 2012-2013 | Berkeley - 9 Richland One - 11 SC State Campus - 32 Non-traditional students, technical college transfers, and career path changers from various counties attend classes at the sites and on SC State's campus. |
| 2014 - 2015 | 70 | 70 | Berkeley - 12 Florence/Georgetown/Williamsburg - 9 Richland One - 19 SC State Campus - 30 |
| 2015 - 2016 | 80 | | |
| 2016 - 2017 | 100 | | |
| 2017 - 2018 | 120 | | |

Table 3

Projected Graduation Rates

| | Total Number of Graduates for all PRRMT Sites | Actual Number of Graduates for PRRMT |
|-------------|--|---|
| 2013 - 2014 | 12 - 14 | 14 |
| 2014 - 2015 | 15 - 17 | 15 |
| 2015 - 2016 | 18 - 20 | |
| 2016 - 2017 | 20 - 22 | |
| 2017 - 2018 | 22 - 24 | |

Table 4

**Classification of Participants
as of May 2015 - AY 2014-2015**

| | |
|------------|----|
| Graduates | 15 |
| Seniors | 8 |
| Juniors | 10 |
| Sophomores | 10 |
| Freshmen | 14 |
| MAT | 13 |

SOUTH CAROLINA PROGRAM FOR THE RECRUITMENT AND RETENTION OF MINORITY TEACHERS EXPANSION PLAN OF ACTION

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 the program is to increase the pool of 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.

A. Purpose Number 2

To increase the pool of teachers in the State.

B. Specific Objective Number 2

To increase the pool of teachers in the State by targeting teacher aides, technical college transfer students, and career path changers for employment in the teaching profession.

C. Performance Evaluation Measure:

Recruitment and Retention data, as well as graduation data will demonstrate progress toward increasing the state's pool of teachers from the targeted population. Files on participants and workshops will be maintained, as well as printed copies of marketing materials and annual reports. **Quantitative** measures include: a) Praxis (Content Area) scores, b) PLT (Principles of Learning and Teaching) scores, c) Graduation rates, d) Employment Placement rates, and e) Retention rates. **Qualitative** measures include: a) Demographic data on program participants (e.g. gender, race/ethnicity) b) Program participants' Academic Data (e.g. grade point averages /honors), and c) Employer/employee feedback through surveys.

**SOUTH CAROLINA PROGRAM FOR THE RECRUITMENT AND RETENTION OF MINORITY TEACHERS
EXPANSION PLAN OF ACTION**

| MILESTONES | TIME FRAME |
|---|-----------------------------------|
| 2.1 Recruit teacher aides and career path changers from targeted school districts throughout the State. Distribute information. | Ongoing |
| 2.2 Continue to implement the Department of Education’s Recruitment plan. This will generate increases in the number of non-traditional applicants. Increased applicants will yield increases in the number of graduates. | Ongoing |
| 2.3 Assists prospective applicants with completing necessary documents for admission to the university and completion of financial aid forms. | July 1- April 30 for upcoming AY |
| 2.4 Collaborate with South Carolina State’s Office of Admissions and Recruitment and SCSU’s Transfer Coordinator to identify students interested in pursuing a degree in teacher education. | July 1 – April 30 for upcoming AY |
| 2.5 Analyze applicant application and transcript. Process application and forward to Office of Admissions. | July 1 – April 30 for upcoming AY |
| 2.6 Develop a schedule of classes to be offered at established sites. | May 30 for upcoming AY |
| 2.7 Coordinate with school district personnel to determine infrastructure for identified sites. | June 1 for upcoming AY |
| 2.8 Provide incentives for education by administering a forgivable loan program. | August 15 – June 30 annually |

