



# South Carolina Commission on Higher Education

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**June 5, 2014**

## Memorandum

**To:** Chairman John L. Finan and Members, SC Commission on Higher Education  
**From:** Mr. Hood Temple, Chair, Access & Equity and Student Services Committee

### **Update Report: EIA Funded Teacher Recruitment Project SC Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT)**

#### **Background**

The SC-PRRMT operates within the Department of Teacher Education at South Carolina State University (SCSU). According to the University, the mission of this program is to increase the pool of minority teachers in the State by making education accessible to non-traditional students (teacher aides, technical college transfer students and career path changers) and by providing and academic support system to help students meet entry, retention, and exit program requirements. The program, according to the University, is authorized to establish and maintain Satellite Teacher Education Program sites at twenty-one geographic areas throughout the State. The Annual Report from SC-PRRMT is submitted by the Commission on Higher Education (CHE) to the Senate and House Education Committees and to the Education Oversight Committee each October.

SC-PRRMT at SCSU reports annually to CHE, through which the program's EIA-based appropriations are approved. CHE is authorized to review the program's annual budget and monitor the effectiveness of SC-PRRMT. Budget review authority is also given to the General Assembly's Education Oversight Committee. CHE is required, by a proviso in the General Appropriations Act in FY1988-89, 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. Also, the FY1990-91 Appropriations Act included a 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 FY2013-14, the proviso included for the teacher recruitment programs -- Part 1B Proviso 1A.9 (SDE-EIA: XII.F.2-CHE/Teacher Recruitment) -- directs allocation of EIA funds which flow through CHE to the programs. In FY 2013-14, the allocation was directed to two state teacher recruitment programs which totaled \$4,243,527. Of these funds, Proviso 1A.9 directs 92% or \$3,904,045 to the Center for Educator Recruitment, Retention and Advancement

(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.

SC-PRRMT submitted its 2012-13 Annual Report and FY2014-15 budget to the Access & Equity and Student Services Committee on August 27, 2013. The Committee expressed concerns about the program's cost per student, limited geographical areas served by the program, and low percentage of graduates meeting the goals of the program as outlined in the proviso. The Committee voted to table consideration of the SC-PRRMT FY2014-15 proposed budget request and asked SCSU officials to provide plan to increase the number of students in the program and the number of geographic sites around the state. SC-PRRMT submitted an Expansion Plan of Action Report, which was approved by the Access Equity and Student Services Committee and subsequently approved by CHE on November 7, 2013. At its November 7, 2013 meeting, the Commission placed SC-PRRMT on conditional status pending the outcomes presented in their Expansion Plan. The Commission requested that SC-PRRMT provide a six month update to the Commission by no later than June 30, 2014, demonstrating the program's FY2013-14 outcome(s) to: 1) increase the number of students and graduates from the targeted population; and 2) increase the number of critical geographic sites (as provided by recruitment and retention data, as well as graduation data).

#### **UPDATE: FY2013-14 SC-PRRMT Expansion Plan (Attachment)**

#### **Increase the Number of Student and Graduates from Targeted Populations:**

In summary, the FY2013-14 SC-PRRMT Expansion Plan Update Report provided information regarding the average cost per student for fall and spring of FY2013 -14. According to the Update Report, the average cost per student included tuition/fees and books (\$2964.76 for fall 2013 and \$1,620 for spring 2014); marketing and recruitment (\$40.00 + 33.33 + \$308.33 = \$381.66 for fall and \$286.25 for spring); and Praxis materials (\$360 for fall 2013 and \$240 for spring 2014). The average cost per student for FY2013-2014 was \$5,852.67.

The FY2013-14 SC-PRRMT Expansion Plan included the objective to recruit 15 students in fall 2013 and 25 students during spring 2014. The FY2013-14 program had 52 participants which included 14 students who graduated in May 2014.

#### **Increase the Number of Geographic Sites**

According to the SC-PRRMT Expansion Plan, three new sites were to be established in FY2013-14 to include Columbia (Richland District 1), Georgetown, and Williamsburg, thereby increasing the number of sites from one site in Berkley County (Monks Corner) in FY2012-13 to four sites by FY2013-14.

During fall 2013 one additional site in Berkley County was established (St Stephen) and another site in Columbia (Richland School District 1) was established in spring 2014. Sites were not established in Georgetown County or Williamsburg County School Districts. According to the SC-PRRMT, communications continue with school district personnel in these counties and plans are being made to expand sites to Richland School District 2, Fairfield County School District and Florence County School District 3 during FY2014-15.

