

2012-2013
ANNUAL REPORT
of the



**South Carolina Program for the
Recruitment & Retention of Minority Teachers**

Lift a Life...Teach

Prepared for: The South Carolina Commission on Higher Education
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Orangeburg, South Carolina
August 2013

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***ANNUAL REPORT OF THE SOUTH CAROLINA PROGRAM FOR THE
RECRUITMENT AND RETENTION OF MINORITY TEACHERS 2012-2013
SOUTH CAROLINA STATE UNIVERSITY
EXECUTIVE SUMMARY***

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 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. 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.



PROGRAM OBJECTIVES AND OUTCOMES 2012-2013

Objective 1

To increase the pool of teachers in South Carolina by targeting non-traditional students for enrollment to teacher education programs at South Carolina State University.

OUTCOME:

**TABLE 1
ENROLLMENT FIGURES FALL 2009 - SPRING 2013**

Year	Number
Enrollment 2009-2010	34
Enrollment 2010-2011	28
Enrollment 2011-2012	27
Enrollment 2012-2013	27
Mean	29

True to its mission, the Program continues to target non-traditional students for careers in teaching. In an effort to serve as many students as is financially feasible, the Program teams with Financial Aid and other Programs with teaching missions to fund student participants. As shown in Table 1 above, the Program's average enrollment in Teacher Education Curricula is 29 for fall 2009-spring 2013.

Objective 2

On an annual basis, SC-PRRMT targets no less than 50% of SC-PRRMT program participants for majors in a state-declared critical need subject area or employment placement in a state-declared critical geographic school (graduation and employment placement data—annual and longitudinal).

OUTCOMES:

**TABLE 2
STATE- DECLARED CRITICAL NEEDS**

Year	Total Number of Graduates	Graduation in a Critical Need Subject Area	Placement in Critical Geographic School	Percentage of Graduates Teaching in State-Declared Subject Areas or Schools
2009-2010	9	1 (11%)	4 (44%)	5 (56%)
2010-2011	10	3 (30%)	8 (80%)	100 %
2011-2012	7	5 (71%)	5 (71%)	100%
2012-2013	12	2 (17%)	7 (58%)	*58% or higher

* Five (5) 2012-2013 graduates are not placed at the time of this report.

Program Graduates' Placement (Critical Needs)

Number of Graduates Placed in South Carolina Schools as of May 2013	165
Number of Graduates in State-Declared Critical Need Subject Areas	61 (37%)
No. of Graduates Placed in Critical Geographic Schools	146 (88%)

Note: Some graduates major in critical need subject areas and accept jobs in critical geographic schools.

Objective 3

To ensure the success of EIA Forgivable Loan Program participants by monitoring their academic achievement/grade point averages (in the various teacher education majors), graduation and certification rates, and employment placement.

OUTCOMES:

- ◆ The Program continues to administer a Forgivable Loan Program. This past academic year 27 students received forgivable loans.
- ◆ Twelve (92%) of the Program's undergraduate forgivable loan recipients achieved Dean's List status, earning cumulative grade point averages of 3.00 or better during the 2012-2013 Academic Year. Twelve of 13 (92%) maintained their eligibility. All 14 (100%) of the Program's M.A.T. participants maintained their eligibility. Twenty-seven students participated in the program.
- ◆ For academic year 2012-2013, ninety-six percent of program participants achieved a cumulative grade point average of 3.00 or above. The distribution was as follows:

3.75 – 4.00	(7)
3.50 – 3.74	(8)
3.00 – 3.49	(11)

- ◆ For the 2012-2013 Academic Year, 12 students graduated; all 12 (100%) met certification requirements.
- ◆ The Program graduated 12 students. To date, seven (58%) have gained employment in a South Carolina Public school. All seven are teaching in a critical geographic school and/or in a state-declared critical need subject area.
- ◆ Program graduates continue to further their education after graduation. Many have obtained additional certification, master's degrees, doctoral degrees, and national board certification. A number of program graduates have acquired positions as principals, assistant principals, district administrators, and certified counselors.
- ◆ The teaching experience of graduates range from 1 to 19 years.
- ◆ One hundred and thirty-three (81%) of the Program's placed graduates have gained 5 to 19 years teaching experience, and the mean years of teaching for all graduates is 15.5 years.

