



South Carolina Commission on Higher Education

Brig Gen John L. Finan, USAF (Ret.), Chair
Dr. Bettie Rose Horne, Vice Chair
Ms. Natasha M. Hanna
Ms. Elizabeth Jackson
Dr. Raghu Korrapati
Ms. Leah B. Moody
Vice Admiral Charles Munns, USN (ret.)
Mr. Kim F. Phillips
Mr. Y. W. Scarborough, III
Dr. Jennifer B. Settlemyer
Mr. Hood Temple
The Honorable Lewis R. Vaughn

Dr. Richard C. Sutton,
Executive Director

August 27, 2013

Memorandum

To: Mr. Hood Temple, Chair, and Members
Committee on Access & Equity and Student Services

From: Dr. Karen Woodfaulk, Director
Student Services Division

FY2012-2013 Annual Reports and FY2014-2015 Appropriation Requests for EIA Funded Teacher Recruitment Projects

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.

In FY1986-87, separate appropriations to SC State University were made by the General Assembly to improve the recruitment of minority teacher candidates. Since FY1986-87, continuing appropriations to SC State University have been made, both through the EIA and General Fund. Beginning in FY1990-91, appropriations for the SC Teacher Recruitment Center and the South Carolina Program for the Recruitment and Retention of Minority Teachers at SC State University 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.” *SDE-EIA: XII.F.2-CHE/Teacher Recruitment* FY2013-14 Part 1B proviso directed allocation of this EIA-funded program for which the funding flows through CHE. The proviso directed allocation for two state teacher recruitment programs which totaled \$4,243,527. Of these funds, 92% or \$3,904,045 was directed to CERRA and 8% or \$339,482 to SC-PRRMT. Of the funds directed to CERRA, \$3,045,155 (78%) was directed to Teaching Fellows and the remaining 22% (\$692,588) for other CERRA programs and SC-PRRMT (\$166,302).

The Annual Reports from the Center for Educator Recruitment, Retention & Advancement (CERRA) and the South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) at SC State University 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 Access & Equity and Student Services Committee (see Attachments).

SC Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT)

The South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) is located at South Carolina State University and is structured under the aegis of the Department of Teacher Education. 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 aides, technical college transfer students and career path changers) 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, SC-PRRMT is authorized to establish and maintain Satellite Teacher Education Program sites in twenty-one geographic areas throughout the State. SC-PRRMT also administers a Forgivable Loan Program and participates in state, regional, and national teacher recruitment initiatives.

SC-PRRMT 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.

SC-PRRMT

FY2012-2013 Appropriations Request

	2012-13	2013-14	2014-15
	Actual	Estimated	Proposed
<u>Personnel Services</u>			
Salaries	\$146,388.57	\$146,388.57	\$119,053.04
Fringe	31,344.71	31,344.71	25,289.17
 <u>Other Expenditures</u>			
Office Support	1,082.33	800.72	1,500.79
Postage	460.00	400.00	400.00
Telephone	837.00	500.00	500.00
(WATS LINE)			
Equipment/ Maintenance/	3451.39	750.00	1,500.00
Printing (newsletters/ reports and other documents)	-0-	-0-	-0-
Forgivable Loans	153,743.00	155,003.00	184,239.00
Promotional Service	-0-	-0-	1,500.00
Conference/Workshops/ Pre-Service	-0-	-0-	-0-
Travel	2,175.00	3,545.00	4,000.00
National/regional meetings Education Conferences/ CHE and EOC meetings Recruitment Visitations/ Exhibitions			
Other Expenditures	161,748.72	161,748.72	195,139.79
TOTAL			
EXPENDITURES	\$ 339,482.00	\$339,482.00	\$339,482.00

*Personnel Services
Program Manager (1)
Program Recruiter (1)

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 (8)-Instructors salary included in Personnel Services (8 instructors x \$2,500.00=\$20,000.00). Classes are conducted at program sites in designated public schools and instructors travel to the various sites to teach.

The appropriation request approved by the General Assembly for SC-PRRMT was \$339,482 for FY2012-13 and FY2013-2014 respectively. The same amount -\$339,482- is proposed for the FY2014-15 SC-PRRMT budget request.

Part IA, Section 1, XII.F.2. of the proviso states that SC-PRRMT shall, in consultation with the Commission on Higher Education, 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). In addition, in accordance with the proviso, SC-PRRMT shall extend beyond the geographic area it currently serves. The SC-PRRMT FY2012-13 Annual Report provided information regarding the program's objectives and outcomes (Attachment 1).

SC-PRRMT Objective 1

The first objective of SC- PRRMT to increase the pool of teachers in SC by targeting non-traditional students for enrollment to teacher education programs at South Carolina State University. During FY2009-10, 34 students were enrolled in SC- PRRMT program. During FY2010-11, the number of enrolled students decreased to 28. During FY2011-12 and again in FY2012-13, 27 students were enrolled in the program respectively.

SC-PRRMT Objective 2

As a program objective, SC-PRRMT targets no less than 50% of their students who are majoring in state declared critical subject or geographic areas. For FY2009-10, of the nine participants who graduated, five of the graduates (56%) taught in state declared critical subject or geographic areas.

Ten SC-PRRMT students graduated in FY2010-11, and every graduate taught in state declared critical subject or geographic areas (100%). Seven SC-PRRMT students graduated in FY2011-12, and 100% of the graduates taught in critical subject or geographic areas. During FY2012-13, nine of the 12 graduates taught in critical subject or geographic areas (58%). Again, this percentage exceeds the SC-PRRMT annual objective that targets of a minimum of 50% of the SC-PRRMT graduates teaching in critical subject or geographic areas.

