



South Carolina Commission on Higher Education

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September 7, 2017

MEMORANDUM

TO: Chairman Tim M. Hofferth and Members, SC Commission on Higher Education

FROM: Chair Paul O. Batson, III and Members, Committee on Access & Equity and Student Services

FY2016-17 Annual Report and Consideration of the FY2018-19 EIA Appropriations Request for the SC Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) at SC State University

Background and Commission Approval of the SC-PRRMT Expansion Plan of Action

During the 1986 legislative session, the General Assembly authorized the SC Commission on Higher Education (CHE) to award grants to the public and/or independent colleges and universities to improve the recruitment of teacher education candidates, allocating \$236,000 in Education Improvement Act (EIA) funds for this purpose. A consortium made up of a majority of teacher training institutions in the State submitted one combined proposal to establish the SC Teacher Recruitment Center. The proposed Center was approved by CHE and has been funded annually since FY1986-87. In FY1986-87, a separate appropriation to South Carolina State University (SCSU) was made by the General Assembly to improve the recruitment of minority teacher candidates. Since FY1986-87, continuing appropriations to SCSU have been made both through EIA and the General Fund. Beginning in FY1990-1991, appropriations for the SC Teacher Recruitment Center (now the Center for Educator Recruitment, Retention and Advancement [CERRA] located at Winthrop University) and the South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) at SC State University have been provided solely through EIA funds.

Beginning in FY1988-89, CHE was required by a proviso included in the Appropriations Act to monitor the use of these funds and to report on the "effectiveness of the programs" to the Senate and House Committee and to the Education Oversight Committee (EOC). The FY1990-91 Appropriations Act included a more comprehensive proviso which instructed CHE to "ensure that all funds are used to promote teacher recruitment on a statewide basis...ensure the continued coordination of efforts among the... teacher recruitment projects... review the use of funds, and... have prior program and budget approval." The proviso directing allocations and providing direction for CHE authority has continued each year. CHE is directed by the proviso to review the effectiveness of the programs annually and report findings and budget recommendations

annually to Senate and House Education Committees, the State Department of Education (SDE) and EOC.

In FY2017-18, the proviso for the teacher recruitment programs - 1A.6. (SDE-EIA: CHE/Teacher Recruitment) Part IA, Section 1, VIII.E* states:

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.

In August, 2013 the Committee Chair and CHE staff met with SCSU officials to the address the responsibilities outlined in the proviso specific to SC-PRRMT including concerns raised by the Committee on Access & Equity and Student Services regarding costs to administer the SC-PRRMT, per student costs based on the overall budget, and the program's recruitment efforts throughout the state. SCSU officials agreed to review the budget for possible ways to increase the number of students and sites. At its meeting on August 27, 2013, the Committee on Access & Equity and Student Services outlined the issues raised with SCSU regarding SC-PRRMT's cost per student, the limited geographical areas served by the program, and the low percentage of graduates. A revised FY2014-15 budget and an Expansion Plan of Action was submitted to the Committee by SCSU. The SC-PRRMT budget and Expansion Plan was approved by the Commission on November 7, 2013. ** In addition, the Commission approved the Committee on Access & Equity and Student Services' recommendation to place SC-PRRMT on conditional status.

SCSU submitted a revised FY2015-16 budget proposal for SC-PRRMT on October 15, 2014, which directed all funding to forgivable student loans only. No funds were to be used for administrative oversight of the program. At its meeting on November 6, 2014*** the Commission reviewed alternatives in consideration of the SC-PRRMT FY2015-16 revised proposed budget and approved the FY2015-16 budget in the amount of \$339,482 for a minority teacher recruitment program provided that the following conditions were met:

*http://www.scstatehouse.gov/query.php?search=DOC&searchtext=Teacher%20Recruitment&category=BUDGET&year=2017&version_id=7&return_page=&version_title=Appropriation

** 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

- a. All funds appropriated to SC-PRRMT in FY2015-16 are to be used to meet direct student costs. No funds shall be used for administrative oversight of the program;
- b. The program, in accordance with the proviso, shall recruit minority teachers throughout the state; and
- c. CHE shall retain approval for the budget and monitor the use of funds to ensure that all funds are used to meet direct student costs to promote minority teacher recruitment on a statewide basis.

Table I. EIA Budget for FY2013-14, FY2014-2015, FY2015-2016, FY2016-2017, (Actuals) FY2017-18 (Budget Estimate) and Appropriations Request for FY2018-19

Table I. reflects the budget (actuals) from FY2013-14 through FY2016-17. The SC-PRRMT budget for FY2015-16, FY2016-17, and FY2017-18 submitted by SCSU and approved by the Committee and Commission, directed all funding to forgivable student loans. SCSU, per the approved Expansion Plan, was responsible for all administration costs for SC-PRRMT to include the establishment of additional sites throughout the state. The budget for FY17-18 was approved by the Committee on Access & Equity and Student Services on September 1, 2016, and subsequently by CHE on October 24, 2016 in the amount of \$339,482 towards forgivable teacher loan awards to new and current participants. The FY2018-19 budget includes a request to revise the FY2017-18 budget, previously approved by Committee on Access & Equity and Student Services and CHE to allow \$15,000 of the appropriation to be used towards personnel costs.

