

**2013-2014  
ANNUAL REPORT  
of the**



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

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*Lift a Life...Teach*

**Prepared for: The South Carolina Commission on Higher Education  
Submitted by: Reinell Thomas-Myers, Program Manager**

**South Carolina State University  
Orangeburg, South Carolina  
July 2014**

**Thomas J. Elzey, President**

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 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 2013-2014**

**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 2010 - SPRING 2014**

| Year                 | Number    |
|----------------------|-----------|
| Enrollment 2010-2011 | 28        |
| Enrollment 2011-2012 | 27        |
| Enrollment 2012-2013 | 27        |
| Enrollment 2013-2014 | 52        |
| <b>Mean</b>          | <b>34</b> |

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 34 for fall 2010-spring 2014.

**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 |
|-----------|---------------------------|--|---|---|
| 2010-2011 | 10                        | 3 (30%)                                    | 9 (90%)                                 | 100 %   |
| 2011-2012 | 7                         | 5 (71%)                                    | 6 (86%)                                 | 100%  |
| 2012-2013 | 12                        | 2 (17%)                                    | 10 (83%)                                | 100%  |
| 2013-2014 | 14                        | 2 (14%)                                    | 3 (21%)                                 | *5 (36%)  |

\* Eleven (11) 2013-2014 graduates are not placed at the time of this report. However, we do anticipate placement by the beginning of the upcoming school year.

**Program Graduates' Placement (Critical Needs)**

|   |           |
|---|-----------|
| Number of Graduates Placed in South Carolina Schools as of May 2014 | 174 (89%) |
| Number of Graduates in State-Declared Critical Need Subject Areas   | 63 (36%)  |
| No. of Graduates Placed in Critical Geographic Schools              | 149 (86%) |

**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 52 students participated in the program.
- ◆ Twenty-four (69%) of the Program's participants achieved Dean's List status, earning cumulative grade point averages of 3.00 or better during the 2013-2014 Academic Year. Twenty-eight (80%) maintained their eligibility. All 17 (100%) of the Program's M.A.T. participants maintained their eligibility.
- ◆ For academic year 2013-2014, seventy-nine percent of program participants achieved a cumulative grade point average of 3.00 or above. The distribution was as follows:

|             |      |
|-------------|------|
| 3.75 – 4.00 | (12) |
| 3.50 – 3.74 | (9)  |
| 3.00 – 3.49 | (20) |
- ◆ For the 2013-2014 Academic Year, 14 students graduated; all 14 (100%) met certification requirements.
- ◆ The Program graduated 14 students. To date, three (21%) have gained employment in a South Carolina Public school. All 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 20 years.
- ◆ One hundred and thirty-nine (80%) of the Program's placed graduates have gained 5 to 20 years teaching experience, and the mean years of teaching for all graduates is 16.5 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=142**

| 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 |
|-----------------------------------|-----------------------|---|-------------------------------|-----------------------|---|
| 4                                 | 5                     | 0%  | 5                             | 5                     | 150%  |
| 9                                 | 6                     | 20%   | 5                             | 6                     | 200%  |
| 4                                 | 7                     | 40%   | 6                             | 7                     | 250%  |
| 10                                | 8                     | 60%   | 8                             | 8                     | 300%  |
| 3                                 | 9                     | 80%   | -                             | -                     | -   |
| 6                                 | 10                    | 100%  | -                             | -                     | -   |
| 4                                 | 11                    | 120%  | -                             | -                     | -   |
| 6                                 | 12                    | 140%  | 1                             | 12                    | 500%  |
| 6                                 | 13                    | 160%  | -                             | -                     | -   |
| 0                                 | 14                    | -   | -                             | -                     | -   |
| 7                                 | 15                    | 200%  | -                             | -                     | -   |
| 12                                | 16                    | 220%  | -                             | -                     | -   |
| 15                                | 17                    | 240%  | -                             | -                     | -   |
| 17                                | 18                    | 260%  | -                             | -                     | -   |
| 11                                | 19                    | 280%  | -                             | -                     | -   |
| 3                                 | 20                    | 300%  | -                             | -                     | -   |
| <b>TOTAL 117</b>                  | -                     |   | <b>TOTAL 25</b>               | -                     | -   |

Of the 117 Bachelor's participants, 74.36% (87 out of 117 participants) years of teaching range from 10 years to 20 years. For these participants, the percentage beyond the teaching requirement of 5 years range from 100% to 300%.

Of the M.A.T. participants, 100% (25 out of 25 participants) years of teaching range from 5 to 11. For these participants, the percentage beyond the teaching requirement of 2 years range from 150% to 500%.

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

- ◆ 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 and continued FY 2013-2014.
- ◆ 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 2013-2014.
- ◆ Program recruitment activities for AY 2013-2014 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 school districts, technical colleges, and participation and recruitment exhibitions at college fairs, career day, and SC State's Alumni Showcase. Recruitment activities/events included the following:

Aiken Technical College  
Berkeley County Schools  
Calhoun County Schools  
Central Carolina Technical College  
Fairfield County Schools  
Florence County School District #3  
Florence-Darlington Technical College  
Freshman University Fair (SC State)  
Greenville Technical College  
Horry Georgetown Tech  
Midlands Technical College  
Northeastern Technical College  
Open House & Transfer Day (SC State)  
Piedmont Technical College  
Richland County School District One  
Technical College of the Low Country  
Trident Technical College  
Trident Technical College – Palmer Campus  
Williamsburg County Schools  
York Technical College

***EIA BUDGET  
PROPOSED BUDGET  
FY 2015-2016***

**BUDGET REQUEST \$339,482.00**

**\*Personnel Services**

|                          |                      |
|--------------------------|----------------------|
| Program Manager (1)      |                      |
| Program Recruiter (1)    |                      |
| Adjunct Instructors (12) |                      |
| 1. Salaries              | \$ 119,053.04        |
| 2. Fringes               | <u>\$ 25,289.17</u>  |
|                          | <b>\$ 144,342.21</b> |

**OTHER EXPENDITURES**

|   |                     |
|---|---------------------|
| <b>Office Support</b>   | \$ 2,800.79         |
| <b>Postage</b>  | 400.00              |
| <b>Telephone (WATS LINE)</b>  | 500.00              |
| <b>Equipment &amp; Maintenance</b>  | 1,000.00            |
| <b>Printing</b>   | -0-                 |
| Newsletter/Annual Reports<br>And other documents  |                     |
| <b>Forgivable Loans</b>   | 182,039.00          |
| <b>Promotional Services</b>   | 1,500.00            |
| (Website, Promotional /Recruitment<br>Materials)  |                     |
| <b>Intervention/Workshops for<br/>Pre-service Teachers</b>  | 1,500.00            |
| <b>Travel</b>   | 5,400.00            |
| Regional meetings, Education<br>Conferences, Partnership, CHE and EOC<br>Meetings, and Recruitment Visitations and<br>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 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.**

