



South Carolina Commission on Higher Education

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November 2, 2017

Memorandum

To: Chairman Tim Hofferth and Member, SC Commission on Higher Education

From: Chairman Paul Batson, III and Members, Committee on Access & Equity and Student Services

SC Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) Quarterly Report (Quarter 1)

The Committee on Access & Equity and Student Services met on August 7, 2017 to consider the FY2018-19 budget for South Carolina State University's (SCSU) SC-Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT). Several concerns were expressed by Committee members. The most critical concerns are in meeting the mandates of the proviso – Part 1B Section 1A H630 – **(Attachment D)**: 1) slow growth in the number of participants; 2) lack of expansion. The Committee approved the FY2018-19 proposed budget with four recommendations that were subsequently approved by the Commission on September 7, 2017.

1. Reallocation of \$15,000 for administrative costs appropriated to SC-PRRMT in FY2017-18. Hold the possibility of additional administrative funds for FY2018-19 pending progress this year. The amount available in collections, revenue and carried forward are to be used to meet direct student costs;
2. The program, in accordance with the proviso, shall recruit minority teachers throughout the state;
3. CHE shall retain approval for the budget and monitor the use of funds, including revenue sources (collections, carry forward and any other sources) to ensure that SC-PRRMT is meeting the outcomes in the approved Expansion Plan (2013) to increase the number of minority teachers in the state. SC-PRRMT shall provide a report to CHE each quarter on the program's progress in meeting the goals outlined in the approved Expansion Plan; and
4. SC State submit an assessment of program growth and expansion for FY2018-19.

It was recommended by the Committee that SC-PRRMT at South Carolina State University (SCSU) provide quarterly reports during FY17-18 to provide information to the Commission regarding how these issues are sufficiently addressed each quarter.

Background

The 2013 *South Carolina Program for the Recruitment and Retention of Minority Teachers Expansion Plan of Action Satellite Teacher Education Program Sites* presented by SCSU* and approved by the Commission on November 7, 2013 **outlined the number of participants and additional sites to be established on an annual basis beginning FY2013-15 through FY2017-18.

The five -year Expansion Plan presented to the Commission on November 7, 2013 included the objective to recruit 15 students beginning in FY2014-15 and 25 students during spring 2014. According to the Expansion Plan, in addition to two existing sites in FY2012-13 (SCSU and Berkley County), the number of sites would increase each year by adding three new sites in FY2013-14, (Richland County District 1, Georgetown County and Williamsburg County), three new sites in FY2014-15 (Richland County District 2, Fairfield County and Florence County), four sites in FY2015-16 (Clarendon County, Horry County, Marion County and Marlboro County), three sites in FY2016-17 (Beaufort County, Hampton County and Jasper County), and finally three sites in FY2017-18 (Allendale County, Bamberg County, and Barnwell County), thereby increasing the number of sites from two in FY2012-13 to 18 sites by FY2017-18. SC-PRRMT enrollment projections were an average of seven (7) students at each site.

Commission staff asked SCSU officials to provide the costs to administer SC-PRRMT, cost per student, number of graduates, number of students in critical subject and geographical areas served by the program, recruitment efforts throughout the state, as well as plans to expand the program.

(Attachment II) Responses are provided by SCSU in the Quarter 1 Report. **(Attachment III)**

SC-PRRMT Quarter 1 Report

Number of Participants:

Based on the information provided in the SC-PRRMT Quarter 1 Report, the number of students who are enrolled in the program has increased since the FY2012-13, from 27 participants to 68 participants in FY2017-18. However, the number of applicants and sites have not increased for FY2017-18. According to the 2013 **Expansion Plan, 120 students were projected to be enrolled in SC-PRRMT by FY2017-18.***

SCSU officials provided a possible explanation for the low number of SC-PRRMT applicants and participants. The decrease in the number of applicants may have been attributed to the SC-PRRMT eligibility requirements including the 2.75 GPA. In addition, all applicants must submit official transcripts for admission to SCSU. Transfer students who are in default of student loans may not be able to submit an official transcript for admission to SCSU. Also, according to SCSU officials, the financial challenges that confronted the institution in previous years may have had an impact on recruiting efforts. According to SCSU officials, in addition to the financial challenges in recent years, the institution's probationary status imposed by the Southern Association of Colleges and Schools may have limited enrollment in the program.

