



South Carolina Program for the
Recruitment & Retention of Minority Teachers

Lift a Life...Teach

SC- PRRMT Quarterly Report

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

South Carolina State University
Orangeburg, South Carolina 29117
October 2015

Dr. W. Franklin Evans, Interim President

1) Proviso and Mission Statement of SC-PRRMT

PROVISO 1A.7: (SDE-EIA: XII.F.2-CHE/Teacher Recruitment) of the funds appropriated in Part IA, Section 1, XII.F.2. for the Teacher Recruitment Program, the South Carolina Commission on Higher Education shall distribute a total of ninety-two percent to the Center for Educator Recruitment, Retention, and Advancement (CERRA-South Carolina) for a state teacher recruitment program, of which at least seventy-eight percent must be used for the Teaching Fellows Program specifically to provide scholarships for future teachers, and of which twenty-two percent must be used for other aspects of the state teacher recruitment program, including the Teacher Cadet Program and \$166,302 which must be used for specific programs to recruit minority teachers: and shall distribute eight percent to South Carolina State University to be used only for the operation of a minority teacher recruitment program and therefore shall not be used for the operation of their established general education programs. Working with districts with an absolute rating of At-Risk or Below Average, CERRA will provide shared initiatives to recruit and retain teachers to schools in these districts. CERRA will report annually by October first to the Education Oversight Committee and the Department of Education on the success of the recruitment and retention efforts in these schools. The South Carolina Commission on Higher Education shall ensure that all funds are used to promote teacher recruitment on a statewide basis, shall ensure the continued coordination of efforts among the three teacher recruitment projects, shall review the use of funds and shall have prior program and budget approval. The South Carolina State University program, in consultation with the Commission on Higher Education, shall extend beyond the geographic area it currently serves. Annually, the Commission on Higher Education shall evaluate the effectiveness of each of the teacher recruitment projects and shall report its findings and its program and budget recommendations to the House and Senate Education Committees, the State Board of Education and the Education Oversight Committee by October first annually, in a format agreed upon by the Education Oversight Committee and the Department of Education.

With the funds appropriated CERRA shall also appoint and maintain the South Carolina Teacher Loan Advisory Committee. The Committee shall be composed of one member representing each of the following: (1) Commission on Higher Education; (2) State Board of Education; (3) Education Oversight Committee; (4) Center for Educator Recruitment, Retention, and Advancement; (5) South Carolina Student Loan Corporation; (6) South Carolina Association of Student Financial Aid Administrators; (7) a local school district human resources officer; (8) a public higher education institution with an approved teacher education program; and (9) a private higher education institution with an approved teacher education program. The members of the committee representing the public and private higher education institutions shall rotate among those institutions and shall serve a two-year term on the committee. The committee must be staffed by CERRA, and shall meet at least twice annually. The committee's responsibilities are limited to: (1) establishing goals for the Teacher Loan Program; (2) facilitating communication among the cooperating agencies; (3) advocating for program participants; and (4) recommending policies and procedures necessary to promote and maintain the program.

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.

Table 1

- 2) Program history of SC-PRRMT and Program Outcomes - ten year data scan (Beginning FY 2004 to FY2014) or five year data scan (Beginning FY2009 – FY2014):
 - a. State appropriations and carried forward funding each year

**Program History of SC-PRRMT and Program Outcomes
FY2009 – FY2014**

Budget for FY 2009-2010, FY 2010-2011, FY 2011-2012, FY 2012-2013, FY 2013-2014, FY 2014-2015

Year	FY 2009-2010	FY 2010-2011	FY 2011-2012	FY 2012-2013	FY 2013-2014	FY 2014-2015
APPROPRIATIONS REQUESTED	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
APPROPRIATIONS RECEIVED	\$350,111.52	\$350,111.52	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
Total Collections Revenue/Carried Forward	\$93,588.50	\$119,828.51	\$124,646.93	\$136,176.66	\$170,771.68	\$193,247.14
Total (Appropriations Received / Collections Revenue/Carried Forward)	\$443,700.02	\$469,940.03	\$464,128.93	\$475,658.66	\$510,253.68	\$532,749.14
Collections Revenue used if needed for additional Forgivable Loans.						