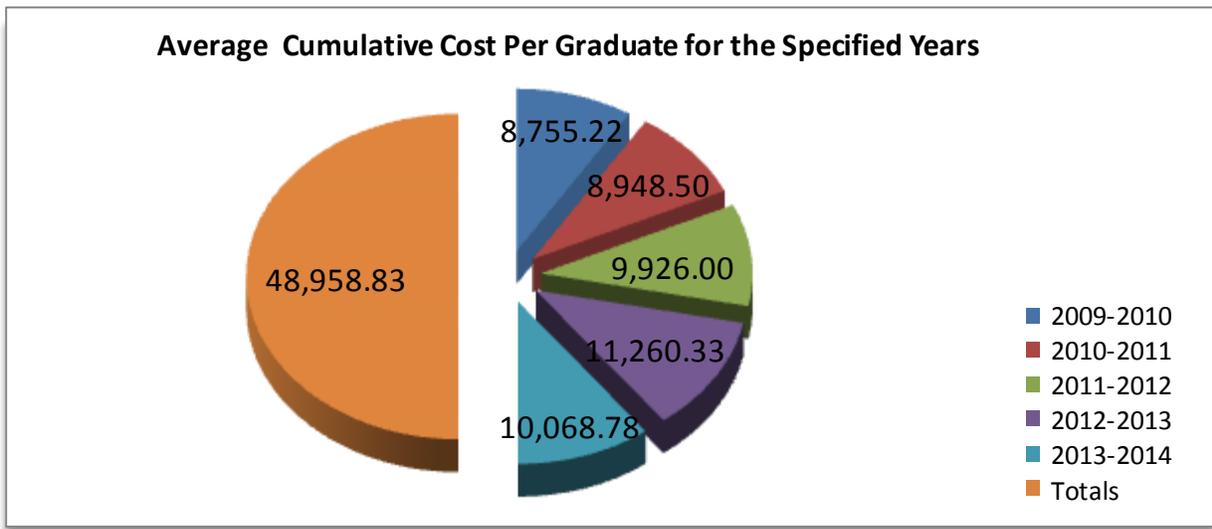
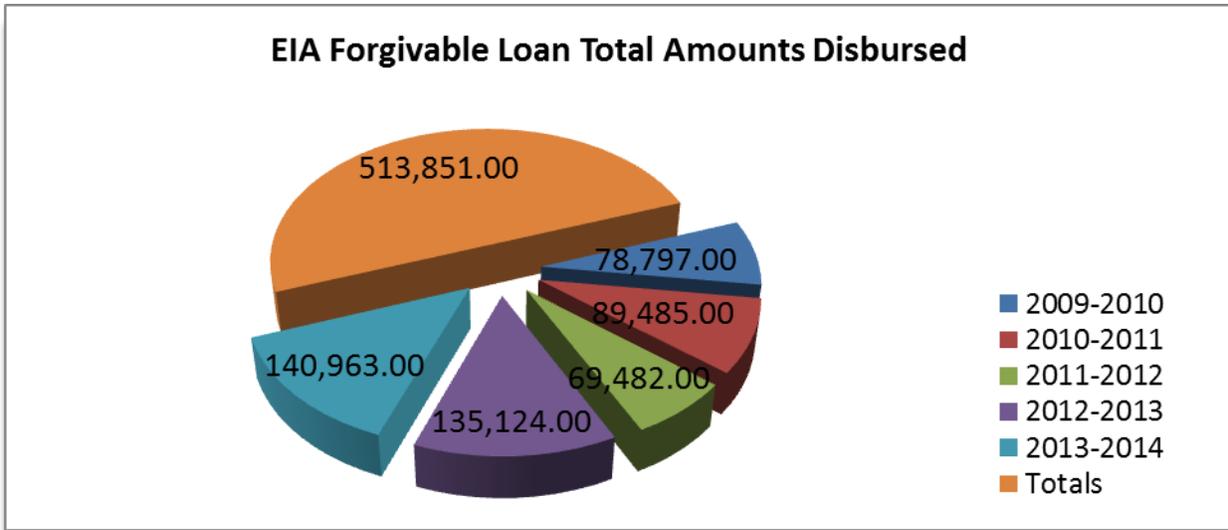
**Budget for FY 2010-2011, FY 2011-2012, FY 2012-2013, FY 2013-2014 and Current FY 2014-2015.**

