

***SC-PRRMT / SOUTH CAROLINA STATE
UNIVERSITY
EXECUTIVE SUMMARY
2002-2003***

The South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) is located at South Carolina State University and is structured under the aegis of the Division of Academic Affairs. The mission of the Program is to increase the pool of minority teachers in the State by making education accessible to non-traditional students (teacher aides, technical college transfer students, and career path changers) and by providing an academic support system to help students meet entry, retention, and exit program requirements. In collaboration with South Carolina State University's School of Education, the Program is authorized to establish and maintain Satellite Teacher Education Program sites in twenty-one geographic areas of the State. SC-PRRMT also administers a Forgivable Loan Program and participates in state, regional, and national teacher recruitment initiatives.



The Program made excellent progress in achieving its objectives for the 2002-2003 fiscal year. Accomplishments include:

- Program graduates/forgivable loan recipients are currently teaching in 55 schools, 26 districts, and 18 counties of South Carolina.
- SC-PRRMT has graduated 79 teacher aides and technical college transfer students. Ninety-nine percent (78) of these graduates acquired teaching positions in South Carolina's public schools.
- Ninety-one percent of the placed graduates are still teaching in South Carolina's public classrooms, with a range of 1 to 5 years beyond the teaching debt requirement.

**EIA History of Employment Placement
By S.C. District/County School Systems
N=78**

	No. Teachers Placed	No. Teachers W/Teaching Debt Fulfilled	No. Teachers Still Teaching in S.C.
Allendale County Schools	1	0	1
Bamberg 1	1	1	1
Bamberg 2	1	1	1
Berkeley County Schools	9	9	8
Charleston St. Paul Constituent District	1	1	0
Clarendon 1	3	2	3
Clarendon 2	5	5	5
Darlington County Schools	1	0	1
Dillon 3	1	1	1
Dorchester 2	1	1	1
Fairfield County Schools	7	4	7
Florence 1	1	1	1
Horry County Schools	1	1	1
Marion 1	3	3	2
Marion 2	6	6	5
Marion 3	1	1	1
Marion 4	3	3	3
Marlboro County Schools	2	2	2
Orangeburg 3	8	8	8
Orangeburg 4	2	0	2
Orangeburg 5	2	0	2
Palmetto Unified School District	1	1	1
Richland District 1	6	3	2
Richland 2	2	1	1
Union County Schools	1	1	1
Williamsburg County Schools	7	6	7
York 4	1	1	1
TOTAL	78	62 (79%)	71 (91%)

- This past year, 52 students— representing 13 cities, 14 school districts, and 4 technical colleges—participated in the Program:
- Eighteen (35%) SC-PRRMT program participants are majoring in state-declared subject areas of critical need: Art 1, Business Education 2, Industrial Technology Education 1, Music Education 1, and Special Education 13.
- A total of 42 courses and 47 classes were availed to program participants for FY 2002-2003.
- Forty-four (85%) of the program's 52 participants received forgivable loans this past year.
- During the past year, 37 (71%) of the 52 participants attained cumulative G.P.A.'s of 3.0 or better on a 4.0 scale – 34 forgivable loan participants and 3 non-forgivable loan program site participants. Of the 44 students receiving forgivable loans, 34 (77%) attained cumulative G.P.A.'s of 3.0 or better on a 4.0 scale.
- During the summer the Program published its *Minority Teacher Recruitment* Newsletter. Fourteen thousand and five hundred newsletters were circulated across the state. The mailing list included school superintendents, school principals, assistant principals, guidance counselors, curriculum coordinators, legislators, members of the Commission on Higher Education, members of the Education Oversight Committee, various state agencies, selected State Department of Education personnel, selected public school teachers, program graduates, program participants, and South Carolina State University Board members, faculty, and staff.
- Finally, during summer 2003, the Program implemented its first residency program. Twenty-five program participants and their families registered for the program's Student/Family Life Institute. Participants lived on campus and were enrolled in courses in Early Childhood Education, Elementary Education, and Special Education. Participants, along with their spouses, were involved in a number of workshops: academic enhancement, counseling, parenting, time management, and health issues. Children of the participants were also involved in Children's Theatre.

2002-2003 ANNUAL REPORT OF THE SOUTH CAROLINA PROGRAM FOR THE RECRUITMENT AND RETENTION OF MINORITY TEACHERS

The mission of the South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) is to increase the pool of minority teachers in the State by making education accessible to non-traditional students (teacher aides, technical college transfer students, and career path changers). In collaboration with South Carolina State University's school of Education, the Program offers courses at established off-campus Satellite Teacher Education Program sites to include both traditional and distance education classes. To ensure student success, the Program provides an academic support system to help students meet entry, retention, and exit teacher education program requirements. SC-PRRMT also administers a Forgivable Loan Program and participates in state, regional, and national teacher recruitment activities.

Objectives for the 2002-2003 academic year were as follows:

Objectives:

1. To increase the pool of teachers in the State by targeting teacher aides and technical college transfer students for careers in teaching.
2. To ensure the academic progress of students who are presently teacher aides in approved Satellite Teacher Education Program sites, career path changers, and/or technical college transfer students at SCSU.
3. To conduct research for the purpose of determining the Program's impact on participants and to determine overall program effectiveness.
4. To provide a recruitment incentive for future teachers through the administration of a forgivable loan program
5. To support statewide minority teacher recruitment efforts.

The Program’s progress on the achievement of these objectives is presented on the subsequent pages of this report. The report also provides a discussion on the program’s recruitment and retention activities, academic initiatives, the program’s EIA Forgivable Loan Component, a description of the program’s involvement in statewide and national teacher recruitment initiatives, and the program’s Evaluation Plan for 2003-2004. Finally, this annual report includes the program’s final expenditure report for 2002-2003, the General Assembly approved budget for 2003-2004, and the proposed budget for 2004-2005.