2) Program history of SC-PRRMT and Program Outcomes - ten year data scan (Beginning FY 2004 to FY2014) or five year data scan (Beginning FY2009 – FY2014):

- b. Number of geographical sites established each year since ____ (Use information provided in the approved Expansion Plan)
- c. Number of participants per site each year (include breakdown of freshmen, sophomores, juniors, seniors and MATs (do not include graduates – see Graduation Rates below)

TABLE 2
Geographical Site and Number of Participants

Year	FY 2009-2010	FY 2010-2011	FY 2011-2012	FY 2012-2013	FY 2013-2014	FY 2014-2015
Sites	Holly Hill Moncks Corner Berkeley Lake City SC State	Holly Hill Moncks Corner Berkeley Lake City SC State	Holly Hill Moncks Corner Berkeley Lake City SC State	Holly Hill Moncks Corner Berkeley Lake City SC State	Moncks Corner Berkeley Richland Dist. #1 Fairfield SC State	Moncks Corner Berkeley Richland Dist. #1 Fairfield Georgetown Williamsburg/Florence Horry SC State
No. of Participants	34 Seniors = 6 Juniors = 11 Sophomores = 5 Freshmen = 6 MAT = 6	28 Seniors = 8 Juniors = 5 Sophomores = 2 Freshmen = 3 MAT = 10	27 Seniors = 7 Juniors = 5 Sophomores = 4 Freshmen = 4 MAT = 7	27 Seniors = 6 Juniors = 3 Sophomores = 2 Freshmen = 2 MAT = 14	52 Seniors = 14 Juniors = 7 Sophomores = 6 Freshmen = 8 MAT = 17	70 Seniors = 11 Juniors = 18 Sophomores = 16 Freshmen = 12 MAT = 13

(3) Participants:

Student demographics and Retention

- 1) Number applied/Number eligible
- 2) Applied and Entry level profile - number of entering non-traditional (Teaching Assistants, transfer from 2-year, career changers, etc.)
- 3) Participants majoring in critical needs areas. Critical Need Subject areas (2009-2014 for five year reporting)
- 4) Retention of participants each year (freshmen to sophomore, sophomore to junior, junior to senior)
- 5) Basic skills examination during PRAXIS pass rate per year

TABLE 3
Student Demographics and Retention

YEAR	FY 2009-2010	FY 2010-2011	FY 2011-2012	FY 2012-2013	FY 2013-2014	FY 2014-2015
1) Number Applied Number eligible	25 Applied 11 Eligible	14 Applied 10 Eligible	42 Applied 15 Eligible	70 Applied 43 Eligible	65 Applied 21 Eligible	48 Applied 10 Eligible
2) Teacher Assistants(TA) Transfer(T) Career Changers(CC)	7 (TA) 2 (T) 2 (CC)	5 (TA) 2(T) 3(CC)	7 (TA) 7 (T) 1 (CC)	15(TA) 10 (TA&T) 18(CC)	7 (TA) 11(TA &T) 3 (T)	4(TA) 4(TA&T) 2(T)
3) Critical Need Subject Areas	12	10	9	7	16	25
4) Retention of Participants	34 Seniors = 6 Juniors =11 Sophomores= 5 Freshmen = 6 MAT = 6	28 Seniors =8 Juniors = 5 Sophomores = 2 Freshmen = 3 MAT = 10	27 Seniors =7 Juniors =5 Sophomores =4 Freshmen =4 MAT= =7	27 Seniors = 6 Juniors =3 Sophomores =2 Freshmen =2 MAT= =14	52 Seniors =14 Juniors = 7 Sophomores = 6 Freshmen = 8 MAT= =17	70 Seniors =11 Juniors =18 Sophomores =16 Freshmen =12 MAT =13
5) Praxis Rate	35%	30%	30%	40%	45%	35%

(4) Forgivable Loans Awarded to Participants Each Year:

- 1) Remaining need after federal/scholarship/gift aid is awarded
- 2) Per student Forgivable Loan awards
- 3) Number of participants in loan repayment (amount).