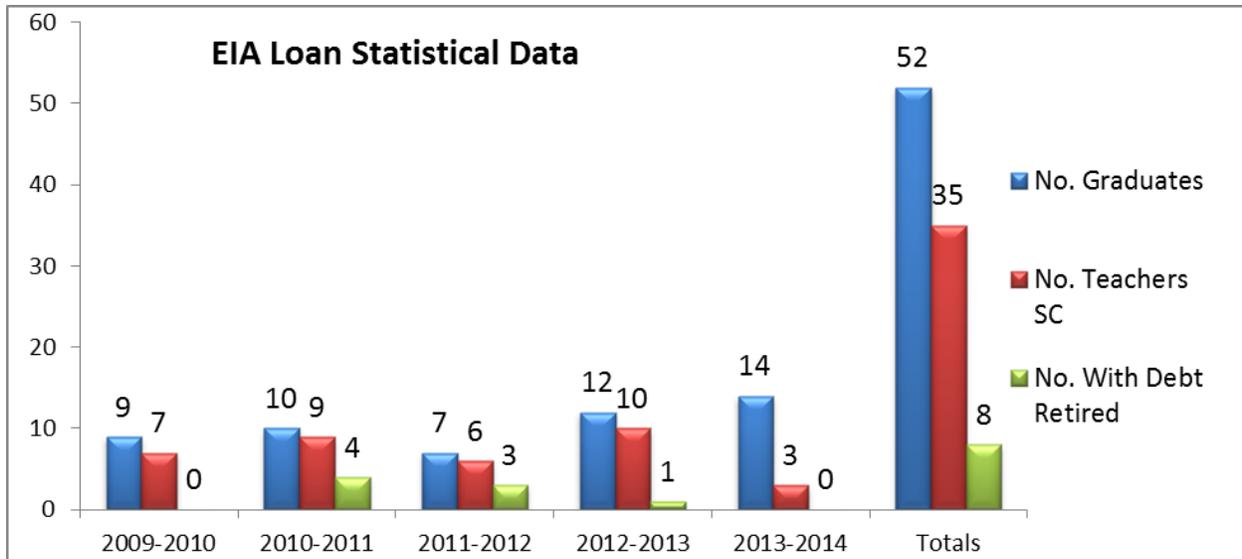
| <b>Funding Source</b>                              | <b>FY 2010-2011 Actual</b> | <b>FY 2011-2012 Actual</b> | <b>FY 2012-2013 Actual</b> | <b>FY 2013-2014 Actual</b>         | <b>Current 2014-2015 Estimated</b> |
|--|----------------------------|----------------------------|----------------------------|------------------------------------|------------------------------------|
| EIA  | \$350,111.00               | \$339,482.00               | \$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-                                |
| <b>TOTAL</b>                                       | <b>\$350,111.00</b>        | <b>\$339,482.00</b>        | <b>\$339,482.00</b>        | <b>\$339,482.00</b>                | <b>\$339,482.00</b>                |
| <b>Expenditures</b>                                | <b>FY 2010-2011 Actual</b> | <b>FY 2011-2012 Actual</b> | <b>FY 2012-2013 Actual</b> | <b>Current 2013-2014 Estimated</b> | <b>Current 2014-2015 Estimated</b> |
| Personnel Service                                  | \$143,287.00               | \$145,287.00               | \$146,388.57               | \$146,388.57                       | 119,053.04                         |
| Contractual Services                               | 1,377.00                   | 900.00                     | 1,101.00                   | 740.00                             | 3,000.00                           |
| Supplies and Materials                             | 1,250.00                   | 1,331.20                   | 2,379.00                   | 1,150.72                           | 2,700.79                           |
| Fixed Charges                                      | -0-                        | 1,618.90                   | 1,150.00                   | 1,250.00                           | 2,000.00                           |
| Travel   | 5,973.00                   | 5,137.86                   | 2,175.00                   | 3,545.00                           | 5,400.00                           |
| Equipment  | -0-                        | -0-                        | 1,200.72                   | -0-                                | -0-                                |
| Employer Contributions                             | 34,481.00                  | 31,464.04                  | 31,344.71                  | 31,344.71                          | 25,289.17                          |
| Allocations to Districts/Schools/Agencies/Entities | -0-                        | -0-                        | -0-                        | -0-                                | -0-                                |
| Other: Forgivable Loans                            | 163,743.00                 | 153,743.00                 | 153,743.00                 | 155,063.00                         | 182,039.00                         |
| Balance Remaining                                  | -0-                        | -0-                        | -0-                        | -0-                                | -0-                                |
| <b>TOTAL</b>                                       | <b>\$350,111.00</b>        | <b>\$339,482.00</b>        | <b>\$339,482.00</b>        | <b>\$339,482.00</b>                | <b>\$339,482.00</b>                |
| <b>#FTES</b>                                       |                            |                            |                            |                                    |                                    |
| <b>Expenditures</b>                                | <b>FY 2010-2011 Actual</b> | <b>FY 2011-2012 Actual</b> | <b>FY 2012-2013 Actual</b> | <b>FY 2013-2014 Actual</b>         | <b>Current 2014-2015 Estimated</b> |
| <b>Personnel Service</b>                           | Program Manager (1)        | Program Manager (1)        | Program Manager (1)        | Program Manager (1)                | Program Manager (1)                |
|  | Program Recruiter (1)      | Program Recruiter (1)      | Program Recruiter (1)      | Program Recruiter (1)              | Program Recruiter (1)              |
|  | Secretary (1)              | Secretary (1)              | Secretary (1)              | Secretary (1)                      |                                    |
|  | Adjunct Instructors(16)    | Adjunct Instructors(16)    | Adjunct Instructors(8)     | Adjunct Instructors(8)             | Adjunct Instructors(12)            |

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 2009-2010, FY 2010-2011, FY 2011-2012, FY 2012-2013, and FY 2013-2014.

|              | No. Graduates | No. Teachers SC | Total Amount Disbursed | No. With Debt Retired | Average Cumulative Cost Per Graduate for the Specified Years |
|--------------|---------------|-----------------|------------------------|-----------------------|--|
| 2009-2010    | 9             | 7               | 78,797.00              | 0                     | 8,755.22   |
| 2010-2011    | 10            | 9               | 89,485.00              | 4                     | 8,948.50   |
| 2011-2012    | 7             | 6               | 69,482.00              | 3                     | 9,926.00   |
| 2012-2013    | 12            | 10              | 135,124.00             | 1                     | 11,260.33  |
| 2013-2014    | 14            | 3               | 140,963.00             | 0                     | 10,068.78  |
| <b>Total</b> | <b>52</b>     | <b>35</b>       |                        |                       |  |





Total number of participants per year by gender and race/ethnicity.

**Distribution of Participants**

| Years     | BF | WF | Asian/<br>His.F | BM | WM | Asian/<br>His.M. | Number of Participants |
|-----------|----|----|-----------------|----|----|------------------|------------------------|
| 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                     |
| 2013-2014 | 40 | 1  | 1               | 9  | 1  | 0                | 52                     |

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
- ◆ 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.

**SC-PRRMT APPROPRIATIONS REQUESTS AND ACTUAL BUDGET**  
**Budget for FY 2011-2012, FY 2012-2013, 2013-2014, FY 2014-2015 and**  
**Proposed FY 2015-2016**