**SOUTH CAROLINA PROGRAM FOR THE RECRUITMENT AND RETENTION OF MINORITY TEACHERS
EXPANSION PLAN OF ACTION**

| | |
|--|--|
| 2.9 Work with those students who do not currently meet the requirements for a forgivable loan award to determine other options. | Ongoing |
| 2.10 Offer off-campus courses and make distance education courses accessible to program participants. Summer classes will be held on SCSU's campus. | August – fall semester January – spring semester June – summer session |
| 2.11 Monitor student progress by attaining copies of transcript from the Office of Records and Registration. | December 15 for fall semester May 15 for spring semester |
| 2.12 Maintain copies of Praxis I/Praxis Core, Praxis II, and PLT scores of participants. | Ongoing |
| 2.13 Schedule Intervention Workshops for Praxis I/Praxis Core. | August – fall semester January – spring semester June – summer session |
| 2.14 Track employment placement of graduates. Maintain records of graduation and placement. | Ongoing |
| 2.15 Prepare program reports. | September 1 annually October 1 annually |

**SOUTH CAROLINA PROGRAM FOR THE RECRUITMENT AND RETENTION OF MINORITY TEACHERS
EXPANSION PLAN OF ACTION**

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 the program is to increase the pool of 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.

- A Purpose Number 3**
To increase the pool of teachers in the State.

- B. Specific Objective Number 3**
To increase awareness of the dearth of minority teachers in SC teaching force by participating in state-wide initiatives that focus upon teacher recruitment and issues in educating minorities.

- C. Performance Evaluation Measure:** Published newsletter, Conference printed programs, correspondence.

| MILESTONES | TIME FRAME |
|---|---|
| 3.1 Promote the PRRMT and the Teaching Profession by publishing promotional brochures, flyers, newsletters, and digital presentations. | Ongoing |
| 3.2 Attend, make presentations or set up exhibition booth at the annual conferences of the South Carolina Alliance of Black School Educators (SCABSE) and the South Carolina Education Association. | January/spring each annual year providing funds are available |
| 3.3 Participate in forums, organizations, and meetings focused on minority teacher recruitment, teacher recruitment in general, and critical needs of the state, as related to education. | Ongoing |

| | |
|--|--|
| 2.9 Work with those students who do not currently meet the requirements for a forgivable loan award to determine other options. | Ongoing |
| 2.10 Offer off-campus courses and make distance education courses accessible to program participants. Summer classes will be held on SCSU's campus. | August – fall semester January – spring semester June – summer session |
| 2.11 Monitor student progress by attaining copies of transcript from the Office of Records and Registration. | December 15 for fall semester May 15 for spring semester |
| 2.12 Maintain copies of Praxis I/Praxis Core, Praxis II, and PLT scores of participants. | Ongoing |
| 2.13 Schedule Intervention Workshops for Praxis I/Praxis Core. | August – fall semester January – spring semester June – summer session |
| 2.14 Track employment placement of graduates. Maintain records of graduation and placement. | Ongoing |
| 2.15 Prepare program reports. | September 1 annually October 1 annually |

South Carolina Department of Education

Recruitment Plan 2011-2016

Deborah Anderson, Omari Dyson, Gloria Hayes-Smith, Albert Hayward, Reinell Thomas-Myers, Bessie Powell, William Pruitt
Reginald Williams (Chairperson)

**GOAL: TO INCREASE THE NUMBER OF DEPARTMENT OF
EDUCATION MAJORS BETWEEN 2011-2016**

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 the program is to increase the pool of 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.

A Purpose Number 3

To increase the pool of teachers in the State.

B. Specific Objective Number 3

To increase awareness of the dearth of minority teachers in SC teaching force by participating in state-wide initiatives that focus upon teacher recruitment and issues in educating minorities.