Among the SC-PRRMT FY2012-13 academic outcomes, 96% of the participants earned at least a 3.0 grade point average (GPA). Eleven students earned between 3.00 – 3.49 GPA; eight students earned between 3.50 - 3.74 GPA; and seven students earned between 3.75 – 4.00 GPA.

On August 19, 2013, Mr. Hood Temple, Chair, Access & Equity and Student Services Committee and Dr. Karen Woodfaulk of CHE staff, met with Ms. Reinell Thomas-Myers, Program Manager of SC-PRRMT, and Dr. Charlie Spell, Chairman, SCSU Department of Teacher Education. Dr. Thomas J. Elzey, President of SCSU, was also in attendance. Information regarding the SC-PRRMT FY2014-15 proposed budget, personnel costs, and possible plans to recruit more students in the program were addressed. Discussion followed during which SCSU officials agreed to review the proposed FY2014-15 budget for possible ways to increase the number of students in the program. The revised FY2014-15 budget was submitted to CHE on August 23, 2013 (Attachment 1).

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 FY2012-2013 Appropriations Request

	2012-13 Actual	2013-2014 Appropriated	2014-15 Proposed	2014-15 Increase
Office Salaries & Fringes (11 positions) ¹	\$598,624	\$675,597	\$675,597 ¹	-0-
Office Support	107,305	78,908	78,908	-0-
Board of Directors	4,750	2,750	2,750	-0-
Staff Travel (11 full time positions)	30,200	34,800	34,800	-0-
Teacher Leaders (Teacher Forum & Advisory Board)	14,000	10,500	10,500	-0-
Teacher Database	7,000	5,500	5,500	-0-
Teacher Cadet Program	17,275	35,750	35,750	-0-
Teacher Educators	2,500	36,250	36,250	-0-
ProTeam/Team 9 Program	1,500	6,100	6,100	-0-
Teaching Fellows	2,971,070	3,371,070	3,371,070	-0-
Minority Recruitment	166,500	166,500	166,500	-0-
Marketing/Publications	15,000	12,000	12,000	-0-
TOTAL EXPENDITURES	\$3,935,724	\$4,435,725	\$4,435,725²	

Note:

1 Includes Teacher of the Year salary/fringe

2 Total request of \$4,435,725 represents the combination of funds from two FY2014 State Budget line items: \$3,904,045, which is 92% of the \$4,243,527 allocated for Teacher Recruitment Programs, and \$531,680, allocated for the Center for Educator Recruitment, Retention and Advancement (CERRA).

Last year, for the FY2013-14 appropriations request, CERRA sought increases in several budget line items including: 1) office/salaries/fringe to restore one part-time position to a full-time position and Teacher of the Year salary/fringe (\$50,000); 2) funding for Teaching Fellows (\$400,000); and 3) funding for the Teacher Cadet Program (\$20,000). A funding increase of \$500,000 was approved by the General Assembly. This year, for the FY2014-15 appropriations proposed budget request, CERRA requests the same amount appropriated last year, which is level funding at \$4,435,725.

Office Salaries and Fringes

The requested amount (\$675,597) will fund 11 positions including the restoration of a full-time Coordinator of Research and Program Development plus salary and fringes for the FY2014-15 Teacher of the Year.

Teacher Leaders

Under guidelines issued by the State Board of Education, all first year teachers are to be assigned a trained mentor. In FY2013-14, 1,500 certified mentors completed three-day training for certification through CERRA. Twenty-four mentor trainers completed the two-day Train the Trainer session, and 20 certified mentor trainers completed both the Train the Trainer and co-training sessions. At this point, over 10,500 mentors have been trained since FY2007. CERRA charges fees for the mentor training materials and is requesting \$10,500 to continue to defray training costs and to support the Regional and State Teacher Forums. Offering the mentor training program at reduced costs will continue to assist SC school districts that wish to have their teachers participate in the training.

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, 29,902 applications were created or modified on the online employment application and job bank service. During the past year 336 persons and 33 SC school districts participated the FY2013 Teacher Expo. Seventy-nine SC school districts (plus one special school) 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

In FY2013, 527 student teachers participated in the Teaching Fellows program and 99 students graduated from the program. For FY2013-14, 104 seniors, 152 juniors, 174 sophomores, and 167+ freshmen are participating in the Teaching Fellows program at 9 participating colleges and universities around the state. As of FY2013, 446 Fellows are teaching in SC to fulfill the service requirement.

ProTeam, Teacher Cadet and Teacher Educators (aka College Partners)

During FY2013-14, it was possible to fund 23 site grants and to contract with two part-time Teachers in Residence, now known as Program Facilitators. The request, if approved, will continue to provide contractual funding for the two part-time Program Facilitators, travel for existing CERRA staff, and funding for the site grants. Revenues from the sale of merchandise through the Teacher

Cadet Online Store and the sale of curriculum to other states will also continue to support the Teacher Cadet Program, Teacher Educators program, and ProTeam/Team 9 programs.

Recommendation

The Commission staff commends to the Access & Equity and Student Services Committee approval of the FY2014-15 appropriations requests in the amount of \$\$4,435.725 for the Center for Educator Recruitment, Retention and Advancement (CERRA).

The Commission staff met with administrators of SC-PRRMT on August 19, 2013. The revised FY2014-2015 proposed budget was submitted to CHE on August 23, 2013 and will be reviewed for approval at the Access & Equity and Student Services Committee meeting on August 27, 2013.