|  | FY<br>2011-2012<br>Actual   | FY<br>2012-2013<br>Actual   | FY<br>2013-2014<br>Actual  | Current FY<br>2014-2015<br>Estimated                                    | Proposed<br>Budget<br>2015-2016  |
|--|---|---|--|---|--|
| <b>+Personnel Services</b>   |   |   |  |   |  |
| 1. Salaries  | 145,287.00  | 146,388.57  | 146,388.57   | 119,053.04  | 119,053.04   |
| 2. Fringes   | 31,464.04   | 31,344.71   | 31,344.71  | 25,289.17   | 25,289.17  |
| <b>OTHER EXPENDITURES</b>  |   |   |  |   |  |
| <b>Office Support</b>  | 1,331.20  | 1,082.33  | 1,150.72   | 2,800.79  | 2,800.79   |
| <b>Postage</b>   | 500.00  | 460.00  | 400.00   | 400.00  | 400.00   |
| <b>Equipment &amp; Maintenance</b>   | 1,618.90  | 3,451.39  | 750.00   | 1,000.00  | 1,000.00   |
| <b>Telephone (WATS LINE)</b>   | 400.00  | 837.00  | 400.00   | 500.00  | 500.00   |
| <b>Printing</b><br><i>Newsletter/Annual Reports<br/>and other documents</i>  | -0-   | -0-   | 440.00   | -0-   | -0-  |
| <b>Forgivable Loans</b>  | 153,743.00  | 153,743.00  | 155,063.00   | 182,039.00  | 182,039.00   |
| <b>Promotional Service</b><br><i>TV Ad, Website, Promotional/<br/>Recruitment Materials</i>  | -0-   | -0-   | -0-  | 1,500.00  | 1,500.00   |
| <b>Intervention/Workshops for Pre-<br/>Service Teachers</b>  | -0-   | -0-   | -0-  | 1,500.00  | 1,500.00   |
| <b>Travel</b><br><i>Regional meetings, Education Conferences,<br/>Partnership, CHE and EOC Meetings, and<br/>Recruitment Visitations and Exhibitions</i> | 5,137.86  | 2,175.00  | 3,545.00   | 5,400.00  | 5,400.00   |
| <b>TOTAL OTHER EXPENDITURES</b>  | \$162,730.96  | \$161,748.72  | \$161,748.72   | \$195,139.79  | \$195,139.79   |
| <b>TOTAL PROJECT EXPENDITURES</b>  | \$339,482.00  | \$339,482.00  | \$339,482.00   | \$339,482.00  | \$339,482.00   |
| <b>TOTAL PROJECT APPROPRIATIONS</b>  | <b>\$339,482.00</b>   | <b>\$339,482.00</b>   | <b>\$339,482.00</b>  | <b>\$339,482.00</b>   | <b>\$339,482.00</b>  |
|  |   |   |  |   |  |
| <b>APPROPRIATIONS REQUESTED</b>  | <b>\$350,111.00</b>   | <b>\$339,482.00</b>   | <b>\$339,482.00</b>  | <b>\$339,482.00</b>   | <b>\$339,482.00</b>  |
| <b>APPROPRIATIONS CUTS</b>   | 10,629.00   | -0-   | -0-  | -0-   | -0-  |
| <b>APPROPRIATIONS RECEIVED</b>   | <b>\$339,482.00</b>   | <b>\$339,482.00</b>   | <b>\$339,482.00</b>  | <b>\$339,482.00</b>   | <b>\$339,482.00</b>  |
|  |   |   |  |   |  |
| <b>Expenditures</b>  | <b>FY 2011-2012<br/>Actual</b>  | <b>FY 2012-2013<br/>Actual</b>  | <b>FY<br/>2013-2014<br/>Actual</b>   | <b>Current FY<br/>2014-2015<br/>Estimated</b>                           | <b>Proposed Budget<br/>2015-2016</b>                                     |
| <b>+Personnel Services</b>   | Program Manager (1)<br>Program Recruiter (1)<br>Secretary (1)<br>Adjunct Instructors (16) | Program Manager (1)<br>Program Recruiter (1)<br>Secretary (1)<br>Adjunct Instructors(8) | Program Manager (1)<br>Program Recruiter (1)<br>Secretary (1)<br>Adjunct Instructors (8) | Program Manager (1)<br>Program Recruiter (1)<br>Adjunct Instructors (8) | Program Manager (1)<br>Program Recruiter (1)<br>Adjunct Instructors (12) |

**PRRMT**

**Revised Expansion Plan of Action**

South Carolina Program for the Recruitment and Retention of Minority Teachers

Reinell Thomas-Myers, Program Manager

July 2014

Revisions highlighted in red

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

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 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, 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 PRRMT and establish and maintain, as well as 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**

|  | <b>Cost Analysis Per Student<br/>2013-2014</b> | <b>2012-2013</b> |
|--|--|------------------|
| <b>Fall 2013</b>   |  |                  |
| Tuition Fees and Books/Educational Materials<br>(30 students)  | \$2,964.76                                     |                  |
| Marketing initiatives  | 40.00  |                  |
| Recruitment (Strategic Plan)                                   | 33.33  |                  |
| Recruitment (Selection Criteria)                               | 308.33   |                  |
| Praxis I Preparation Sessions<br>(15 Non-Traditional Students) | 300.00   |                  |
| Praxis I Materials   | 60.00  |                  |
| <b>TOTAL</b>   | <b>\$3,706.42</b>                              |                  |

|  | <b>Cost Analysis Per Student</b> |                    |
|--|----------------------------------|--------------------|
| <b>Spring 2014</b>   |                                  |                    |
| Tuition Fees and Books/Educational Materials<br>(21 students)  | \$1,620.00                       |                    |
| Marketing initiatives  | 30.00                            |                    |
| Recruitment (Strategic Plan)                                   | 25.00                            |                    |
| Recruitment (Selection Criteria)                               | 231.25                           |                    |
| Praxis I Preparation Sessions<br>(25 Non-Traditional Students) | 180.00                           |                    |
| Praxis I Materials   | 60.00                            |                    |
| <b>TOTAL</b>   | <b>\$2,146.25</b>                |                    |
| <b>Average cost per student</b>                                | <b>\$5,852.67</b>                | <b>\$11,260.33</b> |

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**

**SUMMARY  
Of  
Projected Cost Analysis  
Projected Expansion Plan of Action  
Projected Costs Per Site Spring 2014  
(Berkeley, Richland One, Georgetown and Williamsburg)**

|                              |                    |  |
|------------------------------|--------------------|--|
| <b>Personnel</b>             | \$20,000.00        | (Instructors for Four (4) sites)                 |
|                              | 2,400.00           | (Technical Support - Distance Education)         |
| <b>Fringes</b>               | <u>3,700.00</u>    |  |
| <b>TOTAL</b>                 | \$26,100.00        |  |
| <br>                         |                    |  |
| <b>Travel</b>                | 3,000.32           | (Instructors and Administrative travel to sites) |
| <br>                         |                    |  |
| <b>Instructors Materials</b> | 1,550.00           |  |
| <br>                         |                    |  |
| <b>Facilities Usage</b>      | 472.50             |  |
| <br>                         |                    |  |
| <b>TOTAL</b>                 | <b>\$31,122.82</b> |  |