Expansion:

Through the use of distance education and on-site facilitators, some geographic areas were combined, resulting in two regional sites throughout FY2014 - FY2016: 1) Richland One, Richland Two, and Fairfield County School Districts; and 2) Florence County, Georgetown School District and County,

* http://www.che.sc.gov/CHE_Docs/commission%20calendar&materials/Nov2013MtgMaterials/Agenda_Item_703A.pdf

** http://www.che.sc.gov/CHE_Docs/commission%20calendar&materials/Nov2013MtgMaterials/Agenda_Item_703A.pdf

*** http://www.che.sc.gov/CHE_Docs/commission%20calendar&materials/November2014MtgMaterials/Agenda_Item_603A.pdf

Williamsburg School District and County and Horry County. However, nine sites have not been established as projected in the Expansion Plan. Sites in Clarendon, Marion, Marlboro Counties (to be established in FY2015-16), as well as Beaufort, Hampton, and Jasper Counties (to be established in FY2016-17) and Allendale, Bamberg and Barnwell Counties (to be established in FY2017-18) have not materialized. CHE staff expressed concerned with the progress of SC-PRRMT in moving towards a

statewide recruitment effort. SCSU officials shared with CHE staff that SC-PRRMT is trying to move forward quickly to get the sites in place and they anticipate that the number of sites will increase during the FY2017-18 fall term.

SCSU officials reported that, as interest in SCSU increases, they are aggressively recruiting potential students for SC-PRRMT. SCSU is planning recruitment visits for October – December 2017 for the following districts:

Clarendon County School District One, Two and Three
Barnwell County School Districts #19, #29 and #45
Bamberg County School Districts # 1 and #2
Orangeburg Consolidated School Districts 3, 4 and 5
Marion, Marlboro, Jasper, Allendale, Bamberg
Jasper, Marion, Marlboro County School Districts

Sites/Counties per 2013 Expansion Plan

+ Sites/Counties per 2013 Expansion Plan	Established Sites	# of Students enrolled (FY2017-18)	Status
Sites Established in FY2013-14			
South Carolina State Campus	SC State	10	Established
Berkley/Charleston/Moncks Corner	St. Stephen	15	Established as part of a combined site
Richland District 1	* Richland Districts 1 and 2/Fairfield County On line (combined sites), Winnsboro	23	Established as part of a combined site
Georgetown/Williamsburg	**Florence/Georgetown/Williamsburg and Horry Counties On line (combined sites)	20	Established as part of a combined site
Sites Established in FY2014-2015			
Fairfield	* Richland Districts 1 and 2 /Fairfield County On line (combined sites)	*	Established as part of a combined site
Richland District 2	* Richland Districts 1 and 2/Fairfield County On line (combined sites)	*	Established as part of a combined site
Florence	** Florence/Georgetown/Williamsburg and Horry Counties On line (combined sites)	**	Established as part of a combined site
***Sites to be Established FY2015-16			
Clarendon County		***	<i>In progress</i>
Horry County	**Florence/Georgetown/Williamsburg and Horry Counties On line (combined sites)	**	
Marion County		***	<i>In progress</i>
Marlboro County		***	<i>In progress</i>
***Sites to be established FY2016-17			
Beaufort County		***	<i>In progress</i>
Hampton County		***	<i>In progress</i>
Jasper County		***	<i>In progress</i>
FY2017-18 Counties			
Allendale County		***	<i>In Progress</i>
Bamberg County		***	<i>In Progress</i>
Barnwell County		***	<i>In Progress</i>

+South Carolina Program for the Recruitment and Retention of Minority Teachers Expansion Plan of Action Satellite Teacher Education Program Sites pp.9-10, September 2013

*Combined sites include Richland One, Richland Two, and Fairfield County School Districts

**Combined sites include Florence County, Georgetown School District and County, Williamsburg School District and County and Horry County

**** Clarendon, Marion, Marlboro, Beaufort, Hampton, Jasper, Allendale, Bamberg and Barnwell Counties are in progress. Sites have not been totally implemented.*

Federal, state and institutional financial aid is first awarded to SC-PRRMT participants, followed by SC-PRRMT Forgivable Teacher Loans if needed to meet the cost of attendance at SCSU. According to SCSU officials, the FY2017-18 costs for tuition and fees for SC-PRRMT participants at SCSU is \$12,409 including a book allowance (\$600) and insurance costs (\$498 for 2017 fall term and \$571 for 2018 spring term). A total of \$201,968 in Forgivable Loans were awarded FY2017 fall term to SC-PRRMT participants. The average Forgivable Teacher Loan awarded to help participants meet remaining cost of attendance is \$2,970 (**Quarter 1 Report, p. 11**).