For FY2017-18, \$232,560.67 in collections, revenue and carried forward (estimates) will be used to augment yearly appropriations in SC-PRRMT's forgivable loan program. As reflected in the budget line item, the amount available for forgivable loans, including collections, revenue and carried forward is \$572,042 (estimate as of July 31,2017).

Table I. EIA Budget for FY2013-14, FY2014-2015, FY2015-2016, FY2016-2017, FY2017-2018 (Estimate) and FY2018-19 (Proposed)

	FY 2013-2014 Actual	FY 2014-2015 Actual	FY 2015-2016 Actual*	FY 2016-17 Actual*	FY 2017-2018 Estimated**	FY 2018-19 Proposed**
EIA	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00	\$399,482.00
+Personnel Services						
1. Salaries	146,388.57	119,053.04	-0-	-0-	\$15,000	\$15,000
2. Fringes	31,344.71	25,289.00	-0-	-0-	-0-	-0-
OTHER EXPENDITURES						
Office Support						
	1150.72	2,598.55	-0-	-0-	-0-	-0-
Postage	400.00	239.00	-0-	-0-	-0-	-0-
Equipment & Maintenance						
	750.00	261.50	-0-	-0-	-0-	-0-
Telephone (WATS LINE)	400.00	200.08	-0-	-0-	-0-	-0-
Printing <i>Newsletter/Annual Reports and other documents</i>	440.00	-0-	-0-	-0-	-0-	-0-
Forgivable Loans	155,063.00	182,826.00	-0-	-0-	324,482.00	324,482.00
Promotional Service <i>TV Ad, Website, Promotional/ Recruitment Materials</i>	-0-	402.49	-0-	-0-	-0-	-0-
Intervention/Workshops for Pre-Service Teachers	-0-	-0-	-0-	-0-	-0-	-0-
Travel <i>Regional meetings, Education Conferences, Partnership, CHE and EOC Meetings, and Recruitment Visitations and Exhibitions</i>	3,545.00	8,612.34	-0-	-0-	-0-	-0-
TOTAL OTHER EXPENDITURES	\$161,748.72	\$195,139.79	-0-	-0-	-0-	
TOTAL PROJECT EXPENDITURES	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00	
COLLECTIONS/REVENUE/ CARRIED FORWARD	\$170,771.68	\$193,247.14	\$193,247.14	\$222,560.67	\$232,560.67	
Total Appropriations /Collections/Revenue /Carried Forward	\$510,253.68	\$532,729.14	\$532,729.14	\$562,042.67	\$572,042.67	
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	
+Personnel Services	Program Manager (1) Program Recruiter (1) Secretary (1) Adjunct Instructors (8)	Program Manager (1) Program Recruiter (1) Adjunct Instructors (8)	Program Manager (1) Adjunct Instructors (9)	Program Manager (1) Adjunct Instructors (15)	Program Manager (1) Adjunct Instructors (12)	Program Manager (1) Adjunct Instructors (12)

*FY2015-16, FY2016-17 and FY2017-18 approved budget directed all funding to student costs only. No funds were used for administrative oversight of the program.

**FY2017-18 and FY2018-19 include requests for \$15,000 for Personnel Services (salaries).

Forgivable Teacher Loans Awarded to Eligible SC-PRRMT Participants

To be eligible for a forgivable teacher loan, SC-PRRMT participants must be residents of South Carolina and possess a high school diploma or high school equivalent. In addition, eligible participants must be employed as academic or support staff in South Carolina’s public school system and have a cumulative grade point average of 2.75 or above on a 4.0 scale in an Associate of Arts or Associate of Science degree at one of South Carolina’s technical colleges or in general education

courses. Students must be admitted to SCSU, enrolled in the teacher education program of study full-time (12+ credit hours) or part-time (6+ credit hours) and agree to teach in South Carolina. Graduate students must be fully admitted and enrolled in the Master of Arts in Teaching (MAT) degree program at SCSU and have a cumulative grade point average of 3.00 or above.

FY2013-14

Fifty-two students participated in SC-PRRMT during FY2013-14. Six (6) freshmen, 3 sophomores, 5 juniors, 29 seniors and 9 MAT students were in the program. Fourteen (14) students graduated from the program during FY2013-14. All of 14 graduates majored in critical need subject areas and 12 of the 14 graduates were placed in critical geographic area schools. For FY2013-14, the average cumulative cost per graduate was \$10,068.78.