RECRUITMENT AND RETENTION

SC-PRRMT’s targeted population for recruitment into the teaching profession is non-traditional students. The Program provides opportunities for teacher assistants employed in the program’s targeted geographic locations to pursue baccalaureate degrees in varied subject areas of Teacher Education. Likewise, the Program makes teacher education curricula accessible to technical college transfer students and career path changers who wish to enroll at South Carolina State University for the purpose of pursuing a baccalaureate degree in a teacher education program. This past year, 52 students— representing 13 cities, 14 school districts, and 4 technical colleges— participated in the Program:

By City

Columbia
 Conway
 Cordova
 Florence
 Holly Hill
 Kingstree

By District

Richland 1 and 2
 Horry County Schools
 Orangeburg 4
 Florence 1
 Orangeburg 3
 Williamsburg County Schools

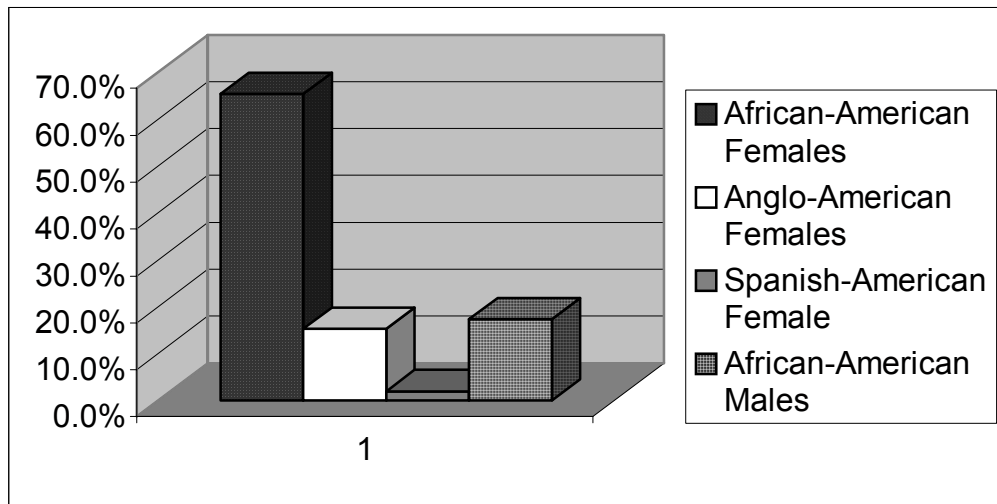
By Technical College

Midlands Tech.

 Williamsburg Tech.

Newberry	Newberry County Schools	Orangeburg Calhoun Tech.
Orangeburg	Orangeburg 5 and SCSU	
St. George	Dorchester County Schools	
Sumter	Sumter 2	
Walterboro	Colleton County Schools	Central Carolina Tech.
Wagener	Aiken County Schools, Area 4	
Winnsboro	Fairfield County Schools	

The display below shows the distribution of program participants by race and gender.



As evidenced by the graph presented, the composition of the program's recruited population for last year was 34 (65.4%) African-American females, 8 (15.3%) Anglo-American females, 1 Spanish- American female (2%), and 9 (17.3%) African-American males.

Forty-four (85%) of the program's 52 participants received forgivable loans this past year. Table 1 shows the distribution of program participants by chosen fields of study (teacher education subject areas):

TABLE 1
DISTRIBUTION OF PROGRAM PARTICIPANTS
BY CHOSEN FIELD OF STUDY
N= 52

Subject Area	Number of Students
Art Education	1
Business Education	2
Early Childhood Education	21
Elementary Education	11
Industrial Technology Education	1
Music Education	1
Physical Education	2
Special Education	13
Total	52

Eighteen (35%) SC-PRRMT program participants are majoring in state-declared subject areas of critical need:

Art Education	1
Business Education	2
Industrial Technology Education	1
Music Education	1
Special Education	<u>13</u>
	18

During the 2002-2003 academic year, the program recruiter conducted exhibits and marketing activities at the following technical colleges:

<u>Institution</u>	<u>Date</u>	<u>Number of</u> <u>Contacts</u>
Trident Technical College	February 12, 2003	11
Orangeburg-Calhoun Technical College	February 17, 2003	5
Central Carolina Technical College	February 26, 2003	5
Florence-Darlington Technical College	February 27, 2003	5
Midlands Technical College (Beltline Campus)	March 26, 2003	4
Midlands Technical College (Airport Campus)	April 8, 2003	7
Trident Technical College (Palmer Campus)	April 9, 2003	<u>13</u>
		50

The program director and recruiter also conducted recruitment meetings with teacher assistants in Orangeburg District 5, Dorchester County Schools, and Aiken, Area 4. Subsequently, one student from Dorchester County Schools was enrolled in a teacher education curriculum in the fall, and one teacher assistant from Orangeburg 5 began taking general education courses in the spring on the SCSU campus. The program also matriculated a technical college transfer student in summer school classes. For 2003-2004, the Program expects 39 students to be matriculated in classes at the Satellite Teacher Education Program sites.

ACADEMIC INITIATIVES

Program participants were matriculated in a variety of curricula leading to baccalaureate degrees in teacher education programs during this past academic year. The primary geographic locations for course offerings included Columbia, Cordova, Kingstree, Marion, Wagener, Winnsboro, and Orangeburg (South Carolina State University campus). The Schedules of Classes at the Program sites for the 2002-2003 fiscal year are listed below. A total of 42 courses and 47 classes were availed to program participants for FY 2002-2003.