The total funding for FY2017-18, including appropriations, collections and carried forward is \$562,042. These funds, per the proviso, are to be used for statewide recruitment programs to recruit students, especially minorities, into the teaching profession. The SC-PRRMT Quarter 1 report shows that the program has recruited minorities, especially non-traditional students, into the program. However, the number of applicants has decreased since FY2012-13. There were 70 applicants in FY2012-13 and a downward trend in the number of applicants has continued over the five-year period. Only 22 applicants applied for the FY2017 fall term and 13 students were accepted into the program. Also, the overall program pass rate of the Praxis Examination has decreased from a 40% pass rate in FY2012-13 to a 30% pass rate in FY2016-17. A total of 68 participants are currently enrolled for FY2017 fall term (23 seniors, 12 juniors, 13 sophomores 13 freshmen and 7 MAT students). Five (5) seniors will graduate at the end of the FY2017 fall term (**Quarter 1 Report, pp. 5-11**).

Although the SCSU students who participate in SC-PRRMT have successfully graduated and transitioned into SC schools, increasing capacity and producing a higher number of graduates remain a challenge for this program. The use of financial aid in the form of loan forgiveness to attract students into the teaching profession has provided the opportunity for an average of 13 graduates per year to enter the teaching profession (FY2012-13 to FY2016-17). The majority of the participants are teaching in critical need areas around the state (**Quarter 1 Report – p. 13**). Recognizing that students accepted in SC-PRRMT are retained and those who graduate from the program have successfully entered the teaching profession, the number of students around the state recruited into the program, and the average number of graduates each year remain low. Recruitment efforts to establish sites in other areas of the state may possibly increase the number of applicants. However, the first quarter of the final year of the Expansion Plan - as submitted by SCSU - indicates very limited expansion.

SC-PRRMT, according to SCSU officials, continues to carry out its mission to increase the pool of teachers -especially minority teachers - in South Carolina. SCSU officials state that they plan to build upon their efforts from FY2017-2018 to enhance their growth and expansion for FY2018-2019 by increasing enrollment and graduation rates at the established sites and new sites.

The assessment of SC-PRRMT's growth and expansion for FY2018-19 as requested by Committee on Access & Equity and Student Services on August 9, 2017, with the inclusion of budget justification that addresses the intended use of the SC-PRRMT funds per the proviso, should be provided to CHE by December 31, 2017.

Part 1B SECTION 1A - H630 - DEPARTMENT OF EDUCATION-EIA

2017-2018 Appropriation Act

SECTION 1A - H630 - DEPARTMENT OF EDUCATION-EIA

1A.6. (SDE-EIA: CHE/Teacher Recruitment) Of the funds appropriated in Part IA, Section 1, VIII.E. for the Teacher Recruitment Program, the South Carolina Commission on Higher Education shall distribute a total of ninety-two percent to the Center for Educator Recruitment, Retention, and Advancement (CERRA-South Carolina) for a state teacher recruitment program, of which at least seventy-eight percent must be used for the Teaching Fellows Program specifically to provide scholarships for future teachers, and of which twenty-two percent must be used for other aspects of the state teacher recruitment program, including the Teacher Cadet Program and \$166,302 which must be used for specific programs to recruit minority teachers: and shall distribute eight percent to South Carolina State University to be used only for the operation of a minority teacher recruitment program and therefore shall not be used for the operation of their established general education programs. Working with districts with an absolute rating of At-Risk or Below Average, CERRA will provide shared initiatives to recruit and retain teachers to schools in these districts. CERRA will report annually by October first to the Education Oversight Committee and the Department of Education on the success of the recruitment and retention efforts in these schools. The South Carolina Commission on Higher Education shall ensure that all funds are used to promote teacher recruitment on a statewide basis, shall ensure the continued coordination of efforts among the three teacher recruitment projects, shall review the use of funds and shall have prior program and budget approval. The South Carolina State University program, in consultation with the Commission on Higher Education, shall extend beyond the geographic area it currently serves. Annually, the Commission on Higher Education shall evaluate the effectiveness of each of the teacher recruitment projects and shall report its findings and its program and budget recommendations to the House and Senate Education Committees, the State Board of Education and the Education Oversight Committee by October first annually, in a format agreed upon by the Education Oversight Committee and the Department of Education.

With the funds appropriated CERRA shall also appoint and maintain the South Carolina Teacher Loan Advisory Committee. The Committee shall be composed of one member representing each of the following: (1) Commission on Higher Education; (2) State Board of Education; (3) Education Oversight Committee; (4) Center for Educator Recruitment, Retention, and Advancement; (5) South Carolina Student Loan Corporation; (6) South Carolina Association of Student Financial Aid Administrators; (7) a local school district human resources officer; (8) a public higher education institution with an approved teacher education program; and (9) a private higher education institution with an approved teacher education program. The members of the committee representing the public and private higher education institutions shall rotate among those institutions and shall serve a two-year term on the committee. The committee must be staffed by CERRA, and shall meet at least twice annually. The committee's responsibilities are limited to: (1) establishing goals for the Teacher Loan Program; (2) facilitating communication among the cooperating agencies; (3) advocating for program participants; and (4) recommending policies and procedures necessary to promote and maintain the program."

