



## South Carolina Commission on Higher Education

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Interim Executive Director

June 2, 2016

### **FY 2015-2016 Second Report: SC Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) Quarterly Report at SC State University**

#### **Background**

The SC-Program for the Recruitment, Retention of Minority Teachers (SC-PRRMT) FY 2015-16 budget submitted by South Carolina State University (SCSU) to the South Carolina Commission on Higher Education (CHE) on October 15, 2014 directed all funds in the amount of \$339,482 for forgivable teacher loan awards to new and current participants in the program. SCSU officials stated that the University will absorb all administration costs for SC-PRRMT to include the establishment of additional sites throughout the state. The previous FY2015-16 SC-PRRMT budget proposal\* included funding for personnel costs (\$144,342.21), other expenditures (\$9,500) and forgivable loans (\$184,239).

At its meeting on November 6, 2014, CHE considered SC-PRRMT's revised FY 2015-16 budget. CHE approved the revised FY 2015-16 budget request in the amount of \$339,482 for minority teacher recruitment for one year provided that the following conditions were met:

1. 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;
2. The program, in accordance with the proviso, shall recruit minority teachers throughout the state; and
3. 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.

According to SCSU officials, in addition to the \$339,482, loan repayment funds in the amount of \$190,830.68 were available for new and returning students for a total of \$530,313.68. There were no carried forward funds from FY2014-15 or previous year(s). SCSU collected \$197,270.79 in loan repayments in FY2014-15. These funds, according to SCSU, were used for forgivable loans. The amount collected in FY2014-16 will be provided by the fourth quarter, 2016.

\*[http://www.che.sc.gov/CHE\\_Docs/studentervices/commmeet/July15\\_2014/SCPRRMT2014\\_2015BudgetRequestandrecommendation.pdf](http://www.che.sc.gov/CHE_Docs/studentervices/commmeet/July15_2014/SCPRRMT2014_2015BudgetRequestandrecommendation.pdf)

As of Spring 2016, nine (9) freshman, eighteen (18) sophomores, eleven (11) juniors, sixteen (16) seniors and seven (7) graduate students are enrolled in SC PRRMT (after the official drop/add period). According to SC PRRMT, eighty (80) new and participating students were projected to participate in SC-PRRMT during FY2015-16 and the average forgivable loan award per participant was anticipated to be \$4,243. However, as of Spring 2016, sixty-one (61) new and participating students are enrolled in the program and the average forgivable loan award per participant is \$5011. **(Attachment)**

In addition, as SC-PRRMT is funded as a statewide recruitment program to attract minorities to the teaching profession (Part 1B Proviso 1A.9 (SDE-EIA: XII.F.2-CHE/Teacher Recruitment), the program requires sustained partnerships with existing teacher recruitment programs throughout the state. 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 expressed their plans 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. The quarterly reports provide information regarding SC-PRRMT's progress towards these goals throughout FY2015-16.

According to SC-PRRMT's revised budget and as outlined in the Expansion Plan (October 2014), recruits are targeted from current and future sites established around the state. During fall 2015, SCSU officials stated that sites were established in Berkley County School District, Fairfield County School District and Richland County School District One. The program's projected sites for spring 2015 were Richland County School District Two, Williamsburg County School District, Georgetown County School District and Florence County School District. According to SCSU officials, SC-PRRMT planned to establish sites in Clarendon, Horry, Marion and Marlboro School Districts during FY2015-16. Each of these sites was established in FY2015-16 by combining areas or regions, with exception of Marlboro and Marion Counties.

### **Schedule for Reporting: SC-PRRMT Program**

The FY2015-16 SC-PRRMT budget places all funding towards forgivable teacher loans. No funds are to be used for administration. The Commission determined at its November 6, 2014 meeting that a quarterly review of SC-PRRMT, including loan disbursements, loan repayments and debt collections throughout FY2015-16 is needed to determine if funds being are used to efficiently and effectively increase the number of minority teachers. Monitoring the effectiveness of this program each quarter would include costs per participant, forgivable teacher loans amounts awarded to each participant and number of graduates who entered the teaching profession in South Carolina (critical geographic/needs areas).