FY2014-15

Seventy students participated in SC-PRRMT during FY2014-15. Fourteen (14) freshmen, 10 sophomores, 10 juniors, 8 seniors and 13 MAT students were in the program. In addition, 15 students graduated from the program during FY2014-15. Of the 15 FY2014-15 graduates, four graduates majored in a critical need subject areas and 13 of the 15 graduates were placed in critical geographic area schools (87%). Some graduates majored in critical need subject areas and accept teaching positions in critical geographic schools. For FY2014-2015, the average cumulative cost per graduate was \$11,065 (increase of 9.9% from FY2013-14). The average forgivable loan award per SC-PRRMT participant was \$3,472.30 in the fall term and \$3,472.30 during the spring term.

FY2015-16

Sixty-six students participated in SC-PRRMT during FY2015-16. Twelve freshmen (12), 12 sophomores, 12 juniors, 22 seniors and 8 MAT students. Ten students graduated from the program and 8 were teaching in SC schools during FY2015-16 (again, some graduates majored in critical need subject areas and accepted teaching positions in critical geographic schools). For FY2015-2016, the average cumulative cost per graduate was \$13,962.40 (increase of 26.2% from FY2014-15). The average forgivable loan award in FY2015-16 per SC-PRRMT participant was \$5,143 in the fall term and \$5,143 during the spring term.

FY2016-17

Seventy-one students participated in SC-PRRMT during FY2016-17. Thirteen (13) freshmen, 13 sophomores, 12 juniors, 23 seniors and 9 MAT students. Thirteen (13) participants graduated from the program in FY2016-17 and 11 of the graduates were teaching in SC schools. Eight of the graduating participants majored in critical need subject areas and 13 (100%) were placed in geographic schools in SC. For FY2016-2017, the average cumulative cost per graduate was \$12,884 (7.72% decrease from FY2015-16). The average forgivable loan award was \$4,781 in the fall term and \$4,781 in the spring.

Expansion Plan (2013) Approved by the Commission on Higher Education

SC-PRRMT's Expansion Plan (2013) included the objective to recruit 15 students beginning in FY2013 and 25 students during spring 2014. According to the Expansion Plan, in addition to two 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. The projected number of students enrolled at each site was seven (average N=7) and classes were to be held at program sites in designated public schools.

+ Sites Counties per 2013 Expansion Plan	Established Sites	# of Students enrolled from County (FY2017-18)	Updates
Sites to be Established in FY2013-14			
South Carolina State Campus	SC State	20	
Berkley/Charleston	St. Stephen	20	
Richland District 1	* Richland Districts 1 and 2/Fairfield County On line (combined sites)	25	
Georgetown/Williamsburg	**Florence/Georgetown/Williamsburg and Horry Counties On line (combined sites)	20	
Sites Established in FY2014-2015			
Fairfield	* Richland Districts 1 and 2 /Fairfield County On line (combined sites)	*	
Richland District 2	* Richland Districts 1 and 2/Fairfield County On line (combined sites)	*	
Florence	** Florence/Georgetown/Williamsburg and Horry Counties On line (combined sites)	**	
***Sites to be Established Beginning FY2015-16			
Clarendon County			In progress
Horry County	**Florence/Georgetown/Williamsburg and Horry Counties On line (combined sites)	**	
Marion County			In progress
Marlboro County			In progress
FY2016-17 Counties			
Beaufort County			In progress
Hampton County			In progress
Jasper County			In progress
FY2017-18 Counties			
Allendale County			
Bamberg County			
Barnwell County			

+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 and Jasper Counties are in progress. Sites have not been totally implemented.

According to SCSU officials, SC-PRRMT combined sites with students from various areas in South Carolina. On-line classes were started as an innovative method to help reduce administrative cost and to assist with statewide recruiting efforts. Some of the combined sites in the various areas also have face-to-face classes in central locations. The combined sites, according to SCSU, are Richland 1, Richland 2, and Fairfield County School Districts, and Florence County, Georgetown School District and County, Williamsburg School District and County and Horry County.

According the CHE approved Expansion Plan (2013), the Clarendon, Marion, Marlboro sites were to be established in FY2015-16, and Beaufort, Hampton Jasper County sites were to be established in FY2016-17. These sites have not been established according to the schedule in the Expansion Plan. According to SCSU, the establishment of Clarendon, Marion, Marlboro, Beaufort, Hampton and Jasper sites are in progress. Eight (8) students from Marion, Marlboro, Beaufort and Jasper Counties are presently taking on-line classes with the established sites. Due to the increase in administrative responsibilities in implementing new SC-PRRMT sites, **SCSU is requesting a revision of the**

FY2017-18 and the proposed FY2018-19 budget to reallocate \$15,000 of towards administrative costs. The University will continue to fund travel, maintenance of program loans, student tracking, collections, and all other costs necessary to establish the sites that have yet to be established according to the Expansion Plan.

