South Carolina
Commission on Higher Education

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CHE
10/6/16
Agenda Item 7.02.A

October 6, 2016

MEMORANDUM

TO: Chairman Tim Hofferth and Members, SC Commission on Higher Education

FROM: Chair Terrye Seckinger, and Members, Committee on Academic Affairs and Licensing

Consideration of FY 2017-18 Appropriation Request and FY 2015-16 Annual Report for the EIA Funded Teacher Recruitment Project, Center for Educator Recruitment, Retention, and Advancement (CERRA)

History/Background

During the 1986 legislative session, the General Assembly authorized the SC Commission on Higher Education (CHE) to award grants to the public and/or private colleges and universities to improve the recruitment of teacher education candidates, allocating $236,000 in Education Improvement Act (EIA) funds for this purpose. A consortium made up of a majority of teacher training institutions in the State submitted one combined proposal to establish the SC Teacher Recruitment Center. The proposed Center was approved by CHE and has been funded annually since FY1986-87. Beginning in FY1990-91, appropriations for the SC Teacher Recruitment Center were made solely through EIA.

Beginning in FY1988-89, CHE was required, by a proviso in the General Appropriations Act, to "monitor the use" of these funds and to report on the "effectiveness of the programs" to the Senate and House Committee and to the EIA Select Committee. CHE has done so since 1988-89. The FY1990-91 Appropriations Act included a more comprehensive proviso, which instructed CHE to "ensure that all funds are used to promote teacher recruitment on a statewide basis…ensure the continued coordination of efforts among the… teacher recruitment projects… review the use of funds and… have prior program and budget approval."

In FY 2015-16, this proviso, Part 1B Proviso 1A.7. (SDE-EIA:XII.F.2-CHE/Teacher Recruitment), directs that of the $4,243,527 appropriated for teacher recruitment programs:

> the South Carolina Commission on Higher Education shall distribute a total of ninety-two percent ($3,904,045)[1] 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 ($339,482)[1] 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.
>
> [1]Amount inserted for reference.

The Annual Reports from the Center for Educator Recruitment, Retention & Advancement (CERRA) are submitted by CHE to the Senate and House Education Committees and to the Education Oversight Committee each October. In addition to the annual reports, historical and cumulative data are included at the request of the Committee on Academic Affairs and Licensing and Academic Affairs division (see Attachments).

Center for Educator Recruitment, Retention and Advancement (CERRA)

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

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

CERRA
2017-18 EIA Budget Proposal[1]

	2015-16 Appropriated Budget	2015-16 Expenditures	2016-17 Appropriated Budget	Requested Increase to Funding	2017-18 Proposed Budget
Office Salaries & Fringes	$752,862	$862,209	$913,330	$0	$913,330
Office Support	86,408	84,441	86,408	0	86,408
Board of Directors	2,750	2,420	2,750	0	2,750
Staff Travel	51,450	53,461	55,950	0	55,950
Minority Recruitment	166,500	171,790	166,500	0	166,500
Marketing/Communications	9,500	7,284	9,500	0	9,500
Online Educator Employment System and Teacher Expo	5,500	6	5,000	0	5,000
ProTeam	18,100	9,195	16,100	0	16,100
Teacher Cadet	94,750	70,994	61,750	0	61,170
College Partners	47,250	42,292	37,250	0	37,250
Teaching Fellows	3,200,655	3,128,487	3,081,187	500,000	3,581,187
Rural Recruitment Initiative	1,500,000	1,019,482	10,228,910[2]	0	10,228,910
TOTAL Budget	**$5,935,725**	**$5,455,207**	**$14,664,635[3]**	**$500,000**	**$15,164,635**

[1] Approved by the CERRA Board Executive Committee on July 28, 2016.
[2] This figure represents the FY17 State Budget allocation for the Rural Recruitment Initiative of $9,748,392 plus the FY16 Rural Recruitment Initiative carryover of $480,518, for a total of $10,228,910.
[3] This figure represents the combination of funds from three FY17 State Budget line items: $3,904,045, 92% of the $4,243,527 allocated for teacher recruitment programs; $531,680, the amount allocated directly to CERRA; and $10,228,910, the FY17 Rural Recruitment Proviso amount allocated directly to CERRA plus the FY16 carryover.