Quarter I Report

Questions from Commission Staff

- 1) Proviso and Mission Statement of SC-PRRMT
- 2) Program history of SC-PRRMT and Program Outcomes – Five-year data scan (Beginning FY2011 – FY2017):
 - a. State appropriations and carried forward funding each year Program History of SC- PRRMT and Program Outcomes – Ten Year Data Scan (FY 2011- FY2017 and State appropriations and carried forward each year
 - b. Number of geographical sites established each year (Use information provided in the approved Expansion Plan
 - c. Number of participants per site each year (include breakdown of freshmen, sophomores, juniors, seniors and MATs (do not include graduates
- 3) Participants: Student Demographics and Retention:
 - a) Number of students who applied and number of students who were eligible
 - b) Applied and Entry level profile - number of entering non-traditional (Teaching Assistants, transfer from 2-year, career changers, etc.)
 - c) Participants majoring in critical needs and critical subject areas (FY 2011 –FY2017
 - d) Retention of participants each year (freshmen to sophomore, sophomore to junior, junior to senior)
 - e) Basic skills examination during PRAXIS pass rate per (FY2011-FY2017)
- 4) Forgivable Loans Awarded to Participants Each Year:
 - a) Remaining need after federal/scholarship/gift aid is awarded to participants
 - b) Per student forgivable loan awards
 - c) Number of participants in loan repayment (amount).
- 5) Graduation Rates:
 - a) Number of graduates each year per site
 - b) Graduates place in critical needs/geographic areas

- c) Certification subject/employment in SC public schools
 - d) Placement of graduates (position – elementary, middle, high, media specialist guidance counselor, speech therapist, principal, administrator, other)
 - e) Retention rates (FY2011-FY2017)
- 6) Plans to Establish a Mentoring Program
 - 7) Partnerships with CERRA and Call Me Mister – Innovative Ways to Recruit Teachers
 - 8) Total number of students participating in SC-PRRMT Effective Fall term 2017 (seniors, juniors, sophomores, freshmen and MAT students)
 - 9) Number of applicants who applied fall term 2017 and the total number accepted for fall 2017
 - 10) Average award per student for the first quarter of FY2017-2018 (fall, 2017)
 - 11) all additional or combined sites as of the first quarter of FY2017-2018
 - 12) Number of students retained in the program:
 - a) Of the freshmen cohort who entered the program in FY2009, provide the number/percentage who graduated from that cohort four years later)
 - b) Sophomore cohort and the number/percentage of the original cohort who graduated three years later
 - c) Junior cohort and the number of the original cohort who graduated two years later
 - d) Senior cohort and the number of the original cohort who graduated one year later
 - e) MAT cohort and the number/percentage of the original cohort that graduated two e) years later



South Carolina Program for the
Recruitment & Retention of Minority Teachers

Lift a Life...Teach

SC- PRRMT Quarterly Report

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

South Carolina State University
Orangeburg, South Carolina 29117
October 5, 2017
Dr. James Clark, President

1) Proviso and Mission Statement of SC-PRRMT

PROVISO 1A.6: (SDE-EIA: CHE/Teacher Recruitment) Of the funds appropriated in Part IA, Section 1, VIII.E. for the Teacher Recruitment Program, the South Carolina Commission on Higher Education shall distribute a total of ninety-two percent to the Center for Educator Recruitment, Retention, and Advancement (CERRA-South Carolina) for a state teacher recruitment program, of which at least seventy-eight percent must be used for the Teaching Fellows Program specifically to provide scholarships for future teachers, and of which twenty-two percent must be used for other aspects of the state teacher recruitment program, including the Teacher Cadet Program and \$166,302 which must be used for specific programs to recruit minority teachers: and shall distribute eight percent to South Carolina State University to be used only for the operation of a minority teacher recruitment program and therefore shall not be used for the operation of their established general education programs. Working with districts with an absolute rating of At-Risk or Below Average, CERRA will provide shared initiatives to recruit and retain teachers to schools in these districts. CERRA will report annually by October first to the Education Oversight Committee and the Department of Education on the success of the recruitment and retention efforts in these schools. The South Carolina Commission on Higher Education shall ensure that all funds are used to promote teacher recruitment on a statewide basis, shall ensure the continued coordination of efforts among the three teacher recruitment projects, shall review the use of funds and shall have prior program and budget approval. The South Carolina State University program, in consultation with the Commission on Higher Education, shall extend beyond the geographic area it currently serves. Annually, the Commission on Higher Education shall evaluate the effectiveness of each of the teacher recruitment projects and shall report its findings and its program and budget recommendations to the House and Senate Education Committees, the State Board of Education and the Education Oversight Committee by October first annually, in a format agreed upon by the Education Oversight Committee and the Department of Education.