The FY2015-16 and FY2016-17, and FY2017-18 budgets for SC-PRRMT directed all funding towards forgivable teacher loans. Concerns remain regarding the program's purpose according to the proviso. According to the Expansion Plan, there were twelve graduates in FY2012-13 and 14 graduates in FY2013-14. The number of graduates has not significantly increased since 2013. SC-PRRMT has increased the number of sites from two counties in 2013 to nine counties in FY2016-17 by using on-line teaching and other innovative methods of instruction. SC-PRRMT's limited number of sites for the delivery of coursework to non-traditional students, especially in rural areas, continues to be a challenge. Although the Expansion Plan approved by CHE called for the creation of additional sites, the program continues to make slow progress establishing sites around the state.

Given the constraints and challenges in attracting traditional and non-traditional students to the teaching profession, especially in the rural areas of the state, SC-PRRMT should make every effort to expand to Clarendon, Marion and Marlboro counties. Also, during the upcoming year, SC-PRRMT should develop sites in Beaufort, Hampton and Jasper counties. Partnerships with existing teacher recruitment programs throughout the state during FY2017-18 should continue in this statewide effort. Reallocation of funding for \$15,000 to address administrative costs will, according to SCSU, help in this effort. It should be emphasized that SC-PRRMT's important goal is to recruit and serve as many eligible student-teachers as financially possible and increase the number of teachers, including minority teachers throughout the state. SC-PRRMT plans to increase the number of participants in the program to 120 during FY2017-18.

Review of forgivable teacher loan disbursements, loan repayments and debt collections should be continued throughout FY2016-17 and FY2017-18 to determine if funds are used efficiently and effectively to increase the number of minority teachers in the state per the proviso. Monitoring the effectiveness of this program throughout the current year and during FY2018-19 should include program reports that provide information about: 1) average cost per participant; 2) number of critical sites established throughout the state; 3) forgivable teacher loans amounts awarded to each participant; 4) annual revenue sources (debt collections, carry forward and any other sources); 5) number of graduates; and 6) number of graduates who entered the teaching profession in South Carolina (critical geographic/subject areas).

Recommendation:

The Committee on Access & Equity and Student Services commends favorably to the Commission approval of the FY2018-19 SC-PRRMT budget in the amount of \$339,482 for minority teacher recruitment at SCSU provided that the following conditions are required:

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 during FY2017-18. 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. SCPRRMT 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. SCSU shall submit an assessment of program growth and expansion for FY18-19.



South Carolina Program for the
Recruitment & Retention of Minority Teachers

Lift a Life...Teach

**2016-2017
ANNUAL REPORT**

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

**South Carolina State University
Orangeburg, South Carolina
July 2017**

Dr. James E. Clark, President

***ANNUAL REPORT OF THE SOUTH CAROLINA PROGRAM FOR THE
RECRUITMENT AND RETENTION OF MINORITY TEACHERS***

2016-2017

***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 2016-2017



Objective 1

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

OUTCOME:

**TABLE 1
ENROLLMENT FIGURES FALL 2013 - SPRING 2017**

Year	Number
Enrollment 2013-2014	52
Enrollment 2014-2015	70
Enrollment 2015-2016	66
Enrollment 2016-2017	71
Mean	65

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 65 for fall 2013-spring 2017.

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
2013-2014	14	2 (14%)	14 (100%)	100%
2014-2015	15	4 (27%)	15 (100%)	100%
2015-2016	10	6(60%)	8(80%)	100%
2016-2017	13	8(62%)	*11(85%)	100%

*Two (2) 2016-2017 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 2017	220 (87%)
Number of Graduates in State-Declared Critical Need Subject Areas	81 (37%)
No. of Graduates Placed in Critical Geographic Schools	192 (81%)

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 offer teacher education curricula and administer a Forgivable Loan Program. This past academic year 66 students participated in the program.
- ◆ Sixty (85%) undergraduate Program participants maintained their eligibility during the 2016-2017 Academic Year. Fifty-five (77%) achieved Dean's List status, earning cumulative grade point averages of 3.00 or above. One hundred percent of the Program's M.A.T. participants (6) maintained their eligibility.
- ◆ For academic year 2016-2017, Eighty-eight percent of program participants achieved a cumulative grade point average of 3.00 or above. The distribution was as follows:

3.75 – 4.00	(16)
3.50 – 3.74	(20)
3.00 – 3.49	(24)

- ◆ For the 2016-2017 Academic Year, 13 students graduated; all 13 (100%) met certification requirements.
- ◆ Of the Program's ten 2016-2017 graduates, to date, 13 (100%) have gained employment in a South Carolina Public school. All are teaching in a critical geographic school and/or 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 23 years.
- ◆ One hundred and Fifty-three (74%) of the Program's placed graduates have gained 5 to 23 years teaching experience, and the mean years of teaching for all graduates is 19.5 years.