TABLE 4
Forgivable Loans Awarded to Participants Each Year

YEAR	FY 2009-2010 N=34	FY 2010-2011 N=28	FY 2011-2012 N=27	FY 2012-2013 N=27	FY 2013-2014 N=52	FY 2014-2015 N=70
1)F/A Disclosure	MTR does not maintain document after scholarship is awarded.	MTR does not maintain document after scholarship is awarded.	MTR does not maintain document after scholarship is awarded.			
2) Forgivable Loan award	1. \$1,000.00 2. 4,214.00 3. 3,675.00 4. 5,808.00 5. 7,056.00 6. 7,653.90 7. 1,000.00 8. 3,203.00 9. 7,096.55 10. 3,406.00 11. 5,556.00 12. 1,000.00 13. 5,808.00 14. 2,675.00 15. 3,556.00 16. 4,203.00 17. 6,697.55 18. 1,808.00 19. 8,406.00 20. 1,000.00 21. 8,406.00 22. 5,808.00 23. 3,770.00 24. 8,406.00 25. 3,675.00 26. 2,000.00 27. 5,808.00 28. 3,406.00 29. 5,406.00	1. \$4,000.00 2. 2,500.00 3. 3,500.00 4. 5,747.00 5. 4,749.00 6. 10,998.00 7. 8,798.00 8. 3,250.00 9. 9,798.00 10. 8,000.00 11. 9,498.00 12. 5,376.00 13. 3,750.00 14. 9,798.00 15. 6,228.00 16. 9,498.00 17. 5,098.00 18. 4,683.00 19. 3,000.00 20. 7,588.00 21. 3,750.00 22. 3,736.00 23. 8,406.00 24. 5,808.00 25. 3,675.00 26. 2,000.00 27. 5,808.00 28. 4,203.00	1. \$ 3,000.00 2. 7,131.00 3. 2,500.00 4. 1,008.00 5. 1,863.00 6. 9,008.00 7. 6,568.00 8. 3,529.00 9. 3,834.00 10. 5,729.00 11. 7,342.00 12. 9,008.00 13. 9,708.00 14. 6,151.00 15. 4,929.00 16. 5,000.00 17. 6,151.00 18. 2,500.00 19. 6,500.00 20. 6,500.00 21. 13,705.00 22. 3,284.00 23. 6,500.00 24. 4,308.00 25. 2,500.00 26. 6,500.00 27. 6,151.00	1. \$4,716.00 2. 4,283.00 3. 3,000.00 4. 9,258.00 5. 3,000.00 6. 7,776.00 7. 3,000.00 8. 7,086.00 9. 3,000.00 10. 3,000.00 11. 3,000.00 12. 3,000.00 13. 11,158.00 14. 6,000.00 15. 3,000.00 16. 5,000.00 17. 5,000.00 18. 11,158.00 19. 10,658.00 20. 5,329.00 21. 5,000.00 22. 5,000.00 23. 5,000.00 24. 8,944.00 25. 6,000.00 26. 10,000.00 27. 2,377.00	1. \$ 7,391.57 2. 2,000.00 3. 5,488.00 4. 4,200.00 5. 5,200.00 6. 4,831.00 7. 1,500.00 8. 5,488.00 9. 1,000.00 10. 6,940.60 11. 8,330.00 12. 5,282.00 13. 1,000.00 14. 7,469.00 15. 2,500.00 16. 2,500.00 17. 1,000.00 18. 1,000.00 19. 4,964.73 20. 1,000.00 21. 5,763.00 22. 1,000.00 23. 1,000.00 24. 1,000.00 25. 2,890.00 26. 5,791.25 27. 4,000.00 28. 1,920.30 29. 6,395.95	1. \$1,000.00 2. 5,344.00 3. 1,000.00 4. 5,660.00 5. 5,444.00 6. 1,000.00 7. 1,000.00 8. 3,980.00 9. 1,000.00 10. 1,000.00 11. 3,228.00 12. 5,992.00 13. 5,892.00 14. 500.00 15. 6,532.00 16. 5,344.00 17. 3,710.00 18. 5,128.00 19. 1,000.00 20. 1,000.00 21. 1,244.00 22. 3,479.00 23. 2,050.00 24. 1,000.00 25. 500.00 26. 5,344.00 27. 1,000.00 28. 1,000.00 29. 1,000.00