The table below shows the commitment of our forgivable loan graduates beyond their contractual teaching requirement(s).

TABLE 3
TEACHING EXPERIENCE OF FORGIVABLE LOAN PARTICIPANTS
N=133

No. of FL Participants Bachelor's	No. of Years Teaching	Percentage Beyond Teaching Requirement of 5 Years	No. of FL Participants M.A.T.	No. of Years Teaching	Percentage Beyond Teaching Requirement of 2 Years
9	5	0%	5	5	150%
4	6	20%	6	6	200%
10	7	40%	8	7	250%
3	8	60%	-	-	-
6	9	80%	-	-	-
4	10	100%	-	-	-
6	11	120%	1	11	450%
6	12	140%	-	-	-
0	13	-	-	-	-
7	14	180%	-	-	-
12	15	200%	-	-	-
15	16	220%	-	-	-
17	17	240%	-	-	-
11	18	260%	-	-	-
3	19	280%	-	-	-
TOTAL 113	-		TOTAL 20	-	-

Of the 113 Bachelor's participants, 71.68% (81 out of 113 participants) years of teaching range from 10 years to 19 years. For these participants, the percentage beyond the teaching requirement of 5 years range from 100% to 280%.

Of the 14 M.A.T. participants, 100% (20 out of 20 participants) years of teaching range from 5 years to 6 years. For these participants, the percentage beyond the teaching requirement of 2 years range from 150% to 450%.

***THE SUPPORT OF STATEWIDE RECRUITMENT AND
RETENTION EFFORTS***

- ◆ Program recruitment activities for AY 2012-2013 involved: recruitment exhibitions and participation in fall and Winter Open House, and Youth Day at SC State University, freshman orientation, mailings and responses to program inquiries, visits to five school districts, to nine technical colleges, and participation and recruitment exhibitions at college fairs, career day, and SC State's Alumni Showcase.
- ◆ The Program Manager assisted with the development of a comprehensive Recruitment plan for the Department of Education FY 2011-2012. The Recruitment plan was fully implemented FY 2012-13.
- ◆ SC-PRRMT, in collaboration with CERRA and the Call Me Mister Program, developed a Statewide Partnership Plan for Teacher Recruitment, and presented it to the Access and Equity Committee of the South Carolina Commission on Higher Education. The Partnership remained ongoing for 2012-2013.

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

BUDGET REQUEST \$339,482.00

***Personnel Services**

1. Salaries	\$ 119,053.04
2. Fringes	<u>\$ 25,289.17</u>
	\$ 144,342.21

OTHER EXPENDITURES

*Office Support	\$ 1,500.79
Postage	400.00
Telephone (WATS LINE)	500.00
*Equipment & Maintenance	1,500.00
Printing	-0-
Newsletter/Annual Reports And other documents	
*Forgivable Loans	184,239.00
*Promotional Services	1,500.00
(TV Ad, Website, Promotional /Recruitment Materials)	
*Intervention/Workshops for Pre-service Teachers	1,500.00
*Travel	4,000.00
Regional meetings, Education Conferences, Partnership, CHE and EOC Meetings, and Recruitment Visitations and Exhibitions	
TOTAL OTHER EXPENDITURES	\$195,139.79
TOTAL PROJECT EXPENDITURES	\$339,482.00
TOTAL PROJECT APPROPRIATIONS	\$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.