***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 2015-1016.
- ◆ 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 2016-2018.
- ◆ Program recruitment activities for AY 2016-2017 also included: recruitment exhibitions and participation in fall open house, Youth Day, and spring open house 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:

Berkeley County Schools
Freshman University Fair (SC State)
Georgetown County Schools
Marlboro County Schools
SCSU Open House (spring and fall)
Piedmont Technical College
Richland County School District One
Technical College of the Low Country

*EIA BUDGET
PROPOSED BUDGET
FY 2018-2019*

BUDGET REQUEST \$339,482.00

Personnel Services	\$ 15,000.00
Forgivable Loans	\$324,482.00
TOTAL PROJECT APPROPRIATIONS	\$339,482.00

**Justification for Re-Allocation of \$15,000.00 Administrative Cost
AY 2018-2019**

The SC-PRRMT is funded through SC Commission on Higher Education. Originally four (4) individuals were employed with the SC-PRRMT Program with specific duties, which were as follows: Director, Recruiter, Accountant and Administrative Assistant. All of the positions are now phased out, except for the establishment of the Program Managers position. SC-PRRMT enrollment of students and sites have increased over the past few years. In order for SC-PRRMT to continue the charge given by SC Commission on Higher Education, we're requesting re-allocations of funds for SC-PRRMT \$15,000.00 Administrative cost, thus increasing sites and to assist with the teacher shortage in South Carolina

The Program Manager duties and responsibilities have increased tremendously. The Program Manager performs all aforementioned duties and responsibilities which are essential positions in the SC-PRRMT Program. The Program Manager executes the day-to-day operations of the SC-PRRMT provides leadership in implementing program initiatives and expansion, promotes collaborative efforts with a wide variety of constituencies as related to teacher recruitment and retention issues. The Program Manager also administers EIA Forgivable Loan Program, African American Teacher Loan Program, collects, analyzes, and builds the program's data base. Provides fiscal management and monitoring of Program's budget. Monitors the recruitment and retention initiatives of the Program and works collaboratively with other state recruitment agencies.

SC-PRRMT continues to carry out the mission to increase the pool of teachers in South Carolina through the Minority Teacher Recruitment Program.

Budget for FY 2014-2015, FY 2015-2016, 2016-2017 and Current FY 2017-2018.

Funding Source	FY 2014-2015 Actual	FY 2015-2016 Actual	FY 2016-2017 Actual	Current 2017-2018 Estimated
EIA	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
General Fund	-0-	-0-	-0-	-0-
Lottery	-0-	-0-	-0-	-0-
Fees	-0-	-0-	-0-	-0-
Other Sources	-0-	-0-	-0-	-0-
Grant	-0-	-0-	-0-	-0-
Contributions, Foundation	-0-	-0-	-0-	-0-
Other (Specify)	-0-	-0-	-0-	-0-
Carry Forward from Prior Yr.	-0-	-0-	-0-	-0-
TOTAL	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
Expenditures	FY 2014-2015 Actual	FY 2015-2016 Actual	FY 2016-2017 Actual	Current 2017-2018 Estimated
Personnel Service	119,053.04	-0-	-0-	\$15,000.00
Contractual Services	402.49	-0-	-0-	-0-
Supplies and Materials	3,037.63	-0-	-0-	-0-
Fixed Charges	261.50	-0-	-0-	-0-
Travel	8,612.34	-0-	-0-	-0-
Equipment	-0-	-0-	-0-	-0-
Employer Contributions	25,289.00	-0-	-0-	-0-
Allocations to Districts/Schools/ Agencies/Entities	-0-	-0-	-0-	-0-
Other: Forgivable Loans	182,826.00	-0-	-0-	324,428.00
Balance Remaining	-0-	-0-	-0-	-0-
TOTAL	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
TOTAL Collections/Revenue Carried Forward	\$193,247.14	\$193,247.14	\$222,560.67	\$232,560.67
TOTAL (Appropriations Received/Collections Revenue/Carried Forward)	\$532,729.14	\$532,729.14	\$562,042.67	\$572,042.67
Expenditures	FY 2014-2015 Actual	FY 2015-2016 Actual	FY 2016-2017 Actual	Current 2017-2018 Estimated
Personnel Service	Program Manager (1)	Program Manager(1)	Program Manager(1)	Program Manager(1)
	Program Recruiter (1)	Program Recruiter Position deleted by SC State Administration	Program Recruiter Position deleted by SC State Administration	Program Recruiter Position deleted by SC State Administration
	Secretary(-0-)	Secretary(-0-)	Secretary(-0-)	Secretary(-0-)
	Adjunct Instructors(9)	Adjunct Instructors (8)	Adjunct Instructors (6)	Adjunct Instructors (6)