D. Performance Evaluation Measure: Published newsletter, Conference printed programs, correspondence.

| MILESTONES | TIME FRAME |
|---|---|
| 3.1 Promote the PRRMT and the Teaching Profession by publishing promotional brochures, flyers, newsletters, and digital presentations. | Ongoing |
| 3.2 Attend, make presentations or set up exhibition booth at the annual conferences of the South Carolina Alliance of Black School Educators (SCABSE) and the South Carolina Education Association. | January/spring each annual year providing funds are available |
| 3.3 Participate in forums, organizations, and meetings focused on minority teacher recruitment, teacher recruitment in general, and critical needs of the state, as related to education. | Ongoing |

South Carolina Department of Education

Recruitment Plan 2011-2016

**Deborah Anderson, Omari Dyson, Gloria Hayes-Smith, Albert Hayward, Reinell Thomas-Myers, Bessie Powell, William Pruitt
Reginald Williams (Chairperson)**

**GOAL: TO INCREASE THE NUMBER OF DEPARTMENT OF
EDUCATION MAJORS BETWEEN 2011-2016**

**South Carolina State University
South Carolina Department of Education**

Recruitment Plan 2011-2016

South Carolina Department of Education
Recruitment Plan 2011-2016

Deborah Anderson, Omari Dyson, Gloria Hayes-Smith, Albert Hayward, Reinell Thomas-Myers, Bessie Powell, William Pruitt
Reginald Williams (Chairperson)

GOAL: TO INCREASE THE NUMBER OF DEPARTMENT OF EDUCATION MAJORS BETWEEN 2011-2016

| | | |
|---|--|--|
| <p>Strategy 1: Department of Education Faculty Members will attend ED-OP Recruitment College Sessions to help with recruitment of Students. The schedule and information for ED-OP can be found here: http://www.cacrao.org/SCEdOp2011/SCEdOp-index.htm. Each committee member would choose a recruitment area/date which the SCSU admissions/recruitment office as designated to go as a representative of SCSU's Department of Teacher Education.</p> | | |
| <p>Action Step 1: <u>DOE faculty members will attend an ED-OP Recruitment College Session in the Fall Semester of each academic year.</u></p> <p>COST ANALYSIS: Standard Rate For Mileage/Meals For Each Faculty Member Traveling to Recruitment Visit</p> <ol style="list-style-type: none"> 1. Devise a process where faculty can receive the schedule for ED-OP recruitment days. <i>(Responsible Persons: Recruitment Committee)</i> 2. Have faculty members sign up for their preferred recruitment visit day . 3. Faculty members complete their recruitment visits and report back to next immediate faculty meeting what they have gained information-wise. | | |

South Carolina Department of Education

Recruitment Plan 2011-2016

Deborah Anderson, Omari Dyson, Gloria Hayes-Smith, Albert Hayward, Reinell Thomas-Myers, Bessie Powell, William Pruitt
Reginald Williams (Chairperson)

**GOAL: TO INCREASE THE NUMBER OF DEPARTMENT OF
EDUCATION MAJORS BETWEEN 2011-2016**

| | | |
|--|--|--|
| <ol style="list-style-type: none">4. Obtain list of contact students at end of ED-OP visits.5. Divide up contact information by program.6. Have program faculty contact/correspond with prospects (<i>Responsible Persons: Program Coordinators</i>) | | |
|--|--|--|

**South Carolina Department of Education
Recruitment Plan 2011-2016**

Deborah Anderson, Omari Dyson, Gloria Hayes-Smith, Albert Hayward, Reinell Thomas-Myers, Bessie Powell, William Pruitt
Reginald Williams (Chairperson)