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

**Projected Cost Analysis  
Projected Expansion Plan of Action  
Projected Costs For Site Spring 2014  
N = 4**

| <u>Site</u>             | <u>Cost Per Site</u>                        |                              |
|-------------------------|---|------------------------------|
| Berkeley                | Instructor's Salary<br>(Instructor on-site) | \$2,500.00 x 4 = \$10,000.00 |
|                         | Fringes                                     | 1,850.00                     |
|                         | Instructor's Travel                         | 1,200.00                     |
|                         | Instructor's Materials                      | 800.00                       |
|                         | Administrative Travel                       | 167.56                       |
|                         | <u>Facilities Usage</u>                     | <u>472.50</u>                |
|                         | <b>Sub Total</b>                            | <b>\$14,490.06</b>           |
|                         |   |                              |
| Columbia (Richland One) | Instructor's Salary<br>(Distance Education) | \$3,333.00 (1/3 Cost)        |
|                         | Fringes                                     | 618.00                       |
|                         | Technical Support                           | 2,400.00                     |
|                         | Instructor's Travel                         | 1,082.00                     |
|                         | Instructor's Materials                      | 250.00                       |
|                         | <u>Administrative Travel</u>                | <u>125.00</u>                |
|                         | <b>Sub-Total</b>                            | <b>\$7,808.00</b>            |
|                         |   |                              |
| Georgetown              | Instructor's Salary<br>(Distance Education) | \$3,333.00 (1/3 Cost)        |
|                         | Fringes                                     | 616.00                       |
|                         | Instructor's Materials                      | 250.00                       |
|                         | <u>Administrative Travel</u>                | <u>256.54</u>                |
|                         | <b>Sub-Total</b>                            | <b>\$4,455.54</b>            |
|                         |   |                              |
| Williamsburg            | Instructor's Salary<br>(Distance Education) | \$3,334.00 (1/3 Cost)        |
|                         | Fringes                                     | 616.00                       |
|                         | Instructor's Materials                      | 250.00                       |
|                         | <u>Administrative Travel</u>                | <u>169.22</u>                |
|                         | <b>Sub-Total</b>                            | <b>\$4,369.22</b>            |
|                         |   |                              |
| <b>GRAND TOTAL</b>      |   | <b>\$31,122.82</b>           |

## 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 remain ongoing (Fall 2013 – Spring 2018).

For AY 2013-2014 the program continued classes at the Berkeley site and established a site in Columbia (Richland One). In AY 2014-2015 classes will continue at the Berkeley and Richland One sites. The program plans to begin classes in Fairfield, Georgetown, Williamsburg, Richland Two, and Florence County.

In order to expand into different areas of the state, PRRMT's original plan listed several areas/counties in which the program plans to establish off-campus sites. To clarify the locations and the number of sites, the counties have been collapsed into regions. In keeping with the overall expansion initiative, by spring 2018 the goal is to establish sites in each region. Below is a breakdown of the regions:

Region 1 – Columbia (Richland County), Fairfield, Lexington, Newberry

Region 2 – Berkeley, Charleston, Dorchester

Region 3 – Chesterfield, Dillon, Florence, Marion, Marlboro

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

Region 4 – Georgetown, Horry, Williamsburg

Region 5 – Abbeville, Aiken, Barnwell, Edgefield, Laurens, McCormick, Saluda

Region 6 – Allendale, Bamberg, Calhoun, Orangeburg

Region 7 – Beaufort, Colleton, Hampton, Jasper

Region 8 – Clarendon, Kershaw, Lee, Sumter

Region 9 – Chester, Lancaster, Union, York

Region 10 – Anderson, Cherokee, Greenville, Oconee, Pickens, Spartanburg

- 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

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

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

- 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 PRRMT can maintain.

Two online classes were offered for 2013 – 2014.

There are four instructors per site, per semester.

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

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.

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 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>Total Number of Enrollees for all PRRMT Sites (Provided funding is available)</b> | <b>Actual Number of Enrollees for PRRMT</b> | <b>Enrollees per Site</b>  |
|-------------|--|---|--|
| 2013 - 2014 | 40   | 52<br>Increase of 79%<br>from 2012-2013     | Berkeley - 9<br>Richland One -11<br>SC State Campus -32<br>Non-traditional students, technical college transfers, and career path changers from various counties attend classes at the sites and on SC State's campus. |
| 2014 - 2015 | 60   |   |  |
| 2015 - 2016 | 80   |   |  |
| 2016 - 2017 | 100  |   |  |
| 2017 - 2018 | 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  |   |

**Table 3  
Classification of Participants as of May 2014 – AY 2013-2014**

|            |    |
|------------|----|
| Graduates  | 14 |
| Seniors    | 15 |
| Juniors    | 5  |
| Sophomores | 3  |
| Freshmen   | 6  |
| MAT        | 9  |

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

**Projected Cost Analysis Per Student  
Site Identification  
2014-2015**

**Fall 2014**

|  |            |
|--|------------|
| Tuition Fees and Books/Educational Materials<br>(60 students)                | \$3,070.65 |
| Marketing initiatives  | 41.66      |
| Recruitment (Strategic Plan)   | 33.33      |
| Recruitment (Selection Criteria)   | 154.16     |
| Praxis I Preparation Sessions<br>(Non-Traditional Students)<br>(Instructors) | 112.50     |
| Praxis I Materials   | 60.00      |

**TOTAL** **\$3,472.30**

**Spring 2015**

|  |            |
|--|------------|
| Tuition Fees and Books/Educational Materials<br>(60 students)                | \$3,070.65 |
| Marketing initiatives  | 41.66      |
| Recruitment (Strategic Plan)   | 33.33      |
| Recruitment (Selection Criteria)   | 154.16     |
| Praxis I Preparation Sessions<br>(Non-Traditional Students)<br>(Instructors) | 112.50     |
| Praxis I Materials   | 60.00      |