With the funds appropriated CERRA shall also appoint and maintain the South Carolina Teacher Loan Advisory Committee. The Committee shall be composed of one member representing each of the following: (1) Commission on Higher Education; (2) State Board of Education; (3) Education Oversight Committee; (4) Center for Educator Recruitment, Retention, and Advancement; (5) South Carolina Student Loan Corporation; (6) South Carolina Association of Student Financial Aid Administrators; (7) a local school district human resources officer; (8) a public higher education institution with an approved teacher education program; and (9) a private higher education institution with an approved teacher education program. The members of the committee representing the public and private higher education institutions shall rotate among those institutions and shall serve a two-year term on the committee. The committee must be staffed by CERRA, and shall meet at least twice annually. The committee's responsibilities are limited to: (1) establishing goals for the Teacher Loan Program; (2) facilitating communication among the cooperating agencies; (3) advocating for program participants; and (4) recommending policies and procedures necessary to promote and maintain the program.

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.

Table 1

- 2) Program history of SC-PRRMT and Program Outcomes - ten year data scan (Beginning FY 2004 to FY2014) or five year data scan (Beginning FY2012 – FY2017):
 - a. State appropriations and carried forward funding each year

**Program History of SC-PRRMT and Program Outcomes
FY2011 – FY2017
Budget for FY 2012-2013, FY 2013-2014, FY 2014-2015, FY 2015-2016 and 2016-2017**

Year	FY 2012-2013	FY 2013-2014	FY 2014-2015	FY 2015-2016	FY 2016-2017	FY 2017-2018 Fall 2017
APPROPRIATIONS REQUESTED	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
APPROPRIATIONS RECEIVED	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
Total Collections Revenue/Carried Forward	\$136,176.66	\$170,771.68	\$193,247.14	\$198,253.10	\$222,560.67	\$222,560.67
Total (Appropriations Received / Collections Revenue/Carried Forward)	\$475,658.66	\$510,253.68	\$532,729.14	\$537,735.10	\$562,042.67	\$562,042.67
Collections Revenue used if needed for additional Forgivable Loans.						

2) cont. Program history of SC-PRRMT and Program Outcomes - ten year data scan (Beginning FY 2004 to FY2014) or five year data scan (Beginning FY2012-2017):

- b. Number of geographical sites established each year since 2012-2013 (Use information provided in the approved Expansion Plan)
- c. Number of participants per site each year (include breakdown of freshmen, sophomores, juniors, seniors and MATs (do not include graduates – see Graduation Rates below)

**TABLE 2
Geographical Site and Number of Participants**

Year	FY 2012-2013	FY 2013-2014	FY 2014-2015	FY 2015-2016	FY 2016-2017	FY 2017-2018 Fall 2017
Sites	Holly Hill Moncks Corner Berkeley Lake City SC State	Moncks Corner Berkeley Richland Dist. #1 Fairfield SC State	Moncks Corner Berkeley Richland Dist. #1 Fairfield Georgetown Williamsburg/Florence Horry SC State	Moncks Corner Berkeley Richland Dist. #1 Fairfield Georgetown Williamsburg/ Florence Horry SC State	Moncks Corner Berkeley Richland Dist. #1 Richland Two Fairfield Winnsboro Georgetown Williamsburg/Florence Horry SC State	Moncks Corner/ Berkeley/Charleston Richland Dist. # 1 Richland Two Fairfield Winnsboro Georgetown Williamsburg/Florence Horry SC State
No. of Participants	27 Seniors = 6 Juniors = 3 Sophomores = 2 Freshmen = 2 MAT= =14	52 Seniors =14 Juniors = 7 Sophomores = 6 Freshmen = 8 MAT= = 17	70 Seniors =11 Juniors =18 Sophomores =16 Freshmen =12 MAT =13	66 Seniors =15 Juniors =15 Sophomores =12 Freshmen =19 MAT =5	71 Seniors =24 Juniors =12 Sophomores =13 Freshmen =13 MAT =9	68 Seniors =23 Juniors =12 Sophomores =13 Freshmen =13 MAT =7

3) Participants:

Student Demographics and Retention

- 1) Number applied/Number eligible
- 2) Applied and Entry level profile - number of entering non-traditional (Teaching Assistants, transfer from 2-year, career changers, etc.)
- 3) Participants majoring in critical needs areas. Critical Need Subject areas (2012-2017 for five year reporting)
- 4) Retention of participants each year (freshmen to sophomore, sophomore to junior, junior to senior)
- 5) Basic skills examination during PRAXIS pass rate per year