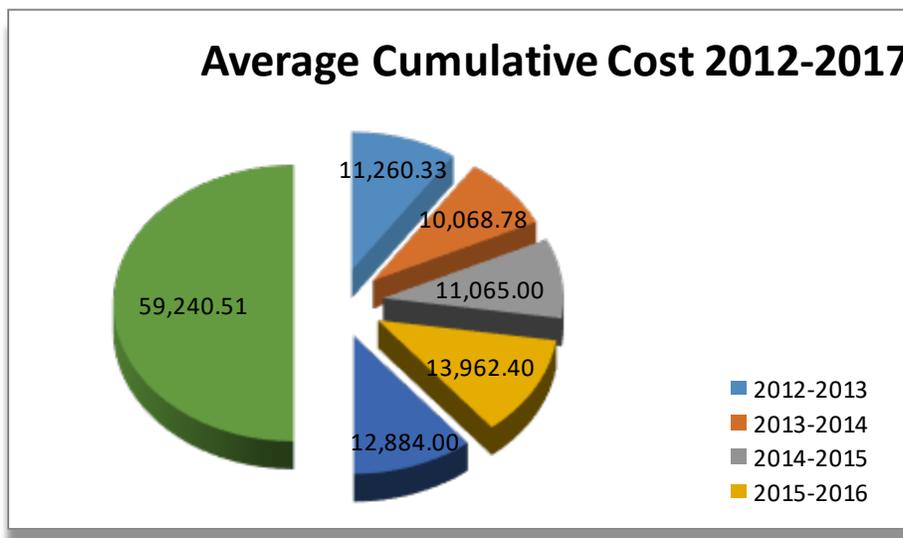
Collections Revenue used if needed for additional Forgivable Loans.

EIA Forgivable Loan Program

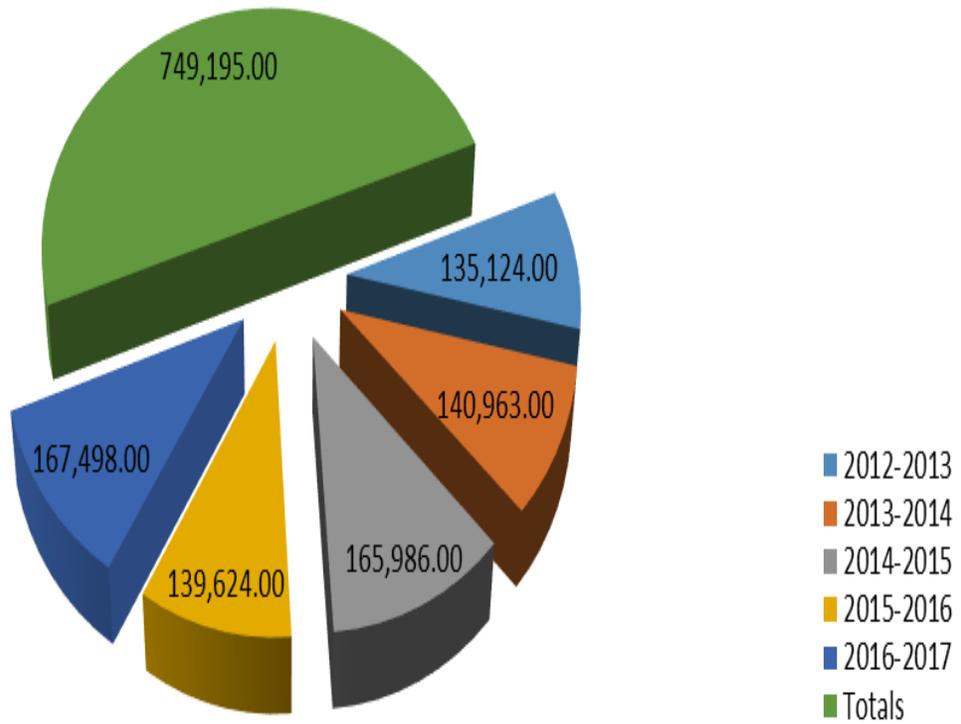
Annual program costs for the SC-PRRMT program – total amount of funds expended on the program, including all aid and administrative costs, to graduate and place each student in FY 2012-2013, FY 2013-2014, FY 2014-2015, 2015-2016 and FY 2016-2017