CERRA is seeking a $500,000 increase from the 2016-17 funding level for the purpose of increasing the Teaching Fellows award amount from $6,000 to $7,500 for 2017 freshmen Fellows. The legislature awarded CERRA over $9,000,000 for the second year of implementation of the Rural Teacher Recruiting Initiatives Proviso, FY17 Proviso 1.A64. CERRA is continually exploring ways to make the best use of their resources. CERRA is continuing to generate revenue through the sale of the Teacher Cadet curriculum to other states and to use CERRA's delinquent loan collections account to supplement EIA funds for Teaching Fellows awards. The FY 2017-18 budget proposal is included as an attachment for review.

Office Salaries and Fringes

The requested amount ($913,330) will fund fifteen full-time employees. Eight staff members are 12-month employees, three are 10-month employees, and four are part-time employees. A small percentage of the remuneration to seven of the employees is paid from another funding source.

Teacher Database

CERRA plans to continue development of the teacher online employment application and job bank service it operates for teacher applicants and districts with vacancies, the State Teacher Expo, and the Teacher Supply and Demand Survey. According to CERRA, 18,415 applications were created or modified on the online employment application and job bank service. During the past year 296 persons and 51 South Carolina school districts participated in the FY2016 Teacher Expo, representing fewer individual participants but a higher number of school districts compared to FY2015 Teacher Expo (345 persons and 42 school districts, respectively). CERRA speculates that one reason there may have been fewer Expo attendees was the smaller number of teacher education graduates. Seventy-nine (79) South Carolina school districts completed CERRA's Annual Supply and Demand Survey, which revealed that teacher shortages continue around the state in critical subject areas such as math, science and other STEM areas, and in geographic critical need school districts in rural, high poverty areas.

Teaching Fellows and Teacher Educators (aka College Partners)

In FY2016, 695 student teachers participated in the Teaching Fellows program at partner institutions. One hundred forth-six (146) students graduated from the program. As of FY2016, 447 Fellows are teaching in South Carolina to fulfill the service requirement. In addition, there are 632 Fellows who have fulfilled their service requirement and are still employed in a South Carolina public school.

ProTeam, Teacher Cadet

During FY 2015-16, it was possible to fund 26 ProTeam and 169 Teacher Cadet sites. There were 973 students who completed the ProTeam program. The Teacher Cadet program had 2,652 completers for the TC I course and 40 completers for the TC II. The TC II course is a second level course that provides extensive field experiences for students.

Rural Recruitment Initiative

During FY 2015-16, 16 public school districts requested funds to participate in the Rural Recruitment Initiative out of the 20 districts that qualified. Eligibility was based on a five-year average teacher-turnover rate of 12% or higher. Eligible districts included: Allendale, Bamberg 2, Barnwell 19, Barnwell 29, Clarendon 1, Dillon 4, Dorchester 4, Fairfield, Florence 3, Florence 4, Hampton 2, Jasper, Lee, Lexington 4, Marion, Marlboro, McCormick, Orangeburg 4, Orangeburg 5, Williamsburg. Funds were disbursed for approved incentives only, including Teacher Cadet expenses, PACE participant expenses, and critical need subject teacher salary supplements.

FY 2015-16 Annual Reports for EIA-Funded Teacher Recruitment Projects

Each year CERRA collects data related to program productivity. Attached are the annual reports for FY 2015-16 for ProTeam, Teacher Cadet, College Partners, Teaching Fellows, Mentor and Induction, and the Teacher Database. The reports provide descriptive information that compares data between FY 2012-2016**.**

Discussion Summary

Committee consideration focused on the changes presented in the annual budget, the successes of CERRA programs including Teaching Fellows and Teacher Cadets, and statewide challenges all recruiting entities face addressing the teacher shortage crisis. CERRA Executive Director, Jane Turner, Esq., responded satisfactorily, explaining retention efforts for Teaching Fellows, collaborative relationships with other educator recruitment programs such as *Call Me Mister*, and strategies for academic advisement for undeclared majors. In response to the Committee inquiry to determine how CHE could support educator recruitment further, Director Turner advised CAAL of strategies the Commission could pursue.