YEAR	FY 2009-2010	FY 2010-2011	FY 2011-2012	FY 2012-2013	FY 2013-2014	FY 2014-2015
1)F/A Disclosure	MTR does not maintain document after scholarship is awarded.	MTR does not maintain document after scholarship is awarded.	MTR does not maintain document after scholarship is awarded.			
2) Forgivable Loan award	30. 5,808.00 31. 8,406.00 32. 8,406.00 33. 5,808.00 34. 5,808.00				30. 1,000.00 31. 2,000.00 32. 1,000.00 33. 2,000.00 34. 2,000.00 35. 2,000.00 36. 1,000.00 37. 1,000.00 38. 8,976.00 39. 4,390.00 40. 1,000.00 41. 2,331.00 42. 6,390.00 43. 1,000.00 44. 2,000.00 45. 1,000.00 46. 1,000.00 47. 1,000.00 48. 1,000.00 49. 1,000.00 50. 1,000.00 51. 2,000.00 52. 5,530.60	30. 1,000.00 31. 5,344.00 32. 600.00 33. 5,444.00 34. 1,000.00 35. 500.00 36. 1,000.00 37. 8,688.00 38. 600.00 39. 5,480.00 40. 500.00 41. 1,968.00 42. 1,000.00 43. 2,208.00 44. 5,344.00 45. 2,000.00 46. 7,324.00 47. 1,000.00 48. 1,000.00 49. 500.00 50. 1,000.00 51. 4,344.00 52. 4,660.00 53. 4,344.00 54. 4,992.00 55. 1,000.00 56. 3,881.00 57. 3,900.00 58. 5,344.00 59. 1,000.00 60. 1,000.00 61. 1,000.00 62. 1,500.00 63. 1,000.00 64. 2,500.00 65. 1,000.00 66. 1,500.00

YEAR	FY 2009-2010	FY 2010-2011	FY 2011-2012	FY 2012-2013	FY 2013-2014	FY 2014-2015
1)F/A Disclosure	MTR does not maintain document after scholarship is awarded.	MTR does not maintain document after scholarship is awarded.	MTR does not maintain document after scholarship is awarded.			
2) Forgivable Loan award	TOTAL \$163,743.00	TOTAL \$163,743.00	TOTAL \$153,743.00	TOTAL \$153,743.00	TOTAL \$155,063.00	67. 1,500.00 68. 1,500.00 69. 1,000.00 70. 1,000.00 TOTAL \$182,826.00
3) No. of participants in loan repayment	4	0	4	3	5	6

Graduation Rates:

- 1) Number of graduates each year per site
- 2) Graduates place in critical Needs/geographic areas
- 3) Certification subject/employment in SC Public Schools
- 4) Placement of graduates (~~position – elementary, middle, high, media specialist, guidance counselor, speech therapist, principal, administrator, other~~) Per Dr. Woodfaulk we do not have to provide this information.
- 5) Retention after five years

TABLE 5
Graduation Rates

YEAR	FY 2009-2010	FY 2010-2011	FY 2011-2012	FY 2012-2013	FY 2013-2014	FY 2014-2015
1) No. of Graduates	9	10	7	12	14	15
2) Graduates in Critical Needs Subject Area (CNSA) Geographic Areas(GA)	1=CNSA 4=GA	3=CNSA 7=GA	5=CNSA --GA	2=CNSA 10=GA	2=CNSA 14=GA	4=CNSA 13=GA
3) Cert. Subject/Employment	44%	100%	100%	100%	100%	87%
4) Placement of Graduates	7	10	5	9	14	14
5) Retention After 5 years	6	N/A	N/A	N/A	N/A	N/A

Other:

- 1) **Plans to establish a mentoring program** – PRRMT has no plan to start a mentoring program, once the participants graduate from SC State University and become employed the School districts offer mentoring programs for their beginning teachers with the intent of ensuring teachers have every opportunity to attain success.
- 2) **Partnership: CERRA and Call me Mister – Innovative Ways to Recruit Teachers:** Per conversation with Dr. Woodfaulk she will initiate a meeting with CERRA(Jane Turner, Call Me Mister(Dr. Roy Jones) and PRRMT(Reinell Thomas-Myers).

Follow up questions regarding the FY2015-16 SC PRRMT Quarterly Report. Answers provided by SC-PRRMT are **in black**

I. Please provide the following updated information regarding the total number of students participating in SC-PRRMT effective fall term 2015:

- Total number of seniors
- Total number of juniors
- Total number of sophomores
- Total number of freshmen
- Total number of MAT students

Fall 2015 N=50

Graduates as of fall 2015	5
Seniors	13
Juniors	10
Sophomores	14
Freshmen	2
MAT	6

II. Please provide the number of applicants who applied for fall 2015 and the number who were accepted.
36 Applied/ 14 Accepted

III. The total forgivable loan award for FY 2014-15 was \$182,826.00 (n=70). What is the total Forgivable Loan award for 2015 (n=__)? Please provide the average award per student for the first quarter of FY2015-16 (fall, 2015).