**TOTAL** **\$3,472.30**

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**

**SUMMARY  
Of  
Projected Cost Analysis  
Projected Expansion Plan of Action  
Site Identification 2014-2015  
(Berkeley, Richland One, Georgetown, Williamsburg, Richland Two, Fairfield and Florence)**

|                              |  |  |
|------------------------------|--|--|
| <b>Personnel</b>             | \$30,000.00  | (Instructors for Seven (7) sites)                |
|                              | 4,800.00   | (Technical Support Distance Education)           |
| <b>Fringes</b>               | <u>5,550.00</u>  |  |
| <b>TOTAL</b>                 | \$ 40,350.00   |  |
| <br>                         |  |  |
| <b>Travel</b>                | 5,365.96   | (Instructors and Administrative travel to sites) |
| <br>                         |  |  |
| <b>Instructors Materials</b> | 2,300.00   |  |
| <br>                         |  |  |
| <b>Facilities Usage</b>      | 500.00   |  |
| <br>                         |  |  |
| <b>TOTAL</b>                 | <b>\$48,515.96 x 2 (fall 2014 and spring 2015) = \$97,031.92</b> |  |

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

**Projected Cost Analysis  
Projected Expansion Plan of Action  
Site Identification  
2014-2015  
N=7**

| <u>Site</u>             | <u>Cost Per Site</u>  |
|-------------------------|---|
| Berkeley                | Instructor's Salary      \$2,500.00 x 4 = \$10,000.00<br>(Instructor on-site) |
|                         | Fringes                              1,850.00                                 |
|                         | Instructor's Travel            1,200.00                                       |
|                         | Instructor's Materials        800.00  |
|                         | Administrative Travel        167.56   |
|                         | Facilities Usage                500.00  |
|                         | <b>Sub-Total</b> <b>\$14,517.56</b>   |
| Columbia (Richland One) | Instructor's Salary      \$3,333.00 (1/3 Cost)<br>(Distance Education)        |
|                         | Fringes                              618.00                                   |
|                         | Technical Support            2,400.00   |
|                         | Instructor's Travel            1,082.00                                       |
|                         | Instructor's Materials        250.00  |
|                         | <u>Administrative Travel</u> 125.00   |
|                         | <b>Sub-Total</b> <b>\$7,808.00</b>  |
| Columbia (Richland Two) | Instructor's Salary      \$3,333.00 (1/3 Cost)<br>(Distance Education)        |
|                         | Fringes                              616.00                                   |
|                         | Instructor's Materials        250.00  |
|                         | <b>Sub-Total</b> <b>\$4,199.00</b>  |
|                         |   |
| Fairfield               | Instructor's Salary      \$3,334.00 (1/3 Cost)<br>(Distance Education)        |
|                         | Fringes                              616.00                                   |
|                         | Instructor's Material        250.00   |
|                         | <u>Administrative Travel</u> 170.44   |
|                         | <b>Sub-Total</b> <b>\$4,370.44</b>  |

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

**Cost Analysis  
Projected Expansion Plan of Action  
Site Identification  
2014-2015  
N=7**

| <u>Site</u>  | <u>Cost Per Site</u>         |  |
|--------------|------------------------------|--|
| Florence     | Instructor's Salary          | \$3,333.00 (1/3 Cost)  |
|              | (Distance Education)         |  |
|              | Fringes                      | 618.00   |
|              | Technical Support            | 2,400.00   |
|              | Instructor's Materials       | 250.00   |
|              | Instructor's Travel          | 2,000.00   |
|              | <u>Administrative Travel</u> | <u>195.20</u>  |
|              | <b>Sub-Total</b>             | <b>\$8,796.20</b>  |
| Georgetown   | Instructor's Salary          | \$3,333.00 (1/3 Cost)  |
|              | (Distance Education)         |  |
|              | Fringes                      | 616.00   |
|              | Instructor's Materials       | 250.00   |
|              | <u>Administrative Travel</u> | <u>256.54</u>  |
|              | <b>Sub-Total</b>             | <b>\$4,455.54</b>  |
| Williamsburg | Instructor's Salary          | \$3,334.00 (1/3 Cost)  |
|              | (Distance Education)         |  |
|              | Fringes                      | 616.00   |
|              | Instructor's Materials       | 250.00   |
|              | <u>Administrative Travel</u> | <u>169.22</u>  |
|              | <b>Sub-Total</b>             | <b>\$4,369.22</b>  |
|              | <b>TOTAL</b>                 | <b>\$48,515.96 x 2 (fall 2014 and spring 2015) = \$97,031.92</b> |

## 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 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 2**

To increase the pool of teachers in the State.

**B. Specific Objective Number 2**

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.

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

| <b>MILESTONES</b>   | <b>TIME FRAME</b>                 |
|---|-----------------------------------|
| 2.1 Recruit teacher aides and career path changers from targeted school districts throughout the State. Distribute information.   | Ongoing                           |
| 2.2 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                           |
| 2.3 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  |
| 2.4 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 |
| 2.5 Analyze applicant application and transcript. Process application and forward to Office of Admissions.  | July 1 – April 30 for upcoming AY |
| 2.6 Develop a schedule of classes to be offered at established sites.   | May 30 for upcoming AY            |
| 2.7 Coordinate with school district personnel to determine infrastructure for identified sites.   | June 1 for upcoming AY            |
| 2.8 Provide incentives for education by administering a forgivable loan program.  | August 15 – June 30 annually      |

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

|   |  |
|---|--|
| 2.9 Work with those students who do not currently meet the requirements for a forgivable loan award to determine other options. | Ongoing  |
| 2.10 Offer off-campus courses and make distance education courses accessible to program participants.                           | August – fall semester<br>January – spring semester<br>June – summer session |
| 2.11 Monitor student progress by attaining copies of transcript from the Office of Records and Registration.                    | December 15 for fall semester<br>May 15 for spring semester                  |
| 2.12 Maintain copies of Praxis I, Praxis II, and PLT scores of participants.  | Ongoing  |
| 2.13 Schedule Intervention Workshops for Praxis I.  | August – fall semester<br>January – spring semester<br>June – summer session |
| 2.14 Track employment placement of graduates. Maintain records of graduation and placement.                                     | Ongoing  |
| 2.15 Prepare program reports.   | September 1 annually<br>October 1 annually                                   |

**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 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 3**  
To increase the pool of teachers in the State.
  