TABLE 2
FALL 2002 SEMESTER SCHEDULE

COLUMBIA

H 104-40	US History from 1877 to the Present	3	Mon. 5:00 - 7:30 pm
PS 252-40	American Government	3	Mon. 5:00 - 7:30 pm
MED 300-40	Math for Elementary School Teachers	3	Tues. 5:00 - 7:30 pm
MUED 300-40	Music for the Classroom Teacher	3	Wed. 5:00 - 7:30 pm
SPED 304-40	Behavior Problem	3	Thur. 5:00 - 7:30 pm
CD 420-40	Preschool Organization and Administration	3	Fri. 5:00 - 7:30 pm
UNIV 101-40	Intro to the University Community	2	Fri. 5:00 - 6:40 pm
ED 150-40	Education Seminar	1	Fri. 6:45 - 7:35 pm

CORDOVA (EDISTO)

HED 204-45	Health for the Elem. School Child	3	Sat. 8:00 - 10:30 am
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KINGSTREE

CS 150-45	Computer Technology	3	Internet
E 151-45	English Composition & Communication	3	Thur. 5:00 - 7:30 pm

MARION

ARTS 250-45	Art Appreciation	3	Internet
CS 150-45	Computer Technology	3	Internet
E 150	English Composition & Communication	3	Internet
S 150-53	Fundamentals of Speech Communication	3	Tues. 5:00 - 7:30 pm

WAGENER

E 151-41	English Composition & Communication	3	Mon. 5:00 - 7:30 pm
PSC 150-41	Foundations of Physical Science	3	Tues. 5:00 - 7:30 pm
PSC 151-41	Physical Science Laboratory	1	Tues. 7:40 - 8:30 pm
M 155-41	Intro. to Mathematical Modeling	3	Wed. 5:00 - 7:30 pm
ED 199-41	Introduction to Education	2	Thur. 5:00 - 6:40 pm
HED 151-41	Personal & Community Health	2	Thur. 6:50 - 8:30 pm

WINNSBORO

H 104-40	US History from 1877 to the Present	3	Mon. 5:00 - 7:30 pm
GEO 305-43	Socio-economic Geography	3	Tues. 5:00 - 7:30 pm
MU 250-43	Music Appreciation	3	Wed. 5:00 - 7:30 pm
SPED 304-40	Behavior Problems	3	Thur. 5:00 - 7:30 pm
ED 150-43	Education Seminar	1	Fri. 5:00 - 5:50 pm

**TABLE 3
SPRING 2003 SEMESTER SCHEDULE**

COLUMBIA

E 405-40	Modern Grammar	3	Mon. 5:00 - 7:30 pm
SC 300-40	Science for Elem. School Teachers	3	Tues. 5:00 - 7:30 pm
M 151-40	Quantitative Reasoning-Algebra	3	Wed. 5:00 - 7:30 pm
MU 250-40	Music Appreciation	3	Wed. 5:30 - 8:00 pm
ECE 313-40	The Child and the Curriculum	3	Thur. 5:00 - 7:30 pm
ED 300-40	The Elementary School Curriculum	3	Thur. 5:00 - 7:30 pm
PE 319-40	Adapted PE	3	Thur. 5:30 - 8:00 pm

CORDOVA (EDISTO)

SST 304-45	Teaching Social Studies in the Elem. Grades	3	Internet
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KINGSTREE

CD 422-45	Child and Family Development	1	Wed. 5:00 - 5:50 pm
FCS 426-45	Internship in Family & Consumer Sc.	3	Wed. 6:00 - 8:30 pm
CD 425-45	Education for Parenthood	3	Thur. 5:00 - 7:30 pm

MARION

CD 200-45	Child Development	3	Internet
H 250-45	History of World Civilizations to 1750	3	Wed. 5:00 - 7:30 pm
HED 204-45	Health for the Elem. School Children	3	Sat. 8:00 - 10:30 am
M 151-45	Quantitative Reasoning-Algebra	3	Internet

WAGENER

SPED 216-41	Intro. to Exceptional Children	3	Mon. 5:00 - 7:30 pm
H 250-41	History of World Civilizations to 1750	3	Tues. 5:00 - 7:30 pm
PS 252-41	American Government	3	Thur. 5:00 - 7:30 pm

WINNSBORO

E 405-40	Modern Grammar	3	Mon. 5:00 - 7:30 pm
SC 300-43	Science for Elem. School Teachers	3	Tues. 5:00 - 7:30 pm
HED 151-43	Personal & Community Health	2	Wed. 5:00 - 6:40 pm
PEJ 150-43	Recreational Games/Conditioning	2	Wed. 6:50 - 8:30 pm
ED 300-40	The Elementary School Curriculum	3	Thur. 5:00 - 7:30 pm

**TABLE 4
SUMMER 2003 SCHEDULE**

June 2 - 21, 2003

Course/Instructor

ECE 310-14	Assessing & Interpreting Child Behavior	3	MTWRF 7:30 - 10:15 am
Ms. Darla Shaw			
ED 320-14	Measurement and Evaluation	3	MTWRF 7:30 - 10:15 am
Dr. Bessie Powell			
SPA 209-14	Intro to Communication Disorders	2	MTWRF 7:30 - 10:15 am
Ms. Elaine Sanders-Jackson			
CD 200-14	Child Development	3	MTWRF 11:00am - 1:45pm
Dr. Evelyn Fields			

During the past year, 37 (71%) of the 52 participants attained cumulative G.P.A.'s of 3.0 or better on a 4.0 scale – 34 forgivable loan participants and 3 non-forgivable loan program site participants. Of the 44 students receiving forgivable loans, 34 (77%) attained cumulative G.P.A.'s of 3.0 or better on a 4.0 scale. Our Honor Roll follows:



3.75 - 4.00 G.P.A.

