



South Carolina Commission on Higher Education

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CHE
11/6/2014
Agenda Item 6.03.A

November 6, 2014

Memorandum

To: Chairman John L. Finan and Members, SC Commission on Higher Education

From: Mr. Hood Temple, Chair, and Members
Committee on Access & Equity and Student Services

FY 2015-2016 EIA Appropriations Request for the SC Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) at SC State University

Background

At its meeting on September 30, 2014 the Committee on Access & Equity and Student Services reviewed two alternatives in consideration of South Carolina State University's (SCSU) SC-Program for the Recruitment, Retention of Minority Teachers (SC-PRRMT) FY2015-16 revised proposed budget:

- 1) Approve the FY2015-16 budget in the amount of \$339,482 for minority teacher recruitment through SC-PRRMT at SC State University for one year provided that the following conditions are required:
 - 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. SCSU must submit a revised FY2015-16 budget to the Committee by no later than October 15, 2014;
 - 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.
- 2) Disapprove the SC-PRRMT FY2015-16 proposed budget in the amount of \$339,482. Redirect the funds that would have otherwise been provided to SCSU for SC-PRRMT in FY2015-16 to another statewide teacher recruitment program in order to realign administrative functions and carry out a more deliberate and structured recruitment process for minority teachers with other SC colleges and universities, including SCSU. All funds appropriated under this alternative in FY2015-16 are to be used to meet direct student costs. None of these funds shall be used for administrative oversight of the program. Current participants who continue to maintain eligibility in the current program shall be held harmless and will be allowed to complete the program without penalty.

Of the two alternatives, the Committee voted to advance the first alternative for consideration of the Commission. Provisional upon submission of a revised budget proposal by October 15, 2014, alternative #1 defined four key areas to be addressed: 1) all funds must be used to meet direct student costs; 2) no funds are to be used for administrative oversight of the program; 3) the program would recruit minority students throughout the state to become teachers per the proviso; and 4) the Commission would continue to monitor the effectiveness of the program and approve the budget. (For September 30 Committee materials, see **Attachment 2.**)

FY 2015-16 SC-PRRMT Revised Proposed Budget - Direct Student Costs

The previous FY2015-16 SC-PRRMT budget proposal¹ included funding for personnel costs (\$144, 342.21), other expenditures (\$9,500) and forgivable loans (\$184,239). The FY2015-16 SC-PRRMT revised proposed budget submitted to the Commission on October 15, 2014 directs all funds in the amount of \$339,482 for forgivable teacher loan awards to new and current participants in the program. SCSU officials stated that the University will absorb all administration costs for SC-PRRMT to include the establishment of additional sites throughout the state. (**Attachment**)

According to SCSU officials, in addition to the \$339,482, loan repayment funds in the amount of \$190,830.68 are available for new and returning students for a total of \$530,313.68. SCSU officials informed Commission staff that there were no funds carried forward from the previous year(s) and the total amount in collections is \$197,270.79. These funds will be used for forgivable loans. No funds, either appropriated in FY2015-16 or carried forward from FY2014-15 will be used for administrative costs.

¹ http://www.che.sc.gov/CHE_Docs/student-services/commmeet/July15_2014/SCPRRMT2014_2015BudgetRequestandRecommendation.pdf

Forgivable Teacher Loans Awarded to Eligible SC-PRRMT Participants

Eighty (80) new and participating students are projected to participate in SC-PRRMT during FY2015-16 and the average forgivable loan award per participant is anticipated to be \$4,243 (\$4,243 X 80 participants = \$339,440). Loan repayment funds returned SCSU were not included in the calculation.

As of fall 2014, 8 freshmen, 10 sophomores, 8 juniors, 15 seniors, and 11 graduate students are enrolled in SC-PRRMT (after the official fall 2014 drop/add period). SC-PRRMT anticipates 18-20 students will graduate by the end of the 2014-15 academic year.

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 South Carolina State University, 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 degree program at SCSU and have a cumulative grade point average of 3.00 or above.

Recruitment of Potential Minority Teachers Throughout the State

According to SC-PRRMT's revised budget proposal, recruits will be targeted from current and future sites established around the state. During fall 2014, SCSU officials stated that sites were established in Berkeley County School District, Fairfield County School District and Richland County School District One. The program's projected sites for spring 2015 are Richland County School District Two, Williamsburg County School District, Georgetown County School District and Florence County School District #3. SC-PRRMT plans to establish sites in Clarendon County, Horry County, Marion County and Marlboro County School Districts during FY2015-16. According to the FY2015-16 revised budget proposal, all funds will be directed towards forgivable teacher loans for eligible participants in the program and no funds will be used for establishment or administration of these sites.

Effectiveness of SC-PRRMT Program

The FY2015-16 SC-PRRMT revised proposed budget places all funding towards forgivable teacher loans. If approved, continuous review of forgivable teacher loan disbursements, loan repayments and debt collections throughout FY2015-16 to determine if funds are used to efficiently and effectively increase the number of minority teachers in the state per the proviso would be an important and necessary step. Monitoring the effectiveness of this program throughout the year would include: 1) average cost per participant; 2) number of critical sites throughout the state; 3) forgivable teacher loans amounts awarded to each participant; 4) annual loan amounts/debt collections; 5) number of graduates; and 6) number of graduates who entered the teaching profession in South Carolina (critical geographic/needs areas).