A report to CHE each quarter during FY 2015-16 will provide, at minimum, the following information regarding SC-PRRMT:

- 1) Total amount available in FY 2015-16, including all loan repayment funds and debt balance, amount in collections and defaults;
- 2) Carry over funds from previous years;
- 3) Collection funds used for additional forgivable loans;
- 4) Number of SC-PRRMT applicants, number of recipients who qualified and received a Forgivable Loan and loan amounts disbursed per student;
- 5) Total number of Forgivable Loan awards by classification, gender and race/ethnicity;
- 6) Location of sites and number of participants per site including previous FY2014-15 sites;
- 7) Retention of participants (second quarter/fourth quarter); and
- 8) Total number of Forgivable Loans recipients who were placed as South Carolina teachers, in state-declared geographic/critical need subject areas.

**FY2015-16 Approved Budget**

TOTAL DIRECT STUDENT COSTS/ EXPENDITURES \$339,482.00  
TOTAL PROJECT APPROPRIATIONS \$339,482.00

Quarterly Update: Direct Student Costs/Expenditures for students currently in the pipeline, and new participants. Forgivable loan budget line item for direct student costs: response to CHE staff questions:

1.

a) In addition to the \$339,482, what is the total amount available in FY 2015-16?  
\$339,482.00

b) Including all loan repayment funds and debt amount/outstanding balances of graduates?  
\$530,312.68 (amount as of Fall 2015 – update will be provided by the fourth quarter)

Seventy-Seven (77%) of the Program’s graduates are still employed in South Carolina public schools (As of Fall 2015 - update will be provided by fourth quarter)

c) Carry over funds from previous years?  
No funds carried over from previous years

d) Amount in collections?  
FY2014-15 \$197, 270.79  
FY2015-16 loan collections will be provided by fourth quarter.

e) Using the total amount, what is the available amount per student (anticipated new student and participating students) in FY2015-16? \$339,482.00

Enrollment for 2015-2016: 61 students, includes students currently in pipeline and new students

December 2015 graduates: 5

Average amount average per student: \$5011.00

For FY 2015-16 the Program, SC PRRMT plans to continue to produce quality teachers for South Carolina’s teaching force. To continue to address the State's Teacher shortage PRRMT plans to expand, establish and maintain Satellite Teacher Education Program (off campus) sites in the Midlands, Pee Dee and Piedmont areas. By spring 2016 the goal is to maintain and/or establish sites in the following counties: Berkeley, Columbia (Richland County), Clarendon, Fairfield, Florence, Georgetown, Horry, Marion, Marlboro and Williamsburg. Some counties may have combined classes.

**SC-PRRMT Sites**  
**FY2014-2015 (Previous Year)**

**Fall 2014**

Berkeley County School District  
Fairfield County School District  
Richland County School District One

**Sites Spring 2015**

Richland County School District 2  
Williamsburg County School District  
Georgetown County School District  
Florence County School District #3

**FY2015-16 (Current Year)**

Five sites were established for FY2015-16 - Moncks Corner, Berkeley, Richland District 1, Fairfield, Georgetown, Williamsburg/Florence, and Horry.

Sites	Fall 2015 # of Participants N=50	Spring 2016 # of Participants N=61
Moncks Corner/Berkeley	12	15
Richland Dist. #1/Fairfield	14	19
Georgetown/Williamsburg/Florence/Horry	12	14
SC State	12	13

SC-PRRMT has been required to adhere as closely as possible to the original plan of expansion, to be as cost effective as possible, sites will have combined classes with nearby counties and school districts.

2. According to SC-PRRMT's, the number of participants in SC-PRRMT was expected to increase to 80 participants. Given this funding model, please explain your plans to recruit new participants through forgivable loans.

SC -PRRMT Enrollment:

Year	Number of Participants
FY 2009-10	34
FY2010-11	28
FY2011-12	27
FY2012-13	27
FY2013-14	52
FY2014-15	70
FY2015-16	61 (as of Spring 2016)

3. Please clarify your measureable objectives for expansion given the new funding model.

As part of its overall expansion initiatives SC PRRMT plans to expand into, establish, and maintain Satellite Teacher Education Program (off-campus) sites in the Midlands, Pee Dee and Piedmont areas. By spring 2016, the goal is to maintain and/or establish sites in the following counties: Berkeley, Columbia (Richland County), Clarendon, Fairfield, Florence, Georgetown,

Horry, Marion, Marlboro, and Williamsburg. Expanding the number of sites will result in increased enrollment.