Recommendation

The Committee on Academic Affairs and Licensing recommends that the Commission approve the FY2017-18 appropriations request in the amount of $15,164,635 for the Center for Educator Recruitment, Retention and Advancement (CERRA).

2017-18 EIA Budget Proposal[1]

	2016-2017 Appropriated Budget	Requested Increase to Funding	2017-2018 Proposed Budget
Program/Service			
Office Salaries & Fringes	913,330		913,330
Office Support	86,408		86,408
Board of Directors	2,750		2,750
Staff Travel	55,950		55,950
Minority Recruitment	166,500		166,500
Marketing/Communications	9,500		9,500
Online Educator Employment System and Teacher Expo	5,000		5,000
ProTeam	16,100		16,100
Teacher Cadet	61,750		61,750
College Partners	37,250		37,250
Teaching Fellows	3,081,187	500,000	3,581,187
Rural Recruitment Initiative	10,228,910[2]		10,228,910
TOTAL	14,664,635[3]	500,000	15,164,635

[1]Approved by the CERRA Board Executive Committee on July 28, 2016

[2]This figure represents the FY17 State Budget allocation for the Rural Recruitment Initiative of $9,748,392 plus the FY16 Rural Recruitment Initiative carryover of $480,518, for a total of $10,228,910.

[3]This figure represents the combination of funds from three FY17 State Budget line items: $3,904,045, 92% of the $4,243,527 allocated for teacher recruitment programs; $531,680, the amount allocated directly to CERRA; and $10,228,910, the FY17 Rural Recruitment Proviso amount allocated directly to CERRA plus the FY16 carryover.

Budget Category Descriptors

- **Office Salaries & Fringes** – EIA funded positions for CERRA office support include eight 12-month employees, three 10-month employees and four part-time employees (a small percentage of seven employees are paid out of another fund source)

- **Office Support** – phone, postage, copying, furniture, equipment, temp salaries, office supplies, and Winthrop University indirect costs

- **BOD** – meeting expenses, including travel, meals, and supplies

- **Staff travel** – mileage, lodging, meals, and registration fees

- **Minority Recruitment –** printing, supplies, meetings; a percentage of Program Facilitators and Teacher of the Year travel, phone, salary, and fringes

- **Marketing/Communications –** website, social media, and applications development, management and maintenance; use of electronic meetings, trainings, and webinars; printing and other promotional materials

- **Online Educator Employment System and Teacher Expo** - supplies, advertising, & printing

- **ProTeam** – site grants, training, curriculum and supporting materials, supplies, and printing; a percentage of the Program Facilitators and Teacher of the Year travel, phone, salary and fringes

- **Teacher Cadet** – site grants, training, curriculum and supporting materials, supplies, and printing; a percentage of the Program Facilitators and Teacher of the Year travel, phone, salary and fringes

- **College Partners** – site grants, meeting, supplies, printing; a percentage of the Program Facilitators and Teacher of the Year travel, phone, salary and fringes

- **Teaching Fellows** – scholarships, screening and application process, collections, meetings, supplies, printing, marketing and publications; a percentage of the Teacher of the Year travel, phone, salary and fringes

- **Rural Recruitment Initiative** – funds disbursed to school districts for implementation of approved rural recruitment and retention incentives; administrative costs including salary, fringes, and travel

Center for Educator Recruitment, Retention, & Advancement

2015-2016
Program Reports

ProTeam

Teacher Cadet

College Partners

Teaching Fellows

Mentoring & Induction

Rural Recruitment Initiative

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

ProTeam

ProTeam	FY12	FY13	FY14	FY15	FY16
Number of sites[1]	13	23	25	22	26
Students who completed the program	348	603	742	628	973
Male students	134	217	284	235	356
Non-white students	162	280	290	251	354
Funds expended	$75,680	$71,868	$109,324	$123,180	$132,081
Funds expended per student	$217	$119	$147	$196	$136

[1]Some sites offer more than one class section. There were 58 class sections in FY16.