SC-PRRMT is funded as a recruitment program to attract minorities to the teaching profession (Part 1B Proviso 1A.9 (SDE-EIA: XII.F.2-CHE/Teacher Recruitment). The FY2015-16 SC-PRRMT revised proposed budget requires stronger and more sustained partnerships with existing teacher recruitment programs throughout the state. Because the important goal is to increase the number of minority teachers throughout the state, and in an effort to serve as many eligible students as financially possible, SC-PRRMT's proposed plans to: 1) increase the number of teachers through statewide delivery of coursework to non-traditional students; and 2) increase the program's effectiveness through the use of forgivable teacher loans to attract minority students to the teaching profession will need to be carefully monitored to determine the success of this program.

Recommendation:

The Committee on Access and Equity and Student Services recommends that the Commission:

- 1) Approve the FY2015-16 SC-PRRMT revised proposed budget in the amount of \$339,482 for minority teacher recruitment at SCSU for one year provided that the following conditions are required:
 - 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.

**SC-PRRMT
PROPOSED BUDGET
FY 2015-2016
REVISED October 15, 2014**

BUDGET REQUEST \$339,482.00

**Direct Student Costs/Expenditures for students currently in the pipeline,
and new participants.**

- **Forgivable Loan Awards**

BUDGET

Forgivable Loans	\$339,482.00
TOTAL DIRECT STUDENT COSTS/ EXPENDITURES	
\$339,482.00	
TOTAL PROJECT APPROPRIATIONS	\$339,482.00

**Explanations provided to CHE staff for the forgivable loan budget line item
for direct student costs:**

1.
 - a) In addition to the \$339,482, what is the total amount available in FY 2015-16?
\$339,482.00
 - b) Including all loan repayment funds and debt amount/outstanding balances of graduates?
\$530,312.68
Seventy-Seven (77%) of the Program's graduates are still employed in South Carolina public schools.
 - c) Carry over funds from previous years?
No funds carried over from previous years
 - d) Amount in collections?
\$197, 270.79

- e) Using the total amount, what is the available amount per student (anticipated new student and participating students) in FY2015-16? **\$339,482.00**

Projected enrollment for 2015-2016: **Eighty (80) students, includes students currently in pipeline and new students**
Projected # of graduates: **18-20**
Projected Available amount per student: **\$4,243.00**

- f) For FY 2015-16 the Program/SC State plans to continue to produce quality teachers for South Carolina's teaching force. To continue to address the State's Teacher shortage PRRMT plans to expand, establish and maintain Satellite Teacher Education Program (off campus) sites in the Midlands, Pee Dee and Piedmont areas. By spring 2016 the goal is to maintain and/or establish sites in the following counties: Berkeley, Columbia (Richland County), Clarendon, Fairfield, Florence, Georgetown, Horry, Marion, Marlboro and Williamsburg. Some counties may have combined classes.

**Sites 2014-2015
Fall 2014**

Berkeley County School District
Fairfield County School District
Richland County School District One

Projected sites Spring 2015

Richland County School District 2— Initial Meeting with District officials—
October 21, 2014
Williamsburg County School District— Recruitment Visit, October 23, 2014
Georgetown County School District— Recruitment Visit, October 29, 2014
Florence County School District #3— Recruitment Visit, November 3, 2014

**2014-2015 Sites will continue through 2015-2016
Projected sites 2015-2016**

(Spring 2015: PRRMT staff will contact district personnel and set-up initial visit)

Clarendon County School District
Horry County School District
Marion County School District
Marlboro County School District

SC State University will absorb the administrative costs for SC-PRRMT

Additional questions from Dr. Karen Woodfaulk, regarding PRRMT revised proposed 2015-2016 budget.

SC-PRRMT has been required to adhere as closely as possible to the original plan of expansion, to be as cost effective as possible, sites will have combined classes with nearby counties and school districts.

1. According to SC-PRRMT's proposed budget, the number of participants in SC-PRRMT is expected to increase to 80 participants. Given this funding model, please explain your plans to recruit new participants through forgivable loans.
 SC -PRRMT Enrollment:

Year	Number of Participants
FY 2009-10	34
FY2010-11	28
FY2011-12	27
FY2012-13	27
FY2013-14	52

What would account for the anticipated number of SC-PRRMT participants to 80 in FY 2015-16? Expanded number of sites? Please clarify your measureable objectives for expansion given the new funding model.

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. By spring 2016 the goal is to maintain and/or establish sites in the following counties: Berkeley, Columbia (Richland County), Clarendon, Fairfield, Florence, Georgetown, Horry, Marion, Marlboro, and Williamsburg. Expanding the number of sites will result in increased enrollment.