GOAL: TO INCREASE THE NUMBER OF DEPARTMENT OF EDUCATION MAJORS BETWEEN 2011-2016

| | | |
|--|--|---|
| <p>Strategy 2: The Department of Education will increase the number of Education majors by 20% by the 2015-2016 using the Pre-Education Clubs (BETA Clubs) as a recruitment focus within the middle schools along with focusing on Pro-Team programs in selected schools.</p> | | |
| <p>Action Step 1: <u>Using the BETA Clubs, National Honor Society, and Pro-Teams to give monthly co-presentations with teaching fellows, teacher cadets in local high schools, and Call me M.I.S.T.E.R. scholars.</u></p> <p>COST ANALYSIS—At least \$1,500: Standard Rate For Mileage/Meals For Each Faculty Member Traveling to Recruitment Visit, Copies of Brochures (\$500.00), LCD Projectors and Laptops (\$1,000 if DOE equipment must be replaced).</p> <ol style="list-style-type: none"> 1. Meet with the teaching fellows, teacher cadets, and Call Me M.I.S.T.E.R. advisors to discuss how to give collaborative presentations to these pre-education clubs in an effective manner about majoring in an education discipline in matriculating to SC State. 2. The DOE Recruitment Committee and the scholars program advisors will create a plan and schedule for meeting with each of the organizations. The length and time would be established by contacting the middle school | <p>Action Step 2: <u>Using the BETA Clubs, National Honor Society, and Pro-Teams to give once a semester professional development with teaching fellows, teacher cadets in local high schools, and Call me M.I.S.T.E.R. scholars.</u></p> <p>COST ANALYSIS: (\$3,000 at minimum) to include food for students, presentation supplies, meeting space, and possible payment for staffers to work overtime.</p> <ol style="list-style-type: none"> 1. The DOE Recruitment Committee will work with district principals/super to establish a date on which the PD day will take place and how long. 2. Meet with the teaching fellows, teacher cadets, and Call Me M.I.S.T.E.R. advisors to discuss how to gain information from teachers about what education topics | <p>Action Step 3: <u>Using the BETA Clubs, National Honor Society, and Pro-Teams to survey student interest on why they would choose education as a career thus applying that data to future advertizing efforts</u></p> <p>COST ANALYSIS: (\$100 at minimum) for travel to schools if necessary.</p> <ol style="list-style-type: none"> 1. DOE Recruitment Committee works with principal to survey students in Spring Semester via computers on scheduled days. 2. DOE Committee works with Research Committee to create a survey focusing on gathering information on why students would like/would not like to be teachers. 3. DOE Committee presents survey to faculty who vet it. Survey is revised in conjunction with Research Committee until approved by faculty. 4. Survey administered online (e.g. SureyMokey.com) with special sessions set up in coordination with school principals so that students can complete survey at their school's cpu labs if |

**South Carolina Department of Education
Recruitment Plan 2011-2016**

Deborah Anderson, Omari Dyson, Gloria Hayes-Smith, Albert Hayward, Reinell Thomas-Myers, Bessie Powell, William Pruitt
Reginald Williams (Chairperson)