TABLE 3
Student Demographics and Retention

YEAR	FY 2012-2013	FY 2013-2014	FY 2014-2015	FY 2015-2016	FY 2016-2017	FY 2017-2018 Fall 2017
1) Number Applied Number eligible	70 Applied 43 Eligible	65 Applied 21 Eligible	48 Applied 10 Eligible	25 Applied 10 Eligible	36 Applied 10 Eligible	22 Applied 13 Eligible
2) Teacher Assistants(TA) Transfer(T) Career Changers(CC)	15(TA) 10 (TA&T) 18(CC)	7 (TA) 11(TA &T) 3 (T)	4(TA) 4(TA&T) 2(T)	8(TA) 2(T)	8 (TA) 2 (T)	15 (TA) 4 (T) 3 (CC)
3) Critical Need Subject Areas	7	16	5	10	5	10
4) Retention of Participants	27 Seniors = 6 Juniors =3 Sophomores =2 Freshmen =2 MAT= =14	52 Seniors =14 Juniors = 7 Sophomores= 6 Freshmen = 8 MAT= 17	70 Seniors =11 Juniors =18 Sophomores =16 Freshmen =12 MAT =13	66 Seniors =15 Juniors =15 Sophomores=12 Freshmen =19 MAT =5	71 Seniors =24 Juniors =12 Sophomores =13 Freshmen =13 MAT =9	68 Seniors =23 Juniors =12 Sophomores =13 Freshmen =13 MAT =7
5) Praxis Rate	40%	45%	35%	35%	30%	30%

(4) Forgivable Loans Awarded to Participants Each Year:

- 1) Remaining need after federal/scholarship/gift aid is awarded- See Table 4 (Pages 6-7)
- 2) Per student Forgivable Loan awards – See Table 5 (Pages 8– 10)
- 3) Number of participants in loan repayment (amount). – See Table 5 (Page 10)

Table 4

1) Financial Aid Disclosure Information	Financial Aid Disclosure Information (cont.)
FY 2017-2018 Fall 2017 N=68	FY 2017-2018 Fall 2017 N=68
1. \$ 5,447.00	29. -0-
2. 9,838.00	30. 3,919.00
3. 7,350.00	31. 3,919.00
4. 9,838.00	32. 3,919.00
5. 3,919.00	33. 3,919.00
6. 1,088.00	34. 3,919.00
7. 4,419.00	35. 3,919.00
8. 7,350.00	36. 3,919.00
9. 3,919.00	37. 3,919.00
10. 4,898.00	38. 1,000.00
11. 2,589.00	39. 2,529.00
12. 2,637.00	40. 3,919.00
13. 4,919.00	41. 3,588.00
14. 1,450.00	42. 1,530.00
15. 3,419.00	43. 3,919.00
16. 3,419.00	44. 3,919.00
17. 4,919.00	45. 3,919.00
18. 4,919.00	46. 3,919.00
19. 1,955.00	47. 3,919.00
20. 4,919.00	48. 3,919.00
21. 3,156.00	49. 3,919.00
22. 4,919.00	50. 2,000.00
23. 4,919.00	51. 3,919.00
24. 4,919.00	52. 3,389.00
25. 3,029.00	53. 3,019.00
26. 1,150.00	54. 3,195.00
27. 1,919.00	55. 3,000.00
28. 4,000.00	56. 2,900.00

Financial Aid Disclosure Information (cont.)

**FY
2017-2018
Fall 2017
N=68**

- 57. 2,800.00
- 58. 2,400.00
- 59. 2,400.00
- 60. 2,000.00
- 61. 2,000.00
- 62. 1,400.00
- 63. -0-
- 64. -0-
- 65. 2,000.00
- 66. 3,919.00
- 67. 1,000.00
- 68. 2,920.00