Teacher Cadet

Teacher Cadet	FY12	FY13	FY14	FY15	FY16
Number of sites[1]	160	162	165	168	169
Students who completed the Teacher Cadet course	2,427	2,396	2,545	2,683	2,652
Male students	554	552	555	581	585
Non-white students	863	797	871	866	858
Students who indicated they plan to teach	41%	41%	41%	41%	39%
Funds expended	$245,602	$232,356	$287,031	$332,602	$407,738
Funds expended per student	$101	$97	$113	$124	$154

[1]Some sites offer more than one class section. There were 202 class sections in FY16, including three Teacher Cadet II classes that served 40 students. The TC II course is a second-level course that provides more extensive field experiences for students.

College Partners

College Partners[1]	FY12	FY13	FY14	FY15	FY16
Number of College Partner institutions	23	21	22	21	21
Funds expended	$87,057	$81,341	$127,018	$146,934	$183,043
Funds expended per Teacher Cadet student	$36	$34	$50	$55	$69

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

Teaching Fellows

Teaching Fellows	FY12	FY13	FY14	FY15	FY16
Fellows who received funds[1]	510	527	589	727	695
Fellows who graduated from the program[2]	132	99[3]	98[3]	123	146
Fellows teaching to fulfill service requirement	419	446	448	450	447
Fellows who have fulfilled service requirement and are still employed in a SC public school district	296	420	473	548	632
Funds expended	$2,689,021	$2,517,422	$3,365,012	$3,801,377	$4,342,660

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

[2]76.8% of Fellows from the 2000-2011 cohorts graduated from the program.

[3]These figures include graduates from the 2009 and 2010 cohorts when significantly fewer fellowships were awarded due to state budget cuts that occurred during these years.

Mentoring & Induction

Mentoring & Induction	FY12	FY13	FY14	FY15[1]	FY16[2]
Number of trained mentors	1,332	1,500	1,055		574
Number of trained mentor trainers	53	44	53		185
Induction Symposium attendees[3]		187	170	171	109
Funds expended	$186,084	$195,957	$183,373	$134,690	$139,748

[1]During FY15, CERRA and the State Department of Education (SCDE) were in the process of developing a new mentor training for educators who wish to serve as mentors to beginning teachers and are recommended by their employing districts. As a result, districts were encouraged not to hold any mentor trainings until the new training curriculum was released. While some districts did hold trainings out of necessity, the numbers were fairly inconsequential and were not reported in FY15.

[2]In September, 2015, the new two-day South Carolina Mentor Training was offered in Columbia, SC to more than 50 educators. Since then, multiple trainings have been offered statewide and by individual districts. In addition to a redesigned mentor training, a Mentor Trainer Training was developed and offered in December, 2015. This training is intended for already-trained mentors who are interested in facilitating mentor trainings in their schools and districts. Numbers reported for FY16 include only those mentors and mentor trainers who completed the new trainings offered in FY16.

CERRA and the SCDE will continue to develop additional training opportunities for various groups of educators in South Carolina. It is anticipated that the following trainings will be developed during the 2016-17 school year: an online upgrade training for mentors trained under the previous system; a training for school administrators that will include best practices for supporting mentors; and a training for higher education faculty who support pre-service teachers.

[3]Attendees include novice teachers, district personnel, and presenters. Induction Symposium expenses are subsidized by registration, sponsorship, and vendor fees, as well as our cosponsor, Newberry's RETAIN Center of Excellence.