- B. Specific Objective Number 3**  
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.

| MILESTONES  | TIME FRAME   |
|---|--|
| 3.1 Promote the PRRMT and the Teaching Profession by publishing promotional brochures, flyers, newsletters, and digital presentations.  | Ongoing  |
| 3.2 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<br>Providing funds are available |
| 3.3 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  |

**South Carolina State University  
South Carolina Department of Education**

**Recruitment Plan 2011-2016**

South Carolina Department of Education

Recruitment Plan 2011-2016

Deborah Anderson, Omari Dyson, Gloria Hayes-Smith, Albert Hayward, Reinell Thomas-Myers, Bessie Powell, William Pruitt  
Reginald Williams (Chairperson)

**GOAL: TO INCREASE THE NUMBER OF DEPARTMENT OF  
EDUCATION MAJORS BETWEEN 2011-2016**

|  |  |  |
|--|--|--|
| <p><b>Strategy 1:</b> Department of Education Faculty Members will attend ED-OP Recruitment College Sessions to help with recruitment of Students. The schedule and information for ED-OP can be found here: <a href="http://www.cacrao.org/SCEdOp2011/SCEdOp-index.htm">http://www.cacrao.org/SCEdOp2011/SCEdOp-index.htm</a>. Each committee member would choose a recruitment area/date which the SCSU admissions/recruitment office as designated to go as a representative of SCSU's Department of Teacher Education.</p>   |  |  |
| <p>Action Step 1: <u>DOE faculty members will attend an ED-OP Recruitment College Session in the Fall Semester of each academic year.</u></p> <p><b>COST ANALYSIS: Standard Rate For Mileage/Meals For Each Faculty Member Traveling to Recruitment Visit</b></p> <ol style="list-style-type: none"><li>1. Devise a process where faculty can receive the schedule for ED-OP recruitment days.<br/><i>(Responsible Persons: Recruitment Committee)</i></li><li>2. Have faculty members sign up for their preferred recruitment visit day<br/><i>(Responsible Person: _____)</i></li><li>3. Faculty members complete their recruitment visits and report back to next immediate faculty meeting</li></ol> |  |  |

South Carolina Department of Education

Recruitment Plan 2011-2016

Deborah Anderson, Omari Dyson, Gloria Hayes-Smith, Albert Hayward, Reinell Thomas-Myers, Bessie Powell, William Pruitt  
Reginald Williams (Chairperson)

**GOAL: TO INCREASE THE NUMBER OF DEPARTMENT OF  
EDUCATION MAJORS BETWEEN 2011-2016**

|  |  |  |
|--|--|--|
| <p>what they have gained information-wise<br/><i>(Responsible Person:_____)</i></p> <p>4. Obtain list of contact students at end of ED-OP visits <i>(Responsible Person:_____)</i></p> <p>5. Divide up contact information by program, <i>(Responsible Person:_____)</i></p> <p>6. Have program faculty contact/correspond with prospects <i>(Responsible Persons: Program Coordinators)</i></p> |  |  |
|--|--|--|

**South Carolina Department of Education  
Recruitment Plan 2011-2016**

Deborah Anderson, Omari Dyson, Gloria Hayes-Smith, Albert Hayward, Reinell Thomas-Myers, Bessie Powell, William Pruitt  
Reginald Williams (Chairperson)

## GOAL: TO INCREASE THE NUMBER OF DEPARTMENT OF EDUCATION MAJORS BETWEEN 2011-2016

|   |  |  |
|---|--|--|
| <p><b>Strategy 2:</b> The Department of Education will increase the number of Education majors by 20% by the 2015-2016 using the Pre-Education Clubs (BETA Clubs) as a recruitment focus within the middle schools along with focusing on Pro-Team programs in selected schools.</p>  |  |  |
| <p>Action Step 1: <u>Using the BETA Clubs, National Honor Society, and Pro-Teams to give monthly co-presentations with teaching fellows, teacher cadets in local high schools, and Call me M.I.S.T.E.R. scholars.</u></p> <p><b>COST ANALYSIS—At least \$1,500: Standard Rate For Mileage/Meals For Each Faculty Member Traveling to Recruitment Visit, Copies of Brochures (\$500.00), LCD Projectors and Laptops (\$1,000 if DOE equipment must be replaced).</b></p> <ol style="list-style-type: none"> <li>1. Meet with the teaching fellows, teacher cadets, and Call Me M.I.S.T.E.R. advisors to discuss how to give collaborative presentations to these pre-education clubs in an effective manner about majoring in an education discipline in matriculating to SC State. <i>(Responsible Person: _____)</i></li> <li>2. The DOE Recruitment Committee and the scholars program advisors will create a plan and schedule for meeting with each of the</li> </ol> | <p>Action Step 2: <u>Using the BETA Clubs, National Honor Society, and Pro-Teams to give once a semester professional development with teaching fellows, teacher cadets in local high schools, and Call me M.I.S.T.E.R. scholars.</u></p> <p><b>COST ANALYSIS: (\$3,000 at minimum) to include food for students, presentation supplies, meeting space, and possible payment for staffers to work overtime.</b></p> <ol style="list-style-type: none"> <li>1. The DOE Recruitment Committee will work with district principals/super to establish a date on which the PD day will take place and how long <i>(Responsible Person: _____)</i></li> <li>2. Meet with the teaching fellows, teacher cadets, and Call Me M.I.S.T.E.R. advisors to discuss how to gain</li> </ol> | <p>Action Step 3: <u>Using the BETA Clubs, National Honor Society, and Pro-Teams to survey student interest on why they would choose education as a career thus applying that data to future advertizing efforts</u></p> <p><b>COST ANALYSIS: (\$100 at minimum) for travel to schools if necessary.</b></p> <ol style="list-style-type: none"> <li>1. DOE Recruitment Committee works with principal to survey students in Spring Semester via computers on scheduled days. <i>(Responsible Person: _____)</i></li> <li>2. DOE Committee works with Research Committee to create a survey focusing on gathering information on why students would like/would not like to be teachers. <i>(Responsible Person: _____)</i></li> <li>3. DOE Committee presents survey to faculty who vet it. Survey is revised in conjunction with Research Committee until approved by faculty.</li> <li>4. Survey administered online (e.g. SureyMokey.com) with special sessions</li> </ol> |

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Recruitment Plan 2011-2016**

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Reginald Williams (Chairperson)