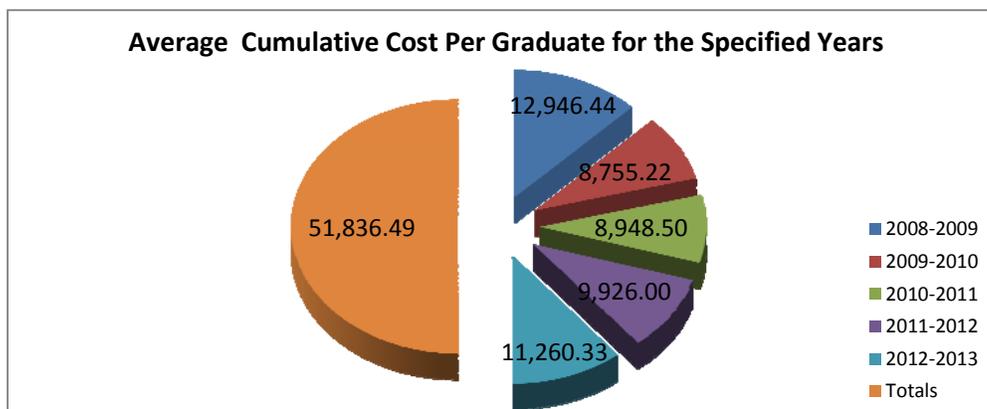
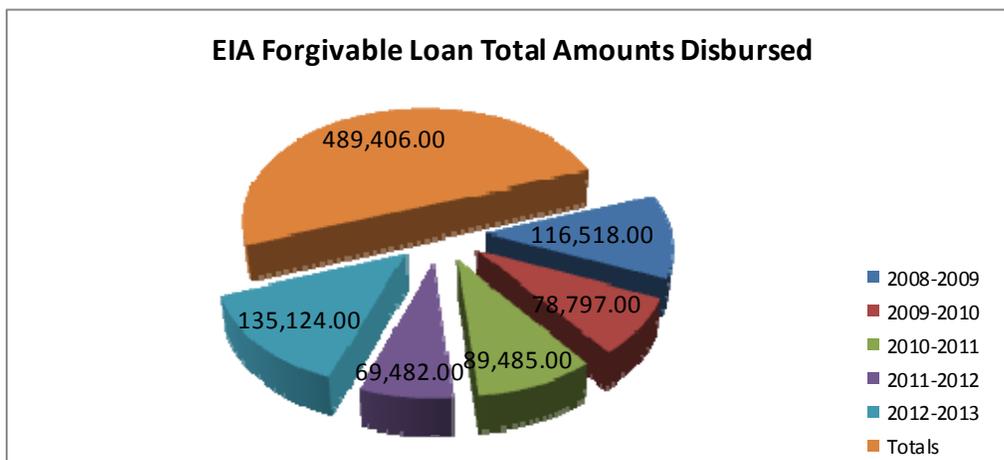
Budget for FY 2009-2010, FY 2010-2011, FY 2011-2012, FY 2012-2013 and Current FY 2013-2014.