**Projected/Actual Enrollment**

<b>Year</b>	<b>Projected Enrollment</b>	<b>Actual Enrollment</b>
FY 2013-2014	40	52
FY 2014-2015	60	70
FY 2015-2016	80	61 (As of Spring 2016)

4. Although it is our understanding that to have an even greater impact, SC-PRRMT has decided to expand the sites by region throughout the state, it is unclear as to the number of participants anticipated per site. Please provide the projected number of participants per site:

<b>SITES</b>	<u>Projected Number of Participant s</u>	<u>Actual Number of Participant s Fall 2015</u>	<u>Actual Number of Participants Spring 2016</u>
Berkeley County School District/Moncks Corner	12	12	15
Richland County School District One Richland County School District Two Fairfield County School District	12	14	19
Clarendon County School District Georgetown County School District Williamsburg County School District	12	12*	14*
Florence County School District #3 Marion County School District	12		
Horry County School District	10		
Marlboro County School District	10	0	0
SC State University Campus	12	12	13

*\*According to SC-PRRMT, sites were combined in FY2015-16 using online instruction*

5. The average forgivable loan award per participant is anticipated to be \$5,011

What will be the average cost per participant in this program?

- a. Currently, the average cost for non-graduating SC State students is \$12,222 per academic year.
- b. Are collection funds used for additional forgivable loans?  
Yes. Collection funds are used to augment yearly appropriations in the Forgivable Loan budget line item, if needed.

According to the proposed budget, although there were no carried forward fund. If needed, collection funds will be used for forgivable loans.

6. Please provide the eligibility requirements for a forgivable loan in SC-PRRMT program. How will the eligibility requirements differ from other forgivable loan program(s) SCSU presently administers, the SC Teacher Loan Program, or other state loan forgiveness program?

Eligibility requirements for a forgivable loan in SC-PRRMT:

Participants in the program must be a resident of South Carolina; possess a high school diploma or G.E.D.; employed as academic or support staff in South Carolina's public school system or completed an Associate in Arts or Associate in Science degree at one of South Carolina's technical colleges or earned general education hours; have a cumulative grade point average of 2.75 or above on a 4.0 scale; admitted to South Carolina State University; enroll in a teacher education program of study; enroll as a full-time student (12+ credit hours) or enroll as a part-time student (6+ credit hours); agree to teach in South Carolina. Master of Arts in Teaching students must be fully admitted into the M.A.T. Degree Program and have a cumulative grade point average of 3.00 or above.

Per SCSU Financial Aid Department, the SC Teachers Loan is the only other forgivable loan program SCSU administers.

7. Please provide the present number of students participating in SC-PRRMT (after Fall 2015 and Spring 2016 drop/add period) per classification freshman, sophomores, juniors, seniors, master's level.

**Fall 2015 N=50**

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

**Spring 2016 N=61**

<b>Seniors</b>	<b>16</b>
<b>Juniors</b>	<b>11</b>
<b>Sophomores</b>	<b>18</b>
<b>Freshmen</b>	<b>9</b>
<b>MAT</b>	<b>7</b>



South Carolina Program for the  
Recruitment & Retention of Minority Teachers

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*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  
April 25, 2016

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**

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

- 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**

<b>Year</b>	<b>FY 2009-2010</b>	<b>FY 2010-2011</b>	<b>FY 2011-2012</b>	<b>FY 2012-2013</b>	<b>FY 2013-2014</b>	<b>FY 2014-2015</b>
<b>Sites</b>	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
<b>No. of Participants</b>	<b>34</b> Seniors = 6 Juniors = 11 Sophomores = 5 Freshmen = 6 MAT = 6	<b>28</b> Seniors = 8 Juniors = 5 Sophomores = 2 Freshmen = 3 MAT = 10	<b>27</b> Seniors = 7 Juniors = 5 Sophomores = 4 Freshmen = 4 MAT = 7	<b>27</b> Seniors = 6 Juniors = 3 Sophomores = 2 Freshmen = 2 MAT = 14	<b>52</b> Seniors = 14 Juniors = 7 Sophomores = 6 Freshmen = 8 MAT = 17	<b>70</b> 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
<b>1) Number Applied</b> <b>Number eligible</b>	25 Applied 11 Eligible	14 Applied 10 Eligible	42 Applied 15 Eligible	70 Applied 43 Eligible	65 Applied 21 Eligible	48 Applied 10 Eligible
<b>2) Teacher Assistants(TA)</b> <b>Transfer(T)</b> <b>Career Changers(CC)</b>	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)
<b>3) Critical Need Subject Areas</b>	12	10	9	7	16	25
<b>4) Retention of Participants</b>	<b>34</b> Seniors = 6 Juniors =11 Sophomores= 5 Freshmen = 6 MAT = 6	<b>28</b> Seniors =8 Juniors = 5 Sophomores = 2 Freshmen = 3 MAT = 10	<b>27</b> Seniors =7 Juniors =5 Sophomores =4 Freshmen =4 MAT= =7	<b>27</b> Seniors = 6 Juniors =3 Sophomores =2 Freshmen =2 MAT= =14	<b>52</b> Seniors =14 Juniors = 7 Sophomores = 6 Freshmen = 8 MAT= =17	<b>70</b> Seniors =11 Juniors =18 Sophomores =16 Freshmen =12 MAT =13
<b>5) Praxis Rate</b>	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**