Name

Veronica Cooper
Gail Edrington
Janet Sumter

Major

Special Education
Elementary Education
Early Childhood Educ.

Targeted Population

Teacher Assistant
Teacher Assistant
Teacher Assistant

3.50 - 3.74 G.P.A.

Name

Debra Ard
Yolanda Daniels
Elise Davis
Sherrie Dennis
Linda Hasty
Lesha Miller
Marilyn Miller
Chandra Smith
Patricia Smith
Tia Stewart
Mischa Sumter
LaQuantia Thomas
Yvette Webb
Stephanie Williams

Major

Special Education
Elementary Education
Early Childhood Educ.
Elementary Education
Business Education
Early Childhood Educ.
Special Education
Special Education
Early Childhood Educ.
Early Childhood Educ.
Early Childhood Educ.
Early Childhood Educ.
Elementary Education
Early Childhood Educ.
Early Childhood Educ.

Targeted Population

Teacher Assistant
Teacher Assistant
Teacher Assistant
Tech. Coll. Transfer
Tech. Coll. Transfer
Tech. Coll. Transfer
Teacher Assistant
Teacher Assistant
Teacher Assistant
Teacher Assistant
Teacher Assistant
Teacher Assistant
Teacher Assistant
College Transfer
Teacher Assistant

3.00 - 3.49 G.P.A.

Name

Selena Brockington
Mary L. Brown
Steven Dantzler
Blanca Diaz
Evanduel Gaters
Juanita Gidron
Faye Graddic
Georgia Graham
Doris Greene
Melissa Hamilton
Gail Hampton

Major

Music Education
Special Education
Early Childhood Educ.
Early Childhood Educ.
Industrial Tech. Educ.
Business Education
Early Childhood Educ.
Early Childhood Educ.
Early Childhood Educ.
Elementary Education
Early Childhood Educ.

Targeted Population

College Transfer
Teacher Assistant
Teacher Assistant
Teacher Assistant
Teacher Assistant
Career Path Changer
Teacher Assistant
Teacher Assistant
Teacher Assistant
Tech. Coll. Transfer
Tech. Coll. Transfer

Bonnie Jackson	Early Childhood Educ.	Teacher Assistant
Barbara Johnson	Early Childhood Educ.	Teacher Assistant
Tracy Kinard	Special Education	Teacher Assistant
Donna Taylor	Special Education	Teacher Assistant
Hattie Toomer	Early Childhood Education	Career Path Changer
Erik Whittaker	Art Education	Teacher Assistant
James Williams	Special Education	Teacher Assistant
Shirley Williams	Special Education	Teacher Assistant
James Wilson	Elementary Education	Teacher Assistant

During the 2002-2003 academic year, four program participants graduated. Table 5 presents these graduates by major and employment placement.

TABLE 5
PROGRAM GRADUATES 2002-2003
N = 4

Name	Major	Employment Placement
Fall 2002		
Sherrie Dennis	Elementary Education	Mellichamp Elem. Sch. Orangeburg District #5
Juanita Gidron	Business Education	Allendale-Fairfax High Sch. Allendale County Schools
Spring 2003		
Tia Stewart	Early Childhood Education	Rice Creek Elementary Sch. Richland District #2
Stephanie Williams	Early Childhood Education	Forest Heights Elem. Sch. Richland District #1
PERCENT		100%

In addition to curricular offerings during the 2002-2003 academic year, program participants were involved in a number of academic support activities, to include professional development and cultural enrichment. Descriptions of the activities are presented below.

Of the almost 5,000 educators convened at the 30th Annual Conference of the National Alliance of Black School Educators (NABSE); twenty-four of them represented

South Carolina State University. Twenty students (teacher assistants), two professors, and two staff members from the South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) attended the annual NABSE conference held in Atlanta, Georgia November 12-17, 2002.

Among the session presenters and topics were— Dr. Barbara Sizemore, “The New Jim Crow: School Reform and Scientific Research”; Dr. Asa G. Hilliard III, “Creating a Legacy for African-American Children”; Dr. Na’im Akbar, “An Instructional Model for the Whole Child,” and the Honorable Andrew Young, “A Way Out of No Way”. Workshop series topics included: “Keyboarding Moves to the Middle and Elementary Grades,” “Forming Effecting Multi-Ethnic Think Tanks,” “Rap, Rhythm & Rhyme: Rebuilding the Writing Foundation,” “Motivation: Closing the Gap through Mathematics,” “Science Numbers that Count: Opportunity, Achievement & Effective Instruction,” “Dreadlocks, Baggy Pants, & Do-rags: The School’s Perception of the African American Male—Barriers to Success,” “Empowering School Culture to Relate to Diverse Students, Staff, and Parent Populations,” and, “Why Johnny, LaShonda, & Carlos Can Read!”.

At the SC-PRRMT Programme and Business Meeting held at South Carolina State University in December 2002, program participants did a mock presentation of their entire NABSE experience. The meeting was attended by School of Education administrators and faculty who spoke to students about teacher education requirements and teacher certification.