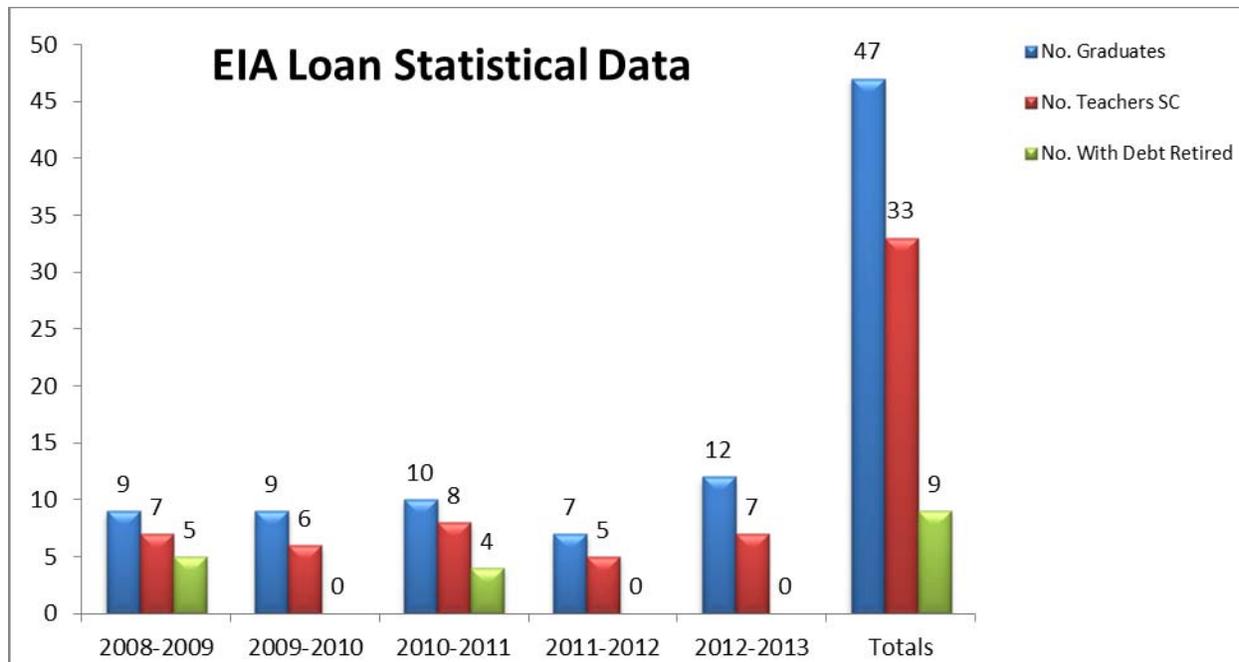
Funding Source	FY 2009-2010 Actual	FY 2010-2011 Actual	FY 2011-2012 Actual	FY 2012-2013 Actual	Current 2013-2014 Estimated
EIA	\$350,111.52	\$350,111.00	\$339,482.00	\$339,482.00	339,482.00
General Fund	-0-	-0-	-0-	-0-	-0-
Lottery	-0-	-0-	-0-	-0-	-0-
Fees	-0-	-0-	-0-	-0-	-0-
Other Sources	-0-	-0-	-0-	-0-	-0-
Grant	-0-	-0-	-0-	-0-	-0-
Contributions, Foundation	-0-	-0-	-0-	-0-	-0-
Other (Specify)	-0-	-0-	-0-	-0-	-0-
Carry Forward from Prior Yr.	-0-	-0-	-0-	-0-	-0-
TOTAL	\$350,111.52	\$350,111.00	\$339,482.00	\$339,482.00	\$339,482.00
Expenditures	FY 2009-2010 Actual	FY 2010-2011 Actual	FY 2011-2012 Actual	FY 2012-2013 Actual	Current 2013-2014 Estimated
Personnel Service	\$142,179.65	\$143,287.00	\$145,287.00	\$146,388.57	\$146,388.57
Contractual Services	1,787.44	1,377.00	900.00	1,101.00	1,500.00
Supplies and Materials	1,877.00	1,250.00	1,331.20	2,379.00	980.72
Fixed Charges	-0-	-0-	1,618.90	1,150.00	720.00
Travel	7,344.88	5,973.00	5,137.86	2,175.00	3,545.00
Equipment	-0-	-0-	-0-	1,200.72	-0-
Employer Contributions	33,179.55	34,481.00	31,464.04	31,344.71	31,344.71
Allocations to Districts/Schools/Agencies/Entities	-0-	-0-	-0-	-0-	-0-
Other: Forgivable Loans	163,743.00	163,743.00	153,743.00	153,743.00	155,003.00
Balance Remaining	-0-	-0-	-0-	-0-	-0-
TOTAL	\$350,111.52	\$350,111.00	\$339,482.00	\$339,482.00	\$339,482.00
#FTES					
Expenditures	FY 2009-2010 Actual	FY 2010-2011 Actual	FY 2011-2012 Actual	FY 2012-2013 Actual	Current FY 2013-2014 Estimated
Personnel Service	Program Manager (1)				
	Program Recruiter (1)				
	Secretary (1)				

EIA Forgivable Loan Program

Annual program costs for the SC-PRRMT program – total amount of funds expended on the program, including all aid and administrative costs, to graduate and place each student in FY 2008-2009, FY 2009-2010, FY 2010-2011, FY 2011-2012 and FY 2012-2013.