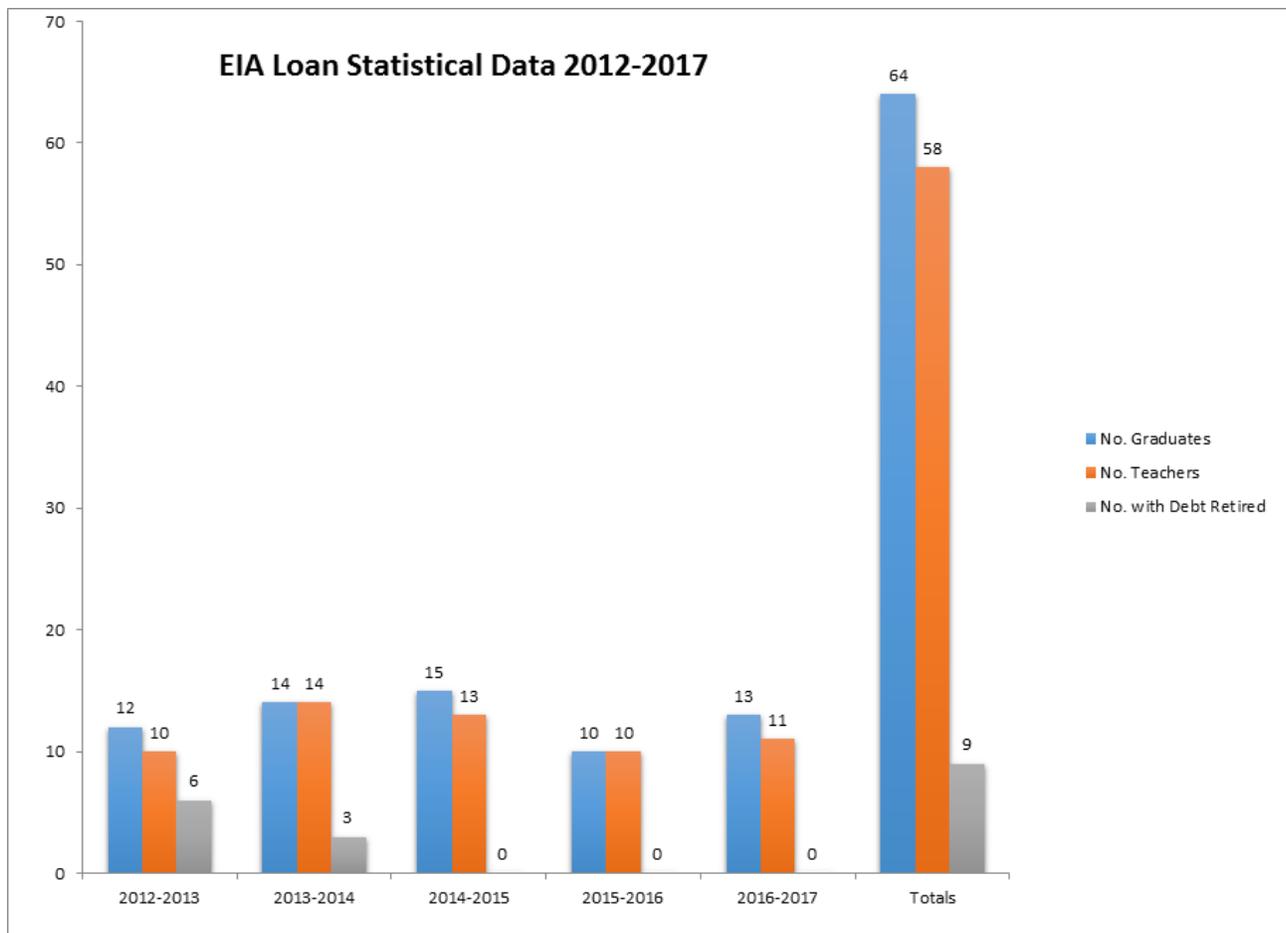
	No. Graduates	No. Teachers SC	Total Amount Disbursed	No. With Debt Retired	Average Cumulative Cost Per Graduate for the Specified Years
2012-2013	12	10	135,124.00	6	11,260.33
2013-2014	14	14	140,963.00	3	10,068.78
2014-2015	15	13	165,986.00	0	11,065.00
2015-2016	10	10	139,624.00	0	13,962.40
2016-2017	13	*11	167,498.00	0	12,884.00
Total	64	58	\$ 749,195.00	9	\$59,240.51

*Two (2) 2016-2017 graduates are not placed at the time of this report. However, we do anticipate placement by the beginning of the upcoming school year.



EIA Forgivable Loan Total Amounts Disbursed 2012-2017





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

Distribution of Participants

Years	BF	WF	Asian/		Asian/		Number of Participants
			His. F	BM	His. M.	WM	
2012-2013	20	3	1	2	1	0	27
2013-2014	40	1	1	9	1	0	52
2014-2015	52	3	1	14	0	0	70
2015-2016	43	6	1	16	0	0	66
2016-2017	47	8	3	13	0	0	71

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 Core 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 2015-2016, 2016-2017, 2017-2018 and Proposed FY 2018-2019