Fall 2015

N=50

Forgivable Loan awards = \$162,612.00

Forgivable Loan awards average= \$3,252.24

IV. Five sites were established for FY2014-15 - Moncks Corner, Berkeley, Richland District 1, Fairfield, Georgetown, Williamsburg/Florence, and Horry. As of the first quarter of FY2015-16 were any more sites established? No Please identify any combined sites.

Moncks Corner/Berkeley

Richland Dist. #1/Fairfield

Georgetown/Williamsburg/Florence/Horry

SC State

V. The chart in the Quarterly Report (below) does not show the number of students retained in the program.

Of the freshmen cohort who entered the program in FY2009, please provide the number/% who graduated from that cohort four years later);

- provide the same for the sophomore cohort and the number/% of the original cohort who graduated three years later;
 - the junior cohort and the number/% of the original cohort who graduated two years later;
 - the senior cohort and the number/5 of the original cohort who graduated one year later;
 - the MAT cohort and the number/5 of the original cohort who graduated two years later;
- (if applicable, please use CHE methodology for reporting enrollment of part time students)

The Student Demographics and Retention Table below provides the total number of students that were retained each year in the Minority Teacher Recruitment Program. Additionally, we have included the Graduation Rates Table, which shows the total number of graduates each year.

The retention number is a cumulative total of all students presently enrolled in the Program. This information is an actual accounting of our retention and graduation numbers.

We are open to any suggestions for future data reporting.

**TABLE 1
Student Demographics and Retention**

YEAR	FY 2009-2010	FY 2010-2011	FY 2011-2012	FY 2012-2013	FY 2013-2014	FY 2014-2015
1) Number Applied Number eligible	25 Applied 11 Eligible	14 Applied 10 Eligible	42 Applied 15 Eligible	70 Applied 43 Eligible	65 Applied 21 Eligible	48 Applied 10 Eligible
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3) Critical Need Subject Areas	12	10	9	7	16	25
4) Retention of Participants	34 Seniors = 6 Juniors =11 Sophomores= 5 Freshmen = 6 MAT = 6	28 Seniors =8 Juniors = 5 Sophomores = 2 Freshmen = 3 MAT = 10	27 Seniors =7 Juniors =5 Sophomores =4 Freshmen =4 MAT= =7	27 Seniors = 6 Juniors =3 Sophomores =2 Freshmen =2 MAT= =14	52 Seniors =14 Juniors = 7 Sophomores = 6 Freshmen = 8 MAT= =17	70 Seniors =11 Juniors =18 Sophomores =16 Freshmen =12 MAT =13
5) Praxis Rate	35%	30%	30%	40%	45%	35%

**TABLE 2
Graduation Rates**

YEAR	FY 2009-2010	FY 2010-2011	FY 2011-2012	FY 2012-2013	FY 2013-2014	FY 2014-2015
1) No. of Graduates	9	10	7	12	14	15
2) Graduates in Critical Needs Subject Area (CNSA) Geographic Areas(GA)	1=CNSA 4=GA	3=CNSA 7=GA	5=CNSA - =GA	2=CNSA 10=GA	2=CNSA 14=GA	4=CNSA 13=GA
3) Cert. Subject/Employment	44%	100%	100%	100%	100%	87%
4) Placement of Graduates	7	10	5	9	14	14
5) Retention After 5 years	6	N/A	N/A	N/A	N/A	N/A

VI. Please state that the information is not available since SC-PRRMT does not collect this information. However, if this is not the case and SC- PRRMT has information regarding employment in elementary, middle, high, media specialist, guidance counselor, speech therapist, principal, administrator, or other positions, would you please include this information in your report?

**Table 3
Placement of Graduates
N=199**

N=199

Primary Schools	Elementary Schools	Middle Schools	High Schools
18	106	39	36

N=10 (included in total number of placed graduates)

Principals	Assistant Principals	Guidance Counselors	PhD Programs
3	3	3	1