Finally, during summer 2003, the Program implemented its first residency program. Twenty-five program participants and their families registered for the program’s Student/Family Life Institute. Participants lived on campus and were enrolled in courses in Early Childhood Education, Elementary Education, and Special Education. Participants, along with their spouses, were involved in the following workshops:

- “Using Creative Drama for Self Improvement,” Mr. Frank Mundy
- “Modeling Effective Parental Involvement,” Mr. Terrence Cummings
- “Family and School Fit: Strategies for Managing Dual Roles,” Dr. Christine Boone
- “Health Awareness,” Ms. Pinkey Carter, Director of the Brooks Health Center

Children of program participants were involved in workshops, as well—

- Introduction to Theatre
- Creative Drama
- Movement and Dance for the Stage
- Mask Making
- Planetarium Exploration
- A Day with the Director and Institute Coordinator

THE EIA FORGIVABLE LOAN PROGRAM
2002-2003

During the 2002-2003 academic year, 44 non-traditional students were awarded forgivable loans. Thirty-four non-traditional students were awarded forgivable loans through the EIA Program, and 10 non-traditional students were awarded loans through the African-American Teacher Loan Program. Tables 7 and 8 show the disbursement of these loans for the reporting period. Disbursements are grouped by field of study to ensure the privacy of individual recipients.

TABLE 6
EIA FORGIVABLE LOAN DISBURSEMENTS 2002-2003
N= 34

Major	Number Of Forgivable Loan Recipients	Disbursement (s)
*Business Education	1	\$ 2,000.00
Early Childhood Education	16	\$ 86,166.00
Elementary Education	8	\$ 41,444.00
*Music Education	1	\$ 3,800.00
*Special Education	8	\$ 47,380.00
TOTAL (S)	34	\$ 180,790.00

*State-declared subject areas of critical need 2002-2003 www.slc.sc.edu

TABLE 7
AFRICAN-AMERICAN TEACHER LOAN DISBURSEMENTS 2002-2003
N = 10

Major	Number Of Forgivable Loan Recipients	Disbursement (s)
*Art Education	1	\$ 990.00
*Business Education	1	\$ 4,962.00
Early Childhood Education	1	\$ 2,678.00
Elementary Education	3	\$ 15,174.00
*Industrial Technology Education	1	\$ 5,356.00
Physical Education	1	\$ 1,630.00
*Special Education	2	\$ 8,534.00
TOTAL (S)	10	\$ 39,324.00

*State-declared subject areas of critical need 2002-2003 www.slc.sc.edu

The four teacher-certified, honor graduates for the 2002-2003 academic year have all contracted employment in South Carolina's public schools: The elementary education graduate is a fourth grade teacher at Mellichamp Elementary School, Orangeburg #5. The business education graduate teaches grades 9-12 at Allendale-Fairfax High School, Allendale County Schools. One early childhood education graduate is a second grade teacher at Forest Heights Elementary School, Richland 1, and the other early childhood education graduate is a second grade teacher at Rice Creek Elementary School, Richland District 2.

Program graduates/forgivable loan recipients are currently teaching in 55 schools, 26 districts, and 17 counties:

<u>By District</u>	<u>By County</u>
Allendale County Schools	Allendale
Bamberg 1	Bamberg
Bamberg 2	
Berkeley County Schools	Berkeley
Clarendon 1	Clarendon
Clarendon 2	
Darlington County Schools	Darlington
Dillon 3	Dillon
Dorchester 2	Dorchester
Fairfield County Schools	Fairfield
Florence 1	Florence

Horry County Schools	Conway
Marion 1	Marion
Marion 2	
Marion 3	
Marion 4	
Marlboro County Schools	Marlboro
Orangeburg 3	Orangeburg
Orangeburg 4	
Orangeburg 5	
Palmetto Unified School District	Florence
Richland 1	Richland
Richland 2	
Union County Schools	Union
Williamsburg County Schools	Williamsburg
York 4	York

TABLE 8
SUMMARY OF E.I.A. FORGIVABLE LOAN PROGRAM
GRADUATES' EMPLOYMENT
N = 79

Revised July 2003

Spring 1994

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Valerie Ellis	Early Child. Ed.	6-1-98*+	St. James-Gaillard Elem. Orangeburg District #3
Maytha Green	Early Child. Ed.	6-1-98*+	Vance-Providence Primary Orangeburg District #3
Mable Mazyck	Early Child. Ed.	6-5-98*+	D.P. Cooper Elementary Williamsburg County Schools

Fall 1994

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Tammy Atkinson	Elem. Ed.	10-23-00*+	Vance-Providence Primary Orangeburg District #3
Ernestine Mickens	Elem. Ed.	10-28-99*+	Turbeville Corrections Palmetto Unified School Dist.
Albeta Rembert	Early Child. Ed.	4-1-01*+	St. Stephen Elementary Berkeley County Schools

Spring 1995

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Sarah Armstrong	Elem. Ed.	6-19-98*+	Cades Hebron Elementary Williamsburg Cty. Schools

LeAnne Bowzard	Elem. Ed.	5-29-98**+	Holly Hill Elem. School Orangeburg District #3
Carolyn Canty-Junious	Elem. Ed.	5-29-98**+	Manning Jr. High School Clarendon District #2
Shirley Dingle	Elem. Ed.	7-27-98*	Retired June 2001 Devon Forest Elementary Berkeley County Schools
Margaret Ellis	Early Child. Ed.	12-19-00**+	Elloree Elementary School Orangeburg District #3
Sylinda Spry	Early Child. Ed.	7-9-98**+	Manning Elem. School Clarendon District #2
Patricia Taste	Early Child. Ed.	7-9-98**+	St. James-Gaillard Elem. Orangeburg District #3