**GOAL: TO INCREASE THE NUMBER OF DEPARTMENT OF
EDUCATION MAJORS BETWEEN 2011-2016**

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| <p>organization’s advisor (through the school’s principal).</p> <p>3. In the first faculty meeting for the school year, faculty members would sign up for the date that they wish to volunteer to do the presentation. That date would correspond with a particular middle school student group and an assigned Fellow, M.I.S.T.E.R., or Cadet. A count will also be made of the number of education students who are “declared education majors” for comparison when these same tallies are made in 2015.</p> <p>4. Faculty members will complete their assigned presentation dates for 2011-2012.</p> | <p>will engage children</p> <p>3. The DOE Recruitment Committee and the scholars program advisors will create a professional development day incorporating as many faculty as possible (through the school’s principal).</p> <p>4. In the first faculty meeting for the school year, faculty would be presented with the planned day and prospectively assigned parts. Modifications will be made within the first month until finalized. (Early Fall 2012).</p> <p>5. DOE Recruitment Committee will coordinate space, supplies, advertisement, and announcements at schools. (Early Fall)</p> <p>6. PD will be conducted with survey data collected. (October 2012 Tentative)</p> <p>7. DOE Recruitment Committee will analyze results of data to plan for a more effective PD day the next year. (Mid Fall)</p> <p>8.</p> | <p>necessary.</p> <p>5. Results are collected and analyzed. Ideas are drawn up on how to use the data to advertize to students as they progress from middle school to high school to graduation.</p> |
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| <p>Strategy 3: The Department of Education will hold a reception for the undecided majors and make an effort to convince 15% of the attendees to declare Education as a major.</p> | | |
| <p>Action Step 1: <u>Holding a reception for the undecided majors and make an effort to convince attendees to declare education as a major by holding a session with medium/light refreshments.</u></p> <p>COST ANALYSIS: (\$500.00) for refreshments, equipment.</p> <ol style="list-style-type: none"> 1. Get the list of Undecided Majors to be used to dictate how to execute the reception efficiently. 2. Meeting with recruitment committee to decide (based on the number and demographics of the undecided students) on a time, the place (possibly the State Room), menu, advertizing plan, and available budget for the reception. Designate committee members to take care of planning components. 3. At the event hand out TE brochures, program studies; have faculty members speak briefly on each area; answer questions; have students to sign a contact form; | <p>Action Step 2: <u>Creating a resource room/educational library in CARE CENTER where students can explore the education field, resources, and career choices</u></p> <p>COST ANALYSIS: (\$1,000 depending on types of resources)</p> <ol style="list-style-type: none"> 1. IF FUNDS AVAILABLE, DOE Recruitment Committee works with CARE Center Staff to assess what new resources and realistically be included in CARE Center and a budget. 2. DOE Recruitment Committee will receive ideas from faculty on possible resources that could aid undecided students in choosing education or at least exploring the possibility. 3. DOE Recruitment Committee presents ideas | <p>Action Step 3: Updating the DOE website to include links to many different education related websites and testimonials on students who were once un-decided majors</p> <p>COST ANALYSIS: None(?)</p> <ol style="list-style-type: none"> 1. DOE Recruitment Committee brainstorms with faculty on possible additions to website (faculty contact info, testimonials, links, sample syllabi for classes, electronic PDF Program of Study Sheets). 2. DOE Recruitment Committee creates a plan on how to upgrade website and presents to faculty. 3. Committee works with SCSU webmaster to update system as requested. 4. Website is upgraded and launched. |

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| <p>have change of major forms for students to complete on site.</p> <p>4. After session, tally number of change of major forms completed and compare to total attendees to see if 15% of them have declared as education majors; follow-up with other students for the rest of the CURRENT semester.</p> | <p>to CARE Center which helps to identify what the center can handle space-wise.</p> <p>4. DOE Recruitment Committee Presents final plan to faculty at last faculty meeting of semester. Faculty vets and approves plan with necessary changes.</p> <p>5. DOE Committee gives info to Chair to order materials.</p> <p>6. Resources are integrated into CARE Center.</p> <p>7. Resources are made available to students.</p> | |
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| <p>Strategy 4: Expand the number of non-traditional enrollees by 25%.</p> | | |
| <p>Action Step 1: <u>SC-PRRMT makes contact with and visits school districts.</u></p> <p>COST ANALYSIS—At least \$1,500: Standard Rate For Mileage Traveling to school districts, copies of all marketing materials (\$500.00).</p> <ol style="list-style-type: none"> 1. Make Presentation 2. Distribute marketing materials on the SC-PRRMT 3. Distribute information from Admissions Office 4. Distribute Financial aid information or Financial Aid Counselor will attend the visit to assist with Financial Aid information 5. Process SC-PRRMT Personal Data Recruitment Forms | <p>Action Step 2: <u>Forward student’s completed SC State Application and other required documents to Admissions Office for processing and evaluation.</u></p> | <p>Action Step 3: <u>Obtain Official Letter of Acceptance from Office of Admissions</u></p> |
| <p>Action Step 4: <u>Obtain student’s G.P.A., and if it meets the required minimum or above, and the student meets the specified standards for a program forgivable loan scholarship, forward the student an EIA Forgivable Loan Application Form..</u></p> | <p>Action Step 5: <u>Forward letter of inquiry and financial aid disclosure form to the Financial Aid Office regarding the student’s financial status.</u></p> | <p>Action Step 6: <u>Process student for enrollment and determine EIA Forgivable Loan Award.</u></p> |
| <p>Action Step 7: <u>Schedule of Classes Prepared by Program Manager and Program Recruiter.</u></p> | | |

For additional information, write or call

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