TABLE 5
Forgivable Loans Awarded to Participants Each Year

YEAR	FY 2016-2017 N= 71	FY 2017-2018 Fall 2017 N=68
2) Forgivable Loan award	1. \$5,550.00 2. 4,844.00 3. 4,000.00 4. 2,000.00 5. 5,660.00 6. 2,500.00 7. 2,500.00 8. 4,500.00 9. 5,980.00 10. 4,966.00 11. 5,228.00 12. 5,000.00 13. 3,500.00 14. 5,500.00 15. 7,532.00 16. 5,000.00 17. 7,710.00 18. 7,128.00 19. 5,000.00 20. 7,000.00 21. 7,244.00 22. 7,479.00 23. 6,700.00 24. 5,550.00 25. 5,000.00 26. 5,344.00 27. 5,000.00 28. 5,000.00 29. 5,000.00 30. 4,000.00 31. 6,344.00 32. 5,500.00 33. 6,444.00 34. 5,188.00 35. 4,500.00	1. \$ 6,391.00 2. 2,000.00 3. 4,488.00 4. 2,000.00 5. 2,000.00 6. 4,831.00 7. 1,500.00 8. 4,488.00 9. 2,000.00 10. 6,940.00 11. 3,330.00 12. 3,282.00 13. 1,000.00 14. 4,469.00 15. 2,500.00 16. 2,500.00 17. 1,000.00 18. 1,000.00 19. 3,964.00 20. 1,000.00 21. 2,763.00 22. 1,000.00 23. 1,000.00 24. 1,000.00 25. 2,890.00 26. 4,791.00 27. 4,000.00 28. 1,920.00 29. 6,395.00 30. 2,000.00 31. 2,000.00 32. 2,000.00 33. 2,000.00 34. 2,000.00 35. 2,000.00

2) Forgivable Loan Awards (cont.)	FY 2016-2017 N=71	FY 2017-2018 Fall 2017 N=68
	36. 3,000.00	36. 2,000.00
	37. 7,688.00	37. 2,000.00
	38. 4,500.00	38. 4,976.00
	39. 4,480.00	39. 3,390.00
	40. 4,500.00	40. 2,000.00
	41. 3,968.00	41. 2,331.00
	42. 2,000.00	42. 4,390.00
	43. 4,208.00	43. 2,000.00
	44. 4,344.00	44. 2,000.00
	45. 3,000.00	45. 2,000.00
	46. 2,500.00	46. 2,000.00
	47. 3,000.00	47. 2,000.00
	48. 3,000.00	48. 2,000.00
	49. 4,500.00	49. 2,000.00
	50. 3,746.00	50. 3,000.00
	51. 5,344.00	51. 2,000.00
	52. 5,344.00	52. 2,530.00
	53. 5,344.00	53. 2,900.00
	54. 4,000.00	54. 2,724.00
	55. 4,000.00	55. 2,000.00
	56. 4,881.00	56. 3,000.00
	57. 4,900.00	57. 3,100.00
	58. 4,344.00	58. 3,500.00
	59. 2,500.00	59. 3,500.00
	60. 5,000.00	60. 3,000.00
	61. 6,000.00	61. 3,902.00
	62. 5,000.00	62. 4,500.00
	63. 6,000.00	63. 7,500.00
	64. 6,500.00	64. 6,000.00
	65. 5,000.00	65. 3,500.00
	66. 5,500.00	66. 2,000.00
	67. 6,000.00	67. 5,000.00
	68. 2,500.00	68. 3,000.00
	69. 2,000.00	
	70. 2,500.00	
	71. 3,000.00	

YEAR	FY 2016-2017	FY 2017-2018
2) Forgivable Loan award	TOTAL \$339,482.00	TOTAL \$200,185.00
3) No. of participants in loan repayment	4	

Graduation Rates: **See Table 6 below**

- 1) Number of graduates each year per site
- 2) Graduates placed in critical needs/geographic areas
- 3) Certification subject/employment, SC Public Schools
- 4) Placement of graduates (position – elementary, middle, high, media specialist, guidance counselor, speech therapist, principal, administrator, other)
- 5) Retention after five years

TABLE 6
Graduation Rates

YEAR	FY 2012-2013	FY 2013-2014	FY 2014-2015	FY 2015-2016	FY 2016-2017	FY 2017=2018 Fall 2017
1) No. of Graduates	12	14	15	10	13	5 (Projected)
2) Graduates in Critical Needs Subject Area (CNSA) Geographic Areas(GA)	2=CNSA 10=GA	2=CNSA 14=GA	4=CNSA 13=GA	8=CNSA 9=GA	13=CNSA 11=GA	5=CNSA
3) Cert. Subject/Employment	100%	100%	100%	100%	100%	
4) Placement of Graduates	12	14	15	10	13	
5) Retention After 5 years	N/A	N/A	N/A	N/A	N/A	

Other:

- 1) **Plans to establish a mentoring program** – PRRMT has no plan to start a mentoring program, once the participants graduate from SC State University and become employed the School districts offer mentoring programs for their beginning teachers with the intent of ensuring teachers have every opportunity to attain success.
 - 2) **Partnership: CERRA and Call Me Mister – Innovative Ways to Recruit Teachers:** Per conversation with Dr. Woodfaulk she will initiate a meeting with CERRA (Jane Turner), Call Me Mister (Dr. Roy Jones, and PRRMT (Reinell Thomas-Myers).
- I. Please provide the following updated information regarding the total number of students participating in SC-PRRMT effective fall term 2017:
- Total number of seniors
 - Total number of juniors
 - Total number of sophomores
 - Total number of freshmen
 - Total number of MAT students