Fall 1995

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Margaret Bookhart	Early Child. Ed.	7-13-00**+	Holly Hill Elem. School Orangeburg District #3
Dianne Brown	Elem. Ed.	7-13-00**+	St. Stephens Middle Sch. Berkeley County Schools
Barbara Dozier	Elem. Ed.	7-13-00**+	Manning Elem. School Clarendon District #2
Joyce Dozier	Elem. Ed.	6-1-98**+	Manning Middle School Clarendon District #2
Bessie Edwards	Elem. Ed.	10-29-99**+	Palmetto Elem. School Marion District #2
Ella Ford	Elem. Ed.	10-18-99**+	Palmetto Jr. High School Marion District #2
Mae Hazel Johnson	Early Child. Ed.	8-24-99**+	Easterling Primary Marion District #1
Rosa Pendergrass	Elem. Ed.	7-20-00**+	Manning Middle School Clarendon District #2
Patricia Pugh	Elem. Ed.	10-9-98**+	Hanahan Middle School Berkeley County Schools
Anita Reaves	Elem. Ed.	In Collections	Pee Dee CAA Head Start Mullins, S.C.
Alfreda Richardson	Elem. Ed.	7-13-00**+	Scotts Branch Elem. Sch. Clarendon District #1

Janie Smalls	Elem. Ed.	7-13-00*+	Berkeley Education Center Berkeley County
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Spring 1996

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
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Donna Bellamy	Early Child. Ed.	6-9-99*	Retired June 2001 North Mullins Primary Marion District #2
Sharron Crowner	Early Child. Ed.	5-22-98*+	Marion Intermediate Sch. Marion District #1
Gidget Leonard	English Ed.	7-21-99*+	Sims Jr. High School Union County Schools
Phyllis Mitchell	Early Child. Ed.	7-21-99*	Teaching in Texas
Cathy Vaughn	Early Child. Ed.	1-14-00*+	Lakewood Elem. School Horry County Schools

Fall 1996

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
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Verdell Bowens	Elem. Ed.	6-28-98*+	Brittons Neck Elementary Marion District #4
Janetha A. Nixon	Elem. Ed.	6-5-98*+	Palmetto Jr. High School Marion District #2
Mildred Scott	Early Child. Ed.	9-21-00*+	Vance-Providence Prim. Orangeburg District #3
Marilyn Whatley	Early Child. Ed.	11-16-98*+	Berkeley Intermediate Sch Berkeley County Schools
Cynthia Wright	Elem. Ed.	7-22-99*+	Bennettsville Elem. Sch. Marlboro County Schools

Spring 1997

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
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Casey Laymon	Ind. Tech. Ed.	7-20-00*+	Fort Mill Middle School York School District #4
Vincent McClinton	Social Stud. Ed.	3-5-01*+	Eau Claire High School Richland District #1
Patricia Owens	Social Stud. Ed.	8-29-99*+	Bamberg-Ehrhardt High Bamberg District #1
Evelyn Williams-Smith	Elem. Ed.	8-24-99*+	Latta Elementary School Dillon School District #3
Dianne Goodman	Elem. Ed.	6-30-99*+	McCormick Elem. School Marion District #2
Rosa Dingle	Elem. Ed.	9-6-01*+	Scotts Branch Elem. Sch. Clarendon Sch. District #1

Allen Keels, Jr.	Social Stud. Ed.	9-1-99*+	C.E. Murray High School Williamsburg Cty Schools
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Andre Patterson	Social Stud. Ed./ French Ed.	8-29-00*	C.A. Johnson H..S. Rich . 1 Ph.D Candidate Ohio State University
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Fall 1997

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Marguerite Bryant	Elem. Ed.	11-29-00*+	Cross Elementary School Berkeley County Schools
Linda Cochran	Early Child. Ed.	9-10-99*+	Clio Elementary School Marlboro County Schools
Rita Davis	Elem. Ed.	4-20-00*+	Palmetto Jr. High School Marion District #2
Louvenia Floyd	Early Child. Ed.	10-14-99*+	North Vista Elem. School Florence District #1
Debra Fulmore	Elem. Ed.	10-28-99*+	Anderson Primary School Williamsburg Cty Schools
Gloria A. Gilliard	Elem. Ed.	3-13-01*+	Cross Elementary School Berkeley County Schools
Lavoris Hemingway	Early Child. Ed.	10-9-00*+	Brittons Neck Elem. Sch. Marion District #4
Heyward Shine	Elem. Ed.	2-8-01*+	Berkeley Alternative Sch. Berkeley County Schools
David Tisdale	Elem. Ed.	10-7-99*+	Kingstree Elem. School Williamsburg Cty Schools

Spring 1998

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Macie Davis	Early Child. Ed.	10-15-99*+	Anderson Primary School Williamsburg Cty Schools
Mary Govan	Elem. Ed.	5-31-99*+	Denmark-Olar Primary Bamberg District #2
Twanda Geiger-Mickle	Elem. Ed.	7-21-99*+	Forest Lake Elem. Sch. Richland District #2

Fall 1998

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Sheila Beaver	Elem. Ed.	□	Kelly Miller Elem. School Fairfield County Schools

Deborah D. Cooper	Elem. Ed.	6-28-00*+	Kelly Miller Elem. School Fairfield County Schools
Gloria F. Frierson	Elem. Ed.	11-7-02*+	Rains-Centenary Elem. Marion District #3
Betty R. Ginyard	Elem. Ed.	10-18-01*+	McCrorey-Liston Elem. Fairfield County Schools
Judith A. Murphy	Elem. Ed.	9-6-00*+	Geiger Elementary School Fairfield County Schools
Keasha M. Rivers	Fam. & Con. Sc. Ed.	9-6-00*+	Columbia High School Richland District #1

Spring 1999

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Ernestine Hemingway	Early Childhood Ed.	9-6-01*+	Brittons Neck Elementary Marion District #4