Rural Recruitment Initiative
FY16 Proviso 1A.73

Rural Recruitment Initiative	FY16
Legislative allocation[1]	$1,500,000.00
Number of public school districts eligible for rural funds[2]	20
Number of public school districts requesting funds	16
Funds disbursed to public school districts[3]	$1,019,481.57
Funds disbursed to third party for districts' benefit[4]	$75,000.00
Administrative costs[5]	$29,945.59
Carryover funds	$480,518.43

[1]Funds disbursed to CERRA in January 2016

[2]Eligibility was based on a five-year average teacher-turnover rate of 12% or higher; eligible districts include: Allendale, Bamberg 2, Barnwell 19, Barnwell 29, Clarendon 1, Dillon 4, Dorchester 4, Fairfield, Florence 3, Florence 4, Hampton 2, Jasper, Lee, Lexington 4, Marion, Marlboro, McCormick, Orangeburg 4, Orangeburg 5, Williamsburg

[3]Funds disbursed for approved incentives only, including Teacher Cadet expenses, PACE participant expenses, and critical need subject teacher salary supplements

[4]Contracted with *Teacher Match*, a national teacher applicant database, application, screening, and tracking system

[5]Includes a portion of four employee's salary, fringes, and travel

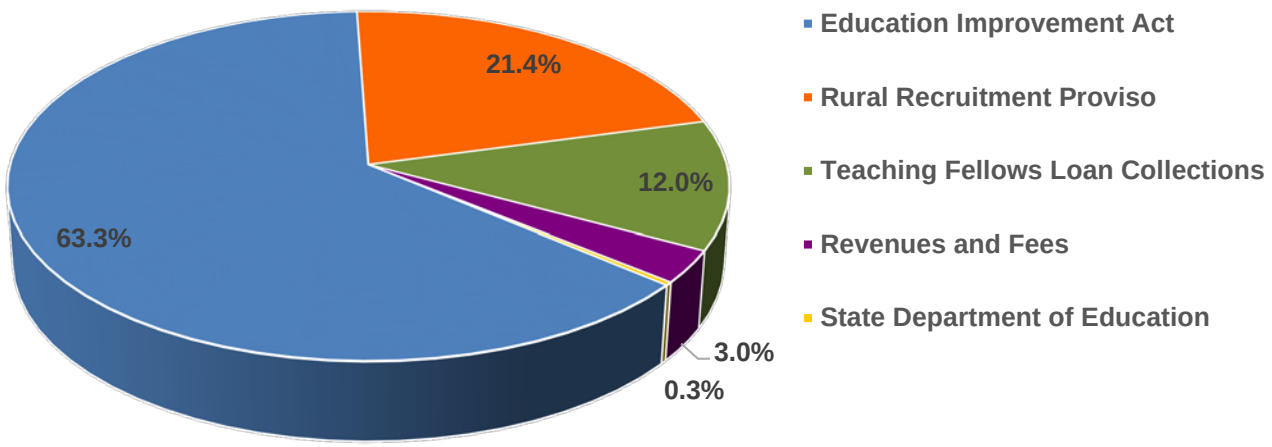
Online Educator Employment System/ Teacher Expo/Supply & Demand Survey

Online Educator Employment System/ Teacher Expo/ Supply & Demand Survey	FY12	FY13	FY14	FY15	FY16
Online employment applications created or modified	31,271	29,902	32,005	24,714	18,415
Teacher Expo attendees	201	336	297	345	296
SC districts that participated in Teacher Expo	26	33	33	42	51
Hires as a result of Teacher Expo	34	54	45	44	TBD
SC districts that completed the Supply & Demand Survey[1]	80 (and 1 special school)	79 (and 1 special school)	79 (and 1 special school)	79 (and 2 special schools)	79
Funds expended	$101,278	$98,005	$111,523	$124,806	$110,954
Teachers hired	4,588.4	5,739.5	5,797.7	6,217.9	6,555.1

