

**PRRMT**

**Plan of Action**

South Carolina Program for the Recruitment and Retention of Minority Teachers

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To continue to address the state's teacher shortage, as part of its overall expansion initiatives 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 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, 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.

## **SOUTH CAROLINA PROGRAM FOR THE RECRUITMENT AND RETENTION OF MINORITY TEACHERS 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 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 the pool of teachers in the State by targeting teacher aides, technical college transfer students, and career path changers for employment in the teaching profession.

**C. Performance Evaluation Measure:**

Recruitment and Retention data, as well as graduation data will demonstrate progress toward increasing and in increasing the state's pool of teachers from the targeted population. Files on participants and workshops will be maintained, as well as printed copies of marketing materials and annual reports. **Quantitative** measures include: a) Praxis (Content Area) scores, b) PLT (Principles of Learning and Teaching) scores, c) Graduation rates, d) Employment Placement rates, and e) Retention rates. **Qualitative** measures include: a) Demographic data on program participants (e.g. gender, race/ethnicity) b) Program participants' Academic Data (e.g. grade point averages /honors), and c) Employer/employee feedback through surveys.

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<b>MILESTONES</b>	<b>TIME FRAME</b>
1.1 Recruit teacher aides and career path changers from targeted school districts throughout the State. Distribute information.	Ongoing
1.2 Continue to implement the Department of Education’s Recruitment plan. This will generate increases in the number of non-traditional applicants. Increased applicants will yield increases in the number of graduates.	Ongoing
1.3 Assists prospective applicants with completing necessary documents for admission to the university and completion of financial aid forms.	July 1- April 30 for upcoming AY
1.4 Collaborate with South Carolina State’s Office of Admissions and Recruitment and SCSU’s Transfer Coordinator to identify students interested in pursuing a degree in teacher education.	July 1 – April 30 for upcoming AY
1.5 Analyze applicant application and transcript. Process application and forward to Office of Admissions.	July 1 – April 30 for upcoming AY
1.6 Develop a schedule of classes to be offered at established sites	May 30 for upcoming AY
1.7 Coordinate with school district personnel to determine infrastructure for identified sites.	June 1 for upcoming AY
1.8 Provide incentives for education by administering a forgivable loan program.	August 15 – June 30 annually

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**Objective 1 (continued)**

1.9 Work with those students who do not currently meet the requirements for a forgivable loan award to determine other options.	Ongoing
1.10 Offer off-campus courses and make distance education courses accessible to program participants.	August – fall semester January – spring semester June – summer session
1.11 Monitor student progress by attaining copies of transcript from the Office of Records and Registration.	December 15 for fall semester May 15 for spring semester
1.12 Maintain copies of Praxis I, Praxis II, and PLT scores of participants.	Ongoing
1.13 Schedule Intervention Workshops for Praxis I.	August – fall semester January – spring semester June – summer session
1.14 Track employment placement of graduates. Maintain records of graduation and placement.	Ongoing
1.15 Prepare program reports.	September 1 annually October 1 annually

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**A Purpose Number 1**

To increase the pool of minority teachers in the State.

**B. Specific Objective Number 2**

To increase awareness of the dearth of minority teachers in SC teaching force by participating in state-wide initiatives that focus upon teacher recruitment and issues in educating minorities

**C. Performance Evaluation Measure:** Published newsletter, Conference printed programs, correspondence

<b>MILESTONES</b>	<b>TIME FRAME</b>
2.1 Promote the PRRMT and the Teaching Profession by publishing promotional brochures, flyers, newsletters, and digital presentations.	Summer session
2.2 Attend, make presentations or set up exhibition booth at the annual conferences of the South Carolina Alliance of Black School Educators (SCABSE) and the South Carolina Education Association	January/spring each annual year
2.3 Participate in forums, organizations, and meetings focused on minority teacher recruitment, teacher recruitment in general, and critical needs of the State, as related to education.	Ongoing
2.4 Participate in the annual conferences/activities of Teacher Cadet and Teaching Fellows programs.	Annually