	FY 2015-2016 Actual	FY 2016-2017 Actual	FY 2017-2018 Actual	FY 2018-2019 Proposed Budget
Revenue				
Amount in Collections	\$193,247.14	\$222,560.67	\$232,560.67	\$232,560.67
Carried Forward Funds	-0-	-0-	-0-	-0-
Total Collections/Carried Forward	\$193,247.14	\$222,560.67	*\$232,560.67	\$232,560.67
Expenditures				
+Personnel Services				
1. Salaries	-0-	-0-	\$15,000.00	\$15,000.00
2. Fringes	-0-	-0-	-0-	-0-
OTHER EXPENDITURES				
Telephone (WATS LINE)	-0-	-0-	-0-	-0-
Forgivable Loans	\$339,482.00	\$339,482.00	\$324,482.00	\$324,482.00
TOTAL OTHER EXPENDITURES	\$339,482.00	\$339,482.00	\$339,482.00	\$15,000.00
TOTAL PROJECT EXPENDITURES	-0-	-0-	-0-	-0-
TOTAL PROJECT APPROPRIATIONS	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
APPROPRIATIONS REQUESTED	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
APPROPRIATIONS CUTS	-0-			
APPROPRIATIONS RECEIVED	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
Total Collections Revenue/Carried Forward Collections Revenue used if needed for additional Forgivable Loans.	\$193,247.14	\$222,560.67	*\$232,560.67	-0-
Total (Appropriations Received / Collections Revenue/Carried Forward)	\$532,729.14	\$562,042.67	\$572,042.67	
+Personnel Services	Program Manager (1) Program Recruiter (-0-) Secretary(-0-) Adjunct Instructors (9)	Program Manager (1) Program Recruiter (-0-) Secretary(-0-) Adjunct Instructors (15)	Program Manager (1) Program Recruiter (-0-) Secretary(-0-) Adjunct Instructors (12)	Program Manager (1) Program Recruiter (-0-) Secretary(-0-) Adjunct Instructors (12)

* As of July 2017.

PRRMT

Expansion Plan of Action

South Carolina Program for the Recruitment and Retention of Minority Teachers

Reinell Thomas-Myers, Program Manager

August 2017

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 can establish and maintain, as well as the number of students the program can award assistance. **To expand to additional sites for AY 2017-2018 and subsequent years, the program will need additional funding.**

Mission: The South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) seeks to promote teaching as a career choice by publicizing the many career opportunities and benefits in the field of education in the State of South Carolina. The mission of the program is to increase the pool of teachers in the State by making education accessible to non-traditional students (teacher assistants, career path changers, and technical college transfer students) and by providing an academic support system to help students meet entry, retention, and exit program requirements.

A Purpose Number 1

To increase the pool of teachers in the State.

B. Specific Objective Number 1

To increase 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 2019)

1.1 Recruitment and expansion activities remain ongoing (fall 2013 – spring 2019).

For AY 2016-2017 the program established sites and offered classes to students in Berkeley, Columbia (Richland County), Fairfield, Florence, Horry, Georgetown, and Williamsburg counties. Interest meetings will be scheduled 2017-2018 in Beaufort, Bamberg, Allendale Chesterfield, Marion, Marlboro, and Newberry.

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. 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

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
- 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.

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 is expected to 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.

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.

Enrollment Projections

**Table 1
Satellite Teacher Education Program Sites**

	Projected	Actual		
2015 - 2016	80	66	Berkeley	- 17
			Florence/Georgetown/Williamsburg	- 15
			Richland One	- 20
			SC State Campus	- 14
2016 - 2017	100	71	Berkeley/Charleston	- 19
			Florence/Georgetown/Williamsburg/ Horry	- 15
			Richland One and Richland Two-	-22
			SC State Campus	- 15
2017 - 2018	120		Berkeley/Charleston	- 20
			Florence/Georgetown/Williamsburg/ Horry	- 20
			Richland One and Richland Two-	-25
			SC State Campus	- 20
			Additional Sites (Projected)	-35

**Table 2
Projected Graduation Rates**

	Total Number of Graduates for all PRRMT Sites	Actual Number of Graduates for PRRMT
2015 – 2016	18 – 20	10
2016 – 2017	20 – 22	13
2017 – 2018	22 – 24	

Table 3

**Classification of Participants
as of May 2017 – AY 2016-2017**

Seniors	24
Juniors	12
Sophomores	13
Freshmen	13
MAT	9

Thirteen (13) participants graduated 2016-2017.

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 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.

MILESTONES	TIME FRAME
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

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. Summer classes will be held on SCSU's campus.	August – fall semester January – spring semester 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 May 15 for spring semester
2.12 Maintain copies of Praxis I/Praxis Core, Praxis II, and PLT scores of participants.	Ongoing
2.13 Schedule Intervention Workshops for Praxis I/Praxis Core.	August – fall semester January – spring semester 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 October 1 annually

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 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
Orangeburg, South Carolina 29117-0001
(803) 536-8818
or
Fax: (803) 533-3611
rathomas@scsu.edu