The Commission staff - Dr. Karen Woodfaulk, Dr. MaryAnn Janosik, and Dr. Paula Gregg - met with Ms. Reinell Thomas-Myers, SC-PRRMT Program Director, Ms. Nancy Jeter, Program Recruiter, Dr. Evelyn Fields, Chair, Department of Education, and Dr. Albert G. Hayward, Dean of Education, Humanities and Social Sciences at SCSU on May 21, 2014 to review current progress in meeting the FY2013-14 goals in the Expansion Plan. Major concerns were expressed by CHE staff about the outcomes as identified in the Expansion Plan for FY2013-14. The number of students participating in the program increased to 52 participants,

(total number of participants include 14 graduates) and thereby exceeded the projected goal of 40 students. However, the total number of graduates remained low for FY2013-14. Further, only two geographic sites were established during FY 2013-14 - one site in St Stephen, Berkley County (which is not in the FY2013-14 Expansion Plan), and one site in Columbia (Richland School District 1).

SCSU officials explained that the infrastructure and facilities needed within the school districts or counties in order to establish a new site continued to be a challenge, and stated that SC-PRRMT is committed to work with school districts in Georgetown and Williamsburg Counties (as well as other school districts) during FY2014-15. Also, Dr. Fields expressed concern about the number of geographic sites in the present Expansion Plan and stated that a new plan would be forthcoming. CHE staff stated that any modification to the existing Expansion Plan would need to be approved by the Access & Equity and Student Services Committee and by the Commission.

To date, the outcomes as presented in the FY2014-13 PRRMT Expansion Plan have not been met in regards to: 1) number of graduates from targeted populations; and 2) number of geographic sites for FY2013-14. Concerns continue to remain regarding the low number of graduates and the program's inability to expand the number of geographic sites around the state.

**SC-PRRMT**

**Expansion Plan of Action**

**Update**

South Carolina Program for the Recruitment and Retention of Minority Teachers

Reinell Thomas-Myers, Program Manager

May 21, 2014

Information written in red gives a specific update to the plan.

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

Our plan is to continue to address the state's teacher shortage, 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, 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, SC-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, as well decreased 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

In response to concerns from the South Carolina Commission on Higher Education about the SC-PRRMT, along with its annual report, the program submitted an expansion plan of action to address these issues. Below is an update of progress made to date.

1. Reduction of administrative program costs
2. Reduction of average cost per student participant
3. Increase the number of participants in the program
4. Increase the number of graduates who participated in SC-PRRMT and are presently teaching in critical subject or geographic areas
5. Increase the number of SC-PRRMT sites around the state

### 2013-2014 Academic Year

1. Reduction of administrative program costs
  - **Personnel Services** - For a number of years, the program has operated with fewer personnel. One full-time director position was lost as well as one part-time program assistant position. The Administrative I position was deleted from the SC-PRRMT budget (Personnel Services). The institution (SC State) will absorb the cost for the Administrative I position. To assist with the recruitment of non-traditional students, to extend beyond the geographic areas currently served, to increase the Forgivable Loans, Equipment & Maintenance, Promotional Services, Intervention, Travel, and Office Support line items.
2. Reduction of average cost per student participant
  - **Average cost per student** – \$5,852.67
3. Increase the number of participants in the program
  - **Number participants** – 52      Projected – 40      Increase of **79%** from 2012-2013
4. Increase the number of graduates who participated in SC-PRRMT and are presently teaching in critical subject or geographic areas
  - **Graduates** – 14      Projected 12 – 14
  - **Graduates placed in critical geographic districts** - 88%

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

5. Increase the number of SC-PRRMT sites around the state

- Site established in Berkeley County School District (St. Stephen) in fall 2013. The program continues to maintain that site and plans to enroll additional persons for the 2014 fall semester.
- Spring 2014 a site was established in Columbia, SC (Richland School District One). The program will continue to maintain the Richland School District One site and plans to enroll additional persons for the 2014 fall semester.
- Plans to expand the sites for the 2014 – 2015 AY include Richland School District Two, Fairfield County School District and Florence County School District 3. The initial recruitment visits to the various sites are scheduled for May and June 2014.
- One of the majors at the current sites is Special Education - a critical need area.
- Communication continues with district personnel from several areas, including Georgetown County School District, Williamsburg County School District and Charleston County School District (North Charleston).

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

**Cost Analysis Per Student  
2013-2014**

**Fall 2013**

Tuition Fees and Books/Educational Materials (30 students)	\$2,964.76
Marketing initiatives	40.00
Recruitment (Strategic Plan)	33.33
Recruitment (Selection Criteria)	308.33
Praxis I Preparation Sessions (15 Non-Traditional Students)	300.00
Praxis I Materials	60.00
<b>TOTAL</b>	<b>\$3,706.42</b>

**Cost Analysis Per Student**

**Spring 2014**

Tuition Fees and Books/Educational Materials (40 students)	\$1,620.00
Marketing initiatives	30.00
Recruitment (Strategic Plan)	25.00
Recruitment (Selection Criteria)	231.25
Praxis I Preparation Sessions (25 Non-Traditional Students)	180.00
Praxis I Materials	60.00
<b>TOTAL</b>	<b>\$2,146.25</b>

**Average cost per student for 2013-2014 – \$5,852.67**

Note: The above totals represent an average cost per student. Many of the students do not qualify for other types of financial aid and must receive full funding to participate in the program. Other participants require only partial 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 minority 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 will remain ongoing (Fall 2013 – Spring 2018)

**Spring 2014** the program plans to continue classes at the Berkeley site and establish sites in the following counties:

Columbia (Richland District #1)

Georgetown

Williamsburg

- 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

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

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
- 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 SC-PRRMT can maintain

Two online classes were offered for 2013 – 2014.