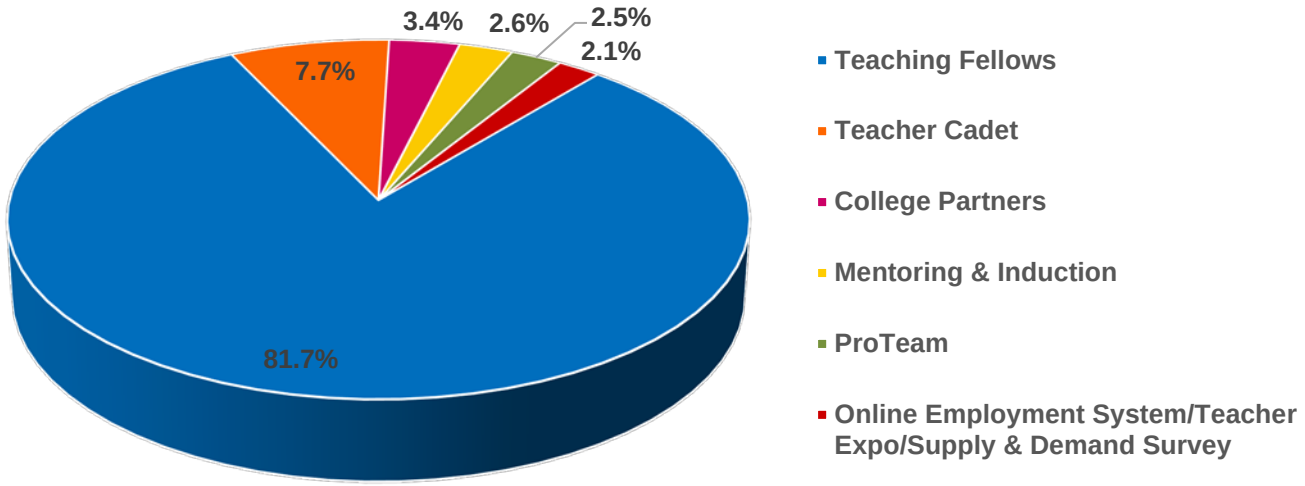
[1]Since 2001, CERRA has administered the annual Supply and Demand Survey in each of the state's school districts and several special schools. CERRA then compiles a statewide report detailing hiring, vacancy, and departure data.

CERRA
Center for Educator Recruitment, Retention, & Advancement

Funding Sources in FY16, by Amount



EIA Funds Expended in FY16, by Program



CERRA
Center for Educator Recruitment, Retention, & Advancement

Teacher Cadet Program

2015 Winner of the *Dick and Tunky Riley WhatWorksSC Award for Excellence*

Data from the 2015-16 School Year
(as of June 30, 2016)

- The Teacher Cadet Program is offered in 68 of the 82 public school districts in South Carolina.
- 70.2% of all public high schools in South Carolina have a Teacher Cadet Program.
- 169 South Carolina high schools offered 202 sections of the course.
- 2,652 students in South Carolina completed the Teacher Cadet Program – 858 (32.4%) are non-white students and 585 (22.1%) are males.
- After completing the course, 39.4% of Teacher Cadets chose teaching as the career they plan to pursue after college; of these Cadets, one out of every four was undecided or had planned to pursue a different career before taking the course.
- 96.8% of Teacher Cadets reported that the course was very or somewhat effective in helping them formulate a positive perception of the education profession.
- 98% of Teacher Cadets reported that the coursework/activities increased their knowledge of the teaching profession and other careers in education.
- 98.9% of Teacher Cadets reported that the field experience helped them understand the many factors that contribute to effective teaching.
- 74.2% of the 866 students who applied for admission into the Teaching Fellows Program in 2015 were Teacher Cadets.
- More than 62,650 students have participated in the Teacher Cadet Program in its 30-year history.
- Since the Program's inception, schools in 37 other states have implemented the Teacher Cadet curriculum, which is now in its Tenth Edition.