<b>YEAR</b>	<b>FY 2009-2010 N=34</b>	<b>FY 2010-2011 N=28</b>	<b>FY 2011-2012 N=27</b>	<b>FY 2012-2013 N=27</b>	<b>FY 2013-2014 N=52</b>	<b>FY 2014-2015 N=70</b>
<b>1)F/A Disclosure</b>	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.			
<b>2) Forgivable Loan award</b>	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	1. \$4 ,000.00 2 . 5,500.00 3. 5,000.00 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	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	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	1. \$ 7,391.57 2. 2,000.00 3. 5,488.00 4. 2,000.00 5. 2,000.00 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	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. 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	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	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	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	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	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
<b>YEAR</b>	<b>FY 2009-2010</b>	<b>FY 2010-2011</b>	<b>FY 2011-2012</b>	<b>FY 2012-2013</b>	<b>FY 2013-2014</b>	<b>FY 2014-2015</b>
<b>1)F/A Disclosure</b>	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.			
<b>2) Forgivable Loan award</b>	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 67. 1,500.00
<b>YEAR</b>	<b>FY 2009-2010</b>	<b>FY 2010-2011</b>	<b>FY 2011-2012</b>	<b>FY 2012-2013</b>	<b>FY 2013-2014</b>	<b>FY 2014-2015</b>
<b>1)F/A Disclosure</b>	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.			
<b>2) Forgivable Loan award</b>	<b>TOTAL \$163,743.00</b>	<b>TOTAL \$163,743.00</b>	<b>TOTAL \$153,743.00</b>	<b>TOTAL \$153,743.00</b>	<b>TOTAL \$155,063.00</b>	68. 1,500.00 69. 1,000.00 70. 1,000.00 <b>TOTAL \$182,826.00</b>
<b>3) No. of participants in loan repayment</b>	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)
- 5) Retention after five years

**TABLE 5  
Graduation Rates**

<b>YEAR</b>	<b>FY 2009-2010</b>	<b>FY 2010-2011</b>	<b>FY 2011-2012</b>	<b>FY 2012-2013</b>	<b>FY 2013-2014</b>	<b>FY 2014-2015</b>
<b>1) No. of Graduates</b>	<b>9</b>	<b>10</b>	<b>7</b>	<b>12</b>	<b>14</b>	<b>15</b>

<b>2) Graduates in Critical Needs Subject Area (CNSA) Geographic Areas(GA)</b>	1=CNSA 4=GA	3=CNSA 7=GA	5=CNSA -GA	2=CNSA 10=GA	2=CNSA 14=GA	4=CNSA 13=GA
<b>3) Cert. Subject/Employment</b>	44%	100%	100%	100%	100%	87%
<b>4) Placement of Graduates</b>	7	10	5	9	14	14
<b>5) Retention After 5 years</b>	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).

Dear Reinell:

I have a few questions regarding the FY2015-16 SC PRRMT Quarterly Report. It appears that we have data for the prior year rather than the first quarter of FY2015-16.

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**

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

**Spring 2016 N=61**

<b>Seniors</b>	<b>16</b>
<b>Juniors</b>	<b>11</b>
<b>Sophomores</b>	<b>18</b>
<b>Freshmen</b>	<b>9</b>
<b>MAT</b>	<b>7</b>

II. Please provide the number of applicants who applied for fall 2015 and the number who were accepted.

**Fall 2015— 36 Applied/ 14 Accepted**

**Spring 2016— 23 Applied/11 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**

**Spring 2016**

**N=61**

**Forgivable Loan awards= \$305,693.00**

**Forgivable Loan awards average=\$5,011.00**

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.

Sites	Fall 2015 # of Participants N=50	Spring 2016 # of Participants N=61
Moncks Corner/Berkeley	12	15
Richland Dist. #1/Fairfield	14	19
Georgetown/Williamsburg/Florence/Horry	12	14
SC State	12	13

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 1A**  
**Student Demographics and Retention**

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

**TABLE 2A**  
**Graduation Rates**

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