	No. Graduates	No. Teachers SC	Total Amount Disbursed	No. With Debt Retired	Average Cumulative Cost Per Graduate for the Specified Years
2008-2009	9	7	116,518.00	5	12,946.44
2009-2010	9	6	78,797.00	0	8,755.22
2010-2011	10	8	89,485.00	4	8,948.50
2011-2012	7	5	69,482.00	0	9,926.00
2012-2013	12	7	135,124.00	0	11,260.33
Total	47	33		9	N/A





The South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) is a self-supporting program. Program responsibilities/disbursements include:

- ◆ forgivable loan awards for students

Total number of awards per year, awardees by gender and race/ethnicity.

Distribution of Awards By Ethnicity

Years	BF	WF	Asian/ His.F	BM	WM	Asian/ His.M.	Number of Awards
2008-2009	23	7	1	1	0	0	32
2009-2010	27	4	1	2	0	0	34
2010-2011	17	7	2	2	0	0	28
2011-2012	18	4	1	3	1	0	27
2012-2013	20	3	1	2	1	0	27

The South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) is a self-supporting program. Program responsibilities/disbursements include:

- ◆ classes for the Praxis exam. Students must pass all parts of the Praxis examination to enter the Teacher Education program.
- ◆ refresher courses to help students re-enter college and assist them in passing the Praxis examination. Some students would benefit from one-on-one tutoring. The population is non-traditional students, mainly instructional assistants and transfer students.
- ◆ longer enrollment time. Classes are offered in the evenings. Non-traditional students sometimes take a semester or two longer than traditional students to complete their program
- ◆ all program materials, supplies, and equipment
- ◆ part-time personnel/instructors
- ◆ program marketing and recruitment
- ◆ normal operating costs

Budget reductions limit the number of students the program can award assistance, as well as the number of Satellite Teacher Education Program sites the PRRMT can maintain.

Contractual services for equipment and maintenance have been reduced or eliminated.

The program has cancelled its television ads used for marketing and recruitment.

Many of the students do not qualify for other types of financial aid and must receive full funding to participate in the program.

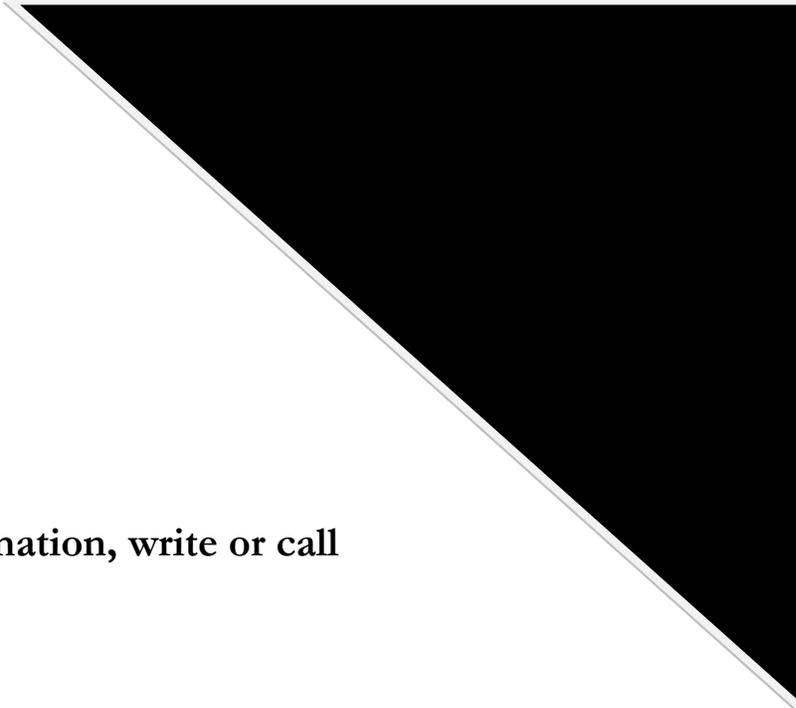
The Summer Institute, which focuses on workshops, seminars, and classes to help prepare students for the Praxis exam has been suspended.