**GOAL: TO INCREASE THE NUMBER OF DEPARTMENT OF  
EDUCATION MAJORS BETWEEN 2011-2016**

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| <p>organizations. The length and time would be established by contacting the middle school organization's advisor (through the school's principal).<br/><i>(Responsible Person:_____)</i></p> <p>3. In the first faculty meeting for the school year, faculty members would sign up for the date that they wish to volunteer to do the presentation. That date would correspond with a particular middle school student group and an assigned Fellow, M.I.S.T.E.R., or Cadet. A count will also be made of the number of education students who are "declared education majors" for comparison when these same tallies are made in 2015. <i>(Responsible Person:_____)</i></p> <p>4. Faculty members will complete their assigned presentation dates for 2011-2012.<br/><i>Person:_____)</i></p> | <p>information from teachers about what education topics will engage children<br/><i>(Responsible Person:_____)</i></p> <p>3. The DOE Recruitment Committee and the scholars program advisors will create a professional development day incorporating as many faculty as possible (through the school's principal).<br/><i>(Responsible Person:_____)</i></p> <p>4. In the first faculty meeting for the school year, faculty would be presented with the planned day and prospectively assigned parts. Modifications will be made within the first month until finalized. (Early Fall 2012). <i>(Responsible Person:_____)</i></p> <p>5. DOE Recruitment Committee will coordinate space, supplies, advertisement, and announcements at schools. (Early Fall) <i>(Responsible Person:_____)</i></p> | <p>set up in coordination with school principals so that students can complete survey at their school's cpu labs if necessary. <i>(Responsible Person:_____)</i></p> <p>5. Results are collected and analyzed. Ideas are drawn up on how to use the data to advertize to students as they progress from middle school to high school to graduation. <i>Responsible Person:_____)</i></p> |
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|  | <p>6. PD will be conducted with survey data collected.<br/>(October 2012 Tentative)<br/><i>(Responsible Person:_____)</i></p> <p>7. DOE Recruitment Committee will analyze results of data to plan for a more effective PD day the next year. (Mid Fall)<br/><i>(Responsible Person:_____)</i></p> |  |
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| <p><b>Strategy 3:</b> The Department of Education will hold a reception for the undecided majors and make an effort to convince 15% of the attendees to declare Education as a major.</p>  |  |   |
| <p>Action Step 1: <u>Holding a reception for the undecided majors and make an effort to convince attendees to declare education as a major by holding a session with medium/light refreshments.</u></p> <p><b>COST ANALYSIS: (\$500.00) for refreshments, equipment.</b></p> <ol style="list-style-type: none"> <li>1. Get the list of Undecided Majors to be used to dictate how to execute the reception efficiently. <i>(Responsible Person: _____)</i></li> <li>2. Meeting with recruitment committee to decide (based on the number and demographics of the undecided students) on a time, the place (possibly the State Room), menu, advertizing plan, and available budget for the reception. Designate committee members to take care of planning components. <i>(Responsible Person: _____)</i></li> <li>3. At the event hand out TE</li> </ol> | <p>Action Step 2: <u>Creating a resource room/educational library in CARE CENTER where students can explore the education field, resources, and career choices</u></p> <p><b>COST ANALYSIS: (\$1,000 depending on types of resources)</b></p> <ol style="list-style-type: none"> <li>1. IF FUNDS AVAILABLE, DOE Recruitment Committee works with CARE Center Staff to assess what new resources and realistically be included in CARE Center and a budget. <i>(Responsible Person: _____)</i></li> <li>2. DOE Recruitment Committee will receive ideas from faculty on possible resources that could aid undecided students in choosing education or at least</li> </ol> | <p>Action Step 3: Updating the DOE website to include links to many different education related websites and testimonials on students who were once un-decided majors</p> <p><b>COST ANALYSIS: None(?)</b></p> <ol style="list-style-type: none"> <li>1. DOE Recruitment Committee brainstorms with faculty on possible additions to website (faculty contact info, testimonials, links, sample syllabi for classes, electronic PDF Program of Study Sheets). <i>(Responsible Person: _____)</i></li> <li>2. DOE Recruitment Committee creates a plan on how to upgrade website and presents to faculty. <i>(Responsible Person: _____)</i></li> <li>3. Committee works with SCSU webmaster to update system as requested. <i>(Responsible Person: _____)</i></li> <li>4. Website is upgraded and launched. <i>(Responsible Person: _____)</i></li> </ol> |

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| <p>brochures, program studies; have faculty members speak briefly on each area; answer questions; have students to sign a contact form; have change of major forms for students to complete on site.<br/><i>(Responsible Person:_____)</i></p> <p>4. After session, tally number of change of major forms completed and compare to total attendees to see if 15% of them have declared as education majors; follow-up with other students for the rest of the CURRENT semester.<br/><i>(Responsible Person:_____)</i></p> | <p>exploring the possibility.<br/><i>(Responsible Person:_____)</i></p> <p>3. DOE Recruitment Committee presents ideas to CARE Center which helps to identify what the center can handle space-wise. <i>(Responsible Person:_____)</i></p> <p>4. DOE Recruitment Committee Presents final plan to faculty at last faculty meeting of semester. Faculty vets and approves plan with necessary changes.<br/><i>(Responsible Person:_____)</i></p> <p>5. DOE Committee gives info to Chair to order materials. <i>(Responsible Person:_____)</i></p> <p>6. Resources are integrated into CARE Center.<br/><i>(Responsible Person:_____)</i></p> <p>7. Resources are made available to students.<br/><i>(Responsible person)</i></p> |  |
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| <p><b>Strategy 4:</b> Expand the number of non-traditional enrollees by 25%.</p>   |  |  |
| <p>Action Step 1: <u>SC-PRRMT makes contact with and visits school districts.</u></p> <p><b>COST ANALYSIS—At least \$1,500: Standard Rate For Mileage Traveling to school districts, copies of all marketing materials (\$500.00).</b></p> <ol style="list-style-type: none"> <li>1. Make Presentation</li> <li>2. Distribute marketing materials on the SC-PRRMT</li> <li>3. Distribute information from Admissions Office</li> <li>4. Distribute Financial aid information or Financial Aid Counselor will attend the visit to assist with Financial Aid information</li> <li>5. Process SC-PRRMT Personal Data Recruitment Forms</li> </ol> | <p>Action Step 2: <u>Forward student’s completed SC State Application and other required documents to Admissions Office for processing and evaluation.</u></p> | <p>Action Step 3: <u>Obtain Official Letter of Acceptance from Office of Admissions</u></p>          |
| <p>Action Step 4: <u>Obtain student’s G.P.A., and if it meets the required minimum or above, and the student meets the specified standards for a program forgivable loan scholarship, forward the student an EIA Forgivable Loan Application Form..</u></p>  | <p>Action Step 5: <u>Forward letter of inquiry and financial aid disclosure form to the Financial Aid Office regarding the student’s financial status.</u></p> | <p>Action Step 6: <u>Process student for enrollment and determine EIA Forgivable Loan Award.</u></p> |
| <p>Action Step 7: <u>Schedule of Classes Prepared by Program Manager and Program Recruiter.</u></p>  |  |  |

**For additional information, write or call**

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