Fall 2000

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Catherine C. Bowman	Elementary Educ .	□	St. Paul Primary School Clarendon District #1
Roberta Faust	Family & Con. Sc. Ed.	□	Eau Claire High School Richland District #1
Hazel James	Early Childhood Educ.	□	Marion Intermediate Sch. Marion District #1
Segina Perry Canty	Early Childhood Educ.	2-19-02*+	Beech Hill Elem. School Dorchester District #2

Spring 2001

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Geraldine A. Glenn	Elementary Educ.	10-15-02*+	Fairfield Primary School Fairfield County Schools
Camice Ortiz	Early Child. Educ.	5-30-02*+	Geiger Elementary School Fairfield County Schools

Fall 2001

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Cynthia Haigler	Elementary Educ.	□	Geiger Elementary School Fairfield County Schools
Jacquelyn James	Math Education	□	Hartsville High School

Darlington Cty Schools

Bradley Steedly Elementary Educ. □ Howard Middle School
Orangeburg District #5

Spring 2002

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Rhonda Berry	Special Educ.	□	Edisto Prim./Middle Schs Orangeburg District #4
Samuel Gallishaw	Math Education	□	C.E. Murray High School Williamsburg Cty Schools
Carrie Rivers	Early Childhood Ed.	□	Edisto Primary Orangeburg District #4 Presently seeking employment. Reduction in force of 26 teachers Orangeburg # 4
Karen Walton	Biology Education	□	W.A. Perry Middle School Richland District #1

Fall 2002

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Sherri Dennis	Elementary Educ.	□	Mellichamp Elem. Sch. Orangeburg District #5
Juanita Gidron	Business Educ.	□	Allendale-Fairfax High Allendale County Schools

Spring 2003

<u>Name</u>	<u>Major</u>	<u>Loan Status</u> *□	<u>Current Employment</u>
Tia Stewart	Early Childhood Ed.	□	Rice Creek Elem. School Richland District #2
Stephanie Williams	Early Childhood Ed.	□	Forest Heights Elem. Sch Richland District #1

*Indicates date debt was cancelled.
□Indicates teacher is still fulfilling debt.
+ indicates teaching beyond cancellation of debt

THE SUPPORT OF STATEWIDE RECRUITMENT AND RETENTION EFFORTS

To promote statewide teacher recruitment and retention, SC-PRRMT was involved in a number of recruitment and retention initiatives:

- Program staff participated in the SCSU Career Development Center's Annual Educator's Day. Assistance was given to district representatives in the placement of graduates for positions in their districts. Eighty-five school districts participated in the activity. Eighty-six students graduated from teacher education programs in May 2003. Forty-eight received bachelor degrees, and thirty-eight received the Master of Arts degree in varied fields of teaching.
- During the summer, the Program published its *Minority Teacher Recruitment* Newsletter. Fourteen thousand and five hundred newsletters were circulated across the state. The mailing list included school superintendents, school principals, assistant principals, guidance counselors, curriculum coordinators, legislators, members of the Commission on Higher Education, members of the Education Oversight Committee, various state agencies, selected State Department of Education personnel, selected public school teachers, program graduates, program participants, and South Carolina State University Board members, faculty, and staff.
- Teacher recruitment presentations and follow-up visits were made at 7 technical colleges and 3 school districts this past year.
- Marketing campaigns, which targeted high school seniors, were conducted by the program recruiter. Recruitment showcase activities were held in various areas of the State, as well as at South Carolina State University.
- Teacher recruitment flyers were disseminated at Freshman Orientation at SCSU. The program recruiter conducted an exhibit booth, and the program director talked with groups of students and parents about opportunities in education and financial teacher recruitment incentives in the State.

Professional Participation in Collaborative and Partnership Activities:

The SC-PRRMT director and program recruiter also participated in the following activities for the 2002-2003 fiscal year:

- National Alliance of Black School Educators 30th Annual Conference, Atlanta, Georgia, November 2002.
- 2003 Philological Association of the Carolinas (PAC) Conference, North Myrtle Beach, South Carolina, March 2003.
- The program director, who has a Master of Teaching degree in English As A Second Language, conducted a workshop for student teachers. The workshop was entitled: “ESL and Bi-dialectalism: Addressing Language Variations in the Traditional Classroom” (Spring 2003).

EVALUATION PLAN 2003-2004

SC-PRRMT EVALUATION PLAN 2003-2004

PROGRAM 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 SC-PRRMT is to increase the pool of minority teachers in the State by making education accessible to non-traditional students (teacher aides, 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.

PROGRAM OBJECTIVES

OBJECTIVE 1:

To increase the pool of teachers in the State by targeting teacher aides and technical college transfer students for careers in teaching.

ACTIVITIES:

- 1.1 Recruit 20 additional students into the teacher education program by fall 2004, if funds permit.
- 1.2 Visit at least 10 technical colleges during the fiscal year, and make visitations and follow-up visits to the technical colleges and program sites.
- 1.3 Offer courses at off-campus sites and avail distance learning education courses to program participants.
- 1.4 Conduct follow-up study of graduates.

RESULTS: DATA TO BE REPORTED TO SHOW WHETHER OBJECTIVE MET:

- 1.1 Personal and academic data on new program recruits will be maintained in the SC-PRRMT office.
- 1.2 Baseline enrollment figures for 2002-2004 compared to Fall 2004.
- 1.3 Record of availability and use of traditional and distance learning classes by participants. Comparison of availability and use (2002-2003 to 2003-2004).
- 1.4 A report of the study will be compiled showing graduation rates, employment placement, employer satisfaction and retention rates in teaching.

OBJECTIVE 2:

To ensure the academic progress of students who are presently teacher aides in approved Satellite Teacher Education Program sites, career path changers, and/or technical college transfer students at SCSU.