Staff can no longer attend or participate in professional development and educational conferences and seminars.

Travel is limited to only the most essential locations.

SC-PRRMT APPROPRIATIONS REQUESTS AND ACTUAL BUDGET
Budget for FY 2010-2011, FY 2011-2012, FY 2012-2013, 2013-2014 and
Proposed FY 2014-2015

	FY 2010-2011 Actual	FY 2011-2012 Actual	FY 2012-2013 Actual	Current FY 2013-2014 Estimated	Proposed Budget 2014-2015
+Personnel Services					
1. Salaries	143,287.00	145,287.00	146,388.57	146,388.57	119,053.04
2. Fringes	34,481.00	31,464.04	31,344.71	31,344.71	25,289.17
OTHER EXPENDITURES					
Office Support	500.00	1,331.20	1,082.33	800.72	1,500.79
Postage	750.00	500.00	460.00	400.00	400.00
Equipment & Maintenance	-0-	1,618.90	3,451.39	750.00	1,500.00
Telephone (WATS LINE)	877.00	400.00	837.00	500.00	500.00
Printing <i>Newsletter/Annual Reports and other documents</i>	500.00	-0-	-0-	750.00	-0-
Forgivable Loans	163,743.00	153,743.00	153,743.00	155,003.00	184,239.00
Promotional Service <i>TV Ad, Website, Promotional/ Recruitment Materials</i>	-0-	-0-	-0-	-0-	1,500.00
Intervention/Workshops for Pre- Service Teachers	-0-	-0-	-0-	-0-	1,500.00
Travel <i>Regional meetings, Education Conferences, Partnership, CHE and EOC Meetings, and Recruitment Visitations and Exhibitions</i>	5,973.00	5,137.86	2,175.00	3,545.00	4,000.00
TOTAL OTHER EXPENDITURES	\$172,343.00	\$162,730.96	\$161,748.72	\$161,748.72	\$195,139.79
TOTAL PROJECT EXPENDITURES	\$350,111.00	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
TOTAL PROJECT APPROPRIATIONS	\$350,111.00	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
APPROPRIATIONS REQUESTED	\$467,000.00	\$350,111.00	\$339,482.00	\$339,482.00	\$339,482.00
APPROPRIATIONS CUTS	116,889.00	10,629.00	-0-	-0-	-0-
APPROPRIATIONS RECEIVED	\$350,111.00	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
Expenditures	FY 2010-2011 Actual	FY 2011-2012 Actual	FY 2012-2013 Actual	Current FY 2013-2014 Estimated	Proposed Budget 2014-2015
+Personnel Services	Program Manager (1) Program Recruiter (1) Secretary (1) Adjunct Instructors(16)	Program Manager (1) Program Recruiter (1) Secretary (1) Adjunct Instructors (16)	Program Manager (1) Program Recruiter (1) Secretary (1) Adjunct Instructors (8)	Program Manager (1) Program Recruiter (1) Secretary (1) Adjunct Instructors (8)	Program Manager (1) Program Recruiter (1) Secretary (1) Adjunct Instructors (8)



For additional information, write or call

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and Retention of Minority Teachers**

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