Fall 2017 N=68

Graduates as of fall 2017	5 projected
Seniors	18
Juniors	12
Sophomores	13
Freshmen	13
MAT	7

- II. Please provide the number of applicants who applied for fall 2017 and the number who were accepted.
Fall 2017— 22 - Applied/ 13 - Accepted
- III. Please provide the average award per student for the first quarter of FY2017-2018 (fall 2017).
Fall 2017
N=68
Forgivable Loan awards = \$ 201,968.00
Forgivable Loan awards average= \$ \$2,970.00

IV. Five sites were established for FY2015-2016 - Moncks Corner, Berkeley, Richland District 1, Fairfield, Georgetown, Williamsburg/Florence, and Horry. As of the first quarter of FY2017-2018 were any more sites established? See * Below Please identify any combined sites.

Sites	Fall 2017 Participants N=68
Moncks Corner/Berkeley/Charleston	15
Richland Dist. #1/Fairfield/Winnsboro	23
Georgetown/Williamsburg/Florence/Horry	20
SC State	10

* Four Recruitment fairs are scheduled for fall 2017

- 1) Allendale, Barnwell School Districts 19 and 45, Bamberg School Districts One and Two, Calhoun County, and Orangeburg School Districts 3,4 and 5
- 2) Beaufort and Jasper School Districts
- 3) Marion and Clarendon School Districts
- 4) Richland School Districts One and Two

V. The chart in the Quarterly Report (below) does not show the number of students retained in the program. Of the freshmen cohort who entered the program in FY 2012, please provide the number/% who graduated from that cohort four years later);

- provide the same for the sophomore cohort and the number/% of the original cohort who graduated three years later;
 - the junior cohort and the number/% of the original cohort who graduated two years later;
 - the senior cohort and the number/5 of the original cohort who graduated one year later;
 - the MAT cohort and the number/5 of the original cohort who graduated two years later;
- (if applicable, please use CHE methodology for reporting enrollment of part time students)

The Student Demographics and Retention Table 1A below provides the total number of students that were retained each year in the Minority Teacher Recruitment Program. Additionally, we have included the Graduation Rates Table 2A, which shows the total number of graduates each year.

The retention number is a cumulative total of all students presently enrolled in the Program. This information is an actual accounting of our retention and graduation numbers.

We are open to any suggestions for future data reporting.

TABLE 1A
Student Demographics and Retention

YEAR	FY 2012-2013	FY 2013-2014	FY 2014-2015	FY 2015-2016	FY 2016-2017	FY 2017-2018 Fall 2017
1) Number Applied Number eligible	70 Applied 43 Eligible	65 Applied 21 Eligible	48 Applied 10 Eligible	25 Applied 10 Eligible	36 Applied 10 Eligible	22 Applied 13 Eligible
2) Teacher Assistants(TA) Transfer(T) Career Changers(CC)	15(TA) 10 (TA&T) 18(CC)	7 (TA) 11(TA &T) 3 (T)	4(TA) 4(TA&T) 2(T)	8(TA) 2(T)	8 (TA) 2 (T)	10 (TA) 2 (T) 1 (CC)
3) Critical Need Subject Areas	7	16	5	10	5	10
4) Retention of Participants	27 Seniors = 6 Juniors =3 Sophomores =2 Freshmen =2 MAT= =14	52 Seniors =14 Juniors = 7 Sophomores= 6 Freshmen = 8 MAT= 17	70 Seniors =11 Juniors =18 Sophomores =16 Freshmen =12 MAT =13	66 Seniors =15 Juniors =15 Sophomores=12 Freshmen =19 MAT =5	71 Seniors =24 Juniors =12 Sophomores =13 Freshmen =13 MAT =9	68 Seniors =23 Juniors =12 Sophomores =13 Freshmen =13 MAT =7
5) Praxis Rate	40%	45%	35%	35%	30%	30%

TABLE 2A
Graduation Rates

YEAR	FY 2012-2013	FY 2013-2014	FY 2014-2015	FY 2015-2016	FY 2016-2017	FY 2017=2018 Fall 2017
1) No. of Graduates	12	14	15	10	13	5 (Projected)
2) Graduates in Critical Needs Subject Area (CNSA) Geographic Areas(GA)	2=CNSA 10=GA	2=CNSA 14=GA	4=CNSA 13=GA	8=CNSA 9=GA	13=CNSA 11=GA	5=CNSA
3) Cert. Subject/Employment	100%	100%	100%	100%	100%	
4) Placement of Graduates	12	14	15	10	13	
5) Retention After 5 years	N/A	N/A	N/A	N/A	N/A	