ACTIVITIES:

- 2.1 Maintain and/or improve upon the Program's retention rate of 85.5%.
- 2.2 Track registration for PLATO lab and maintain files on students' progress.
- 2.3 By May 2005, the Program will increase the total number of graduates by 15.
- 2.4 Conduct a summer Student/Family Life Institute to include academic curricula and academic support activities (e.g. academic enhancement, counseling, parenting, time management, health issues).

RESULTS: DATA TO BE REPORTED TO SHOW WHETHER OBJECTIVE MET:

- 2.1 Data will be maintained on recruitment and retention.
- 2.2 Compile and analyze Praxis I and II results.
- 2.3 Data for graduation and employment will be maintained, analyzed, and reported.
- 2.4 The program of Institute activities will be maintained in the SC-PRRMT office, and evaluation results of the Institute, showing a satisfaction and success rate of at least 90% will be maintained in the SC-PRRMT and Institutional Research Office.

OBJECTIVE 3:

To conduct research for the purpose of determining the Program's impact on participants and to determine overall program effectiveness.

ACTIVITIES:

- 3.1 Collect demographic data on program participants.
- 3.2 Conduct a survey of program graduates.

RESULTS: DATA TO BE REPORTED TO SHOW WHETHER OBJECTIVE MET:

- 3.1 Demographic data on program participants will be presented in the Program's annual report.
- 3.2 Results of the survey for employment placement, employer satisfaction, advanced degrees, additional certifications, placement, and customer satisfaction will be compiled and analyzed to evaluate program effectiveness.

OBJECTIVE 4:

To provide a recruitment incentive for future teachers through the administration of a forgivable loan program activities:

- 4.1 Identify eligible forgivable loan recipients.
- 4.2 Award forgivable loans.
- 4.3 Maintain forgivable loan records.
- 4.4 Work collaboratively with the Office of Financial Aid and the Treasurer's Office to ensure fiscal accountability.

RESULTS: DATA TO BE REPORTED TO SHOW WHETHER OBJECTIVE MET:

- 4.1 Files on forgivable loan recipients will be maintained.
- 4.2 Records of award amounts, GPA's, promissory notes, and employment placement will be maintained.
- 4.3 Same as 4.1 and 4.2.
- 4.4 The Treasurer's Awards and Collections Report will be included in the director's annual report.

OBJECTIVE 5:

To support statewide minority teacher recruitment efforts.

ACTIVITIES:

- 5.1 Develop public service advertisements to promote teaching as a career choice.
- 5.2 Publish a state-circulated newsletter on education issues relevant to minorities.
- 5.3 Participate in local, state, regional, and national meetings which focus on teacher recruitment.
- 5.4 Participate in SCSU's Educator's Day, sponsored by the career Development and Placement Center.

RESULTS: DATA TO BE REPORTED TO SHOW WHETHER OBJECTIVE MET:

- 5.1 Advertisements will be aired on TV and on radio in various counties.
- 5.2 Video of advertisement is located in the SC-PRRMT Office.
- 5.3 Budget documents and travel authorizations evidence participation in all teacher recruitment efforts.
- 5.4 A copy of the Educator's Day printed program will be on file in the SC-PRRMT Office.

BUDGET

The Program's expenditure report for FY 2002-2003, General Assembly approved budget allocations for FY 2003-2004, and proposed budget/budget request for 2004-2005 are presented on the three pages that follow.

**SC-PRRMT
EIA APPROVED BUDGET
FY 2003-2004**

PERSONNEL SERVICES

1. Salaries	\$ 146,946.00
2. Fringes	35,414.00
Total Personnel	\$ 182,360.00

OTHER EXPENDITURES

Office Support	3,000.00
Postage	2,000.00
Telephone (WATS LINE)	2,000.00
Equipment & Maintenance	13,054.00
Printing Newsletter/Annual Report and other marketing materials & documents	5,500.00
Academic Intervention Component/Technology Support	10,000.00
Forgivable Loans	206,000.00
Promotional Services (TV Ad)	5,000.00
Pre-service Teacher Conferences/Workshops Summer Institute	15,000.00
Travel	10,500.00
External Evaluation	12,586.00
TOTAL Other Expenditures	\$ 284,640.00
TOTAL Project Expenditures	\$ 467,000.00
TOTAL Project Appropriations	\$ 467,000.00

**SC-PRRMT
EIA PROPOSED BUDGET
FY 2004-2005**

	2003-2004	Change	2004-2005
<u>PERSONNEL SERVICES</u>			
1. Salaries	\$ 146,946.00		
2. Fringes	35,414.00		
Total Personnel	\$ 182,360.00	\$5,471.00	\$187,831.00
<u>OTHER EXPENDITURES</u>			
Office Support	3,000.00		
Postage	2,000.00		
Telephone (WATS LINE)	2,000.00		
Equipment & Maintenance	13,054.00		
Printing Newsletter/Annual Report and other marketing materials & documents	5,500.00		
Academic Intervention Component/Technology Support	10,000.00		
Forgivable Loans	206,000.00	\$7,115.00	\$213,115.00
Promotional Services (TV Ad)	5,000.00		
Pre-service Teacher Conferences/Workshops Summer Institute	15,000.00		
Travel	10,500.00		
External Evaluation	12,586.00	(12,586.00)	0
TOTAL Other Expenditures	\$ 284,640.00	\$ (5,471.00)	\$279,169.00
TOTAL Project Expenditures	\$ 467,000.00	0	\$467,000.00
TOTAL Project Appropriations	\$ 467,000.00	0	\$467,000.00

3% cost of living increase

For additional information, write or call

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