**2014-2015**

Establish sites in the following counties:

Columbia (Richland #2)

Fairfield

Florence

Several video conferencing and online classes are projected for 2014 – 2015.

**2015-2016**

Establish sites in the following counties:

Horry

Marion

Marlboro

**2016-2017**

Establish sites in the following counties:

Beaufort

Hampton

Jasper

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

**2017-2018**

Establish sites in the following counties:

Allendale  
Bamberg  
Barnwell

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 to

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 will also 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 SC-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 1  
Satellite Teacher Education Program Sites**

	<b>Location</b>	<b>Total Number of Enrollees for all PRRMT Sites (Provided funding is available)</b>	<b>Actual Number of Enrollees for PRRMT</b>
2013 - 2014	<p>Berkeley County Richland District 1 Georgetown County Williamsburg County</p> <ul style="list-style-type: none"> <li>• Site established in Berkeley County School District (St. Stephens) in fall 2013. The program continues to maintain that site and plans to enroll additional persons for the 2014 fall semester.</li> <li>• Spring 2014 a site was established in Columbia, SC (Richland School District One). The program will continue to maintain the Richland School District One site and plans to enroll additional persons for the 2014 fall semester.</li> <li>• Plans to expand the sites for the 2014 – 2015 AY include Richland School District Two, Fairfield County School District and Florence County School District 3. The initial recruitment visits to the various sites are scheduled for May and June 2014.</li> </ul>	40	<p>52 Increase of 79% from 2012-2013</p>

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

**Table 1 (continued)  
Satellite Teacher Education Program Sites**

	<b>Location</b>	<b>Total Number of Enrollees for all PRRMT Sites (Provided funding is available)</b>	<b>Actual Number of Enrollees for PRRMT</b>
2014 - 2015	Richland District 2 Fairfield County Florence County	60	
2015 - 2016	Clarendon County Horry County Marion County Marlboro County	80	
2016 - 2017	Beaufort County Hampton County Jasper County	100	
2017 - 2018	Allendale County Bamberg County Barnwell County	120	

**Table 2  
Projected Graduation Rates**

	<b>Total Number of Graduates for all PRRMT Sites</b>	<b>Actual Number of Graduates for PRRMT</b>
2013 – 2014	12 – 14	14
2014 – 2015	15 – 17	
2015 – 2016	18 – 20	
2016 – 2017	20 – 22	
2017 – 2018	22 – 24	

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

***EIA PROPOSED BUDGET  
FY 2014-2015***

**BUDGET REQUEST \$339,482.00**

**\*Personnel Services**

Program Manager	(1)	
Program Recruiter	(1)	
Adjunct Instructors	(8)	
1. Salaries		\$ 119,053.04
2. Fringes		<u>\$ 25,289.17</u>
		\$ 144,342.21

**OTHER EXPENDITURES**

<b>*Office Support</b>		\$ 2,800.78
Postage		400.00
Telephone (WATS LINE)		500.00
<b>*Equipment &amp; Maintenance</b>		1,500.00
<b>Printing</b>		-0-
(Newsletter/Annual Reports & other documents)		
<b>*Forgivable Loans</b>		182,039.00
<b>*Promotional Services</b>		1,500.00
(TV Ad, Website, Promotional / Recruitment Materials)		
<b>*Intervention/Workshops for Pre-service Teachers</b>		1,500.00
<b>*Travel</b>		400.00
(Regional meetings, Education Conferences, Partnership, CHE and EOC Meetings, & Recruitment Visitations & Exhibitions)		

<b>TOTAL OTHER EXPENDITURES</b>		<b>\$195,139.79</b>
<b>TOTAL PROJECT EXPENDITURES</b>		<b>\$339,482.00</b>
<b>TOTAL PROJECT APPROPRIATIONS</b>		<b>\$339,482.00</b>

**\*The Administrative I position was deleted from SC-PRRMT budget (Personnel Services) to increase the \*Office Support, Equipment & Maintenance, Forgivable Loans, Promotional Services, Intervention and Travel line items to assist with the recruitment of non-traditional students to extend beyond the geographic areas we currently serve. SC State University will absorb the cost for the Administrative I position. Adjunct Instructors- Classes are conducted at program sites in designated public schools and instructors travel to the various sites to teach.**