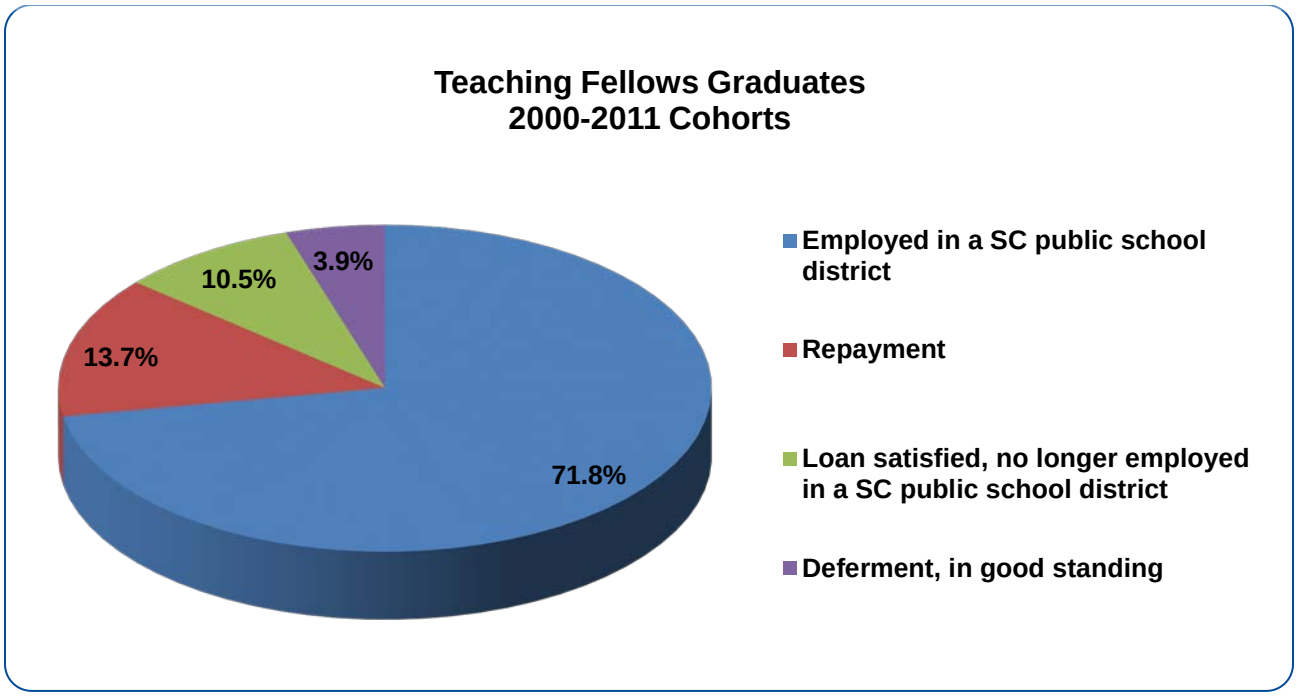
CERRA
Center for Educator Recruitment, Retention, & Advancement

Teaching Fellows Program

2011 Winner of the *Dick and Tunky Riley WhatWorksSC Award for Excellence*

Data from the 2000-2011 Cohorts
(as of March 2016)

- 1,502 Fellows graduates / 1,957 awards = 76.8% graduation rate
- 71.8% of graduates (1,079 Fellows) are employed in 72 South Carolina public school districts
- 82.4% of graduates (1,237 Fellows) have either satisfied their loan through teaching service or are currently teaching for loan forgiveness in a South Carolina public school district
    - 52.6% of all graduates (790 Fellows) have satisfied their loan through teaching service
        - Of these Fellows, 80% (632) are still employed in a South Carolina public school district
    - 29.8% of all graduates (447 Fellows) are currently teaching for loan forgiveness in a South Carolina public school district



Key Data from CERRA's Supply and Demand Reports
2012-13 to 2015-16

School year	Number of newly hired certified teachers	Number of certified teachers who did not return to their teaching positions*	Number of graduates who completed a SC teacher education program (data obtained from CHE)[+]	Number of certified teachers who did not return after five or fewer years of classroom experience*	Number of certified teachers who did not return after one year or less of classroom experience*
2012-2013	5,739.5	3,503	2,050 (2011-12)	1,186.8	403.4
2013-2014	5,797.7	3,880.5	2,447 (2012-13)	1,154.5	438
2014-2015	6,217.9	4,108.1	2,219 (2013-14)	1,309	529.7
2015-2016	6,555.1	4,074.3	1,954 (2014-15)	1,506.5	579.6

*These numbers exclude teachers who left to teach in another South Carolina public school district or special school.
[+]These numbers include students who graduated with a Bachelor's degree eligible for teacher certification.

Note: Full reports can be accessed at http://cerra.org/research/supplyanddemand/overview.aspx.