The PROJECTED enrollment

Year	PROJECTED Enrollment	Actual Enrollment
FY 2013-2014	40	52
FY 2014-2015	60	
FY 2015-2016	80	

2. Although it is our understanding that to have an even greater impact, SC-PRRMT has decided to expand the sites by region throughout the state, it is unclear as to the number of participants anticipated per site. Please provide the projected number of participants per site.

The numbers provided are a **projected** minimum number of enrollees

SITES	<u>PROJECTED/ANTICIPATED</u> ENROLLEES
Berkeley County School District	12
Richland County School District One	
Richland County School District Two	
Fairfield County School District	12
Clarendon County School District	
Georgetown County School District	
Williamsburg County School District	12
Florence County School District #3	
Marion County School District	12
Horry County School District	10
Marlboro County School District	10
SC State University Campus	12

3. The average forgivable loan award per participant is anticipated to be \$4,243 (\$4,243 X 80 participants = \$339, 440). What will be the average cost per participant in this program? According to the proposed budget, although there were no carried forward funds, SCSU collected \$197,270.79 in loan repayments. Why is this amount not included with the \$339, 482? Where do these funds go? Are the funds used for additional forgivable loans?

-What will be the average cost per participant in this program?

Currently, the average cost for non-graduating SC State students is \$11,688 per year.

- According to the proposed budget, although there were no carried forward funds, SCSU collected \$197,270.79 in loan repayments. Why is this amount not included with the \$339,482?

Collection funds were not included in the total appropriations, if needed funds will be used for forgivable loans.

-Where do these funds go? **Forgivable Loan budget line item**

-Are the funds used for additional forgivable loans?

Yes. Collection funds are used to augment yearly appropriations in the Forgivable Loan budget line item, if needed.

4. Please provide the eligibility requirements for a forgivable loan in SC-PRRMT program. How will the eligibility requirements differ from other forgivable loan program(s) SCSU presently administers, the SC Teacher Loan Program, or other state loan forgiveness program?

Eligibility requirements for a forgivable loan in SC-PRRMT Program

Participants in the program must be a resident of South Carolina; possess a high school diploma or G.E.D.; employed as academic or support staff in South Carolina's public school system or completed an Associate in Arts or Associate in Science degree at one of South Carolina's technical colleges or earned general education hours; have a cumulative grade point average of 2.75 or above on a 4.0 scale; admitted to South Carolina State University; enroll in a teacher education program of study; enroll as a full-time student (12+ credit hours) or enroll as a part-time student (6+ credit hours); agree to teach in South Carolina. Master of Arts in Teaching students must be fully admitted into the M.A.T. Degree Program and have a cumulative grade point average of 3.00 or above.

Per our Financial Aid Department the SC Teachers Loan is the only other forgivable loan program SC State administers.

5. Please provide the present number of students participating in SC-PRRMT (after Fall 2014 drop/add period) per classification freshman, sophomores, juniors, seniors, master's level.

Fall 2014(Classification)	Number of Participants
Freshmen	8
Sophomores	10
Juniors	8
Seniors	15
MAT	11
TOTAL	52



South Carolina Commission on Higher Education

September 30, 2014

Memorandum

To: Mr. Hood Temple, Chair, and Members
Committee on Access & Equity and Student Services

From: Dr. Karen Woodfaulk, Director
Student Services Division

FY 2015-2016 Appropriation Request for EIA Funded Teacher Recruitment Project: SC Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT)

Background

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 FY 1986-87. In FY 1986-87, a separate appropriation to South Carolina State University (SCSU) was made by the General Assembly to improve the recruitment of minority teacher candidates. Since FY 1986-87, continuing appropriations to SCSU have been made both through EIA and the General Fund. Beginning in FY 1990-1991, appropriations for the SC Teacher Recruitment Center (now the Center for Educator Recruitment, Retention and Advancement [CERRA] 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 FY 1988-89, 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 EIA Select Committee. The FY 1990-91 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 the Education Oversight Committee (EOC) in a format agreed upon by SDE and EOC.

In FY 2013-14, the proviso included for the teacher recruitment programs - Part 1B Proviso 1A.9 (SDE-EIA: XII.F.2-CHE/Teacher Recruitment) - directed allocation of \$4,243,527 in EIA funds, which flow through SDE to CHE for allocation, to two teacher recruitment programs, CERRA and SC-PRRMT. Of these funds, the proviso directs 92% or \$3,904,045 to CERRA and 8% or \$339,482 to SC-PRRMT. Of the funds directed to CERRA, \$3,045,155 (78%) is directed to Teaching Fellows and the remaining 22% (\$692,588) for other CERRA programs, of which \$166,302 must be used for specific programs to recruit minority teachers. In FY 2014-15, the appropriations remained level with FY 2013-14 and direction by the proviso (1A.8 in FY 2014-15) regarding the recruitment programs also remained the same as the prior year. A copy of the proviso is attached for reference. **(Attachment)**

During FY 2013-14, due to continued concerns raised by the Committee on Access & Equity and Student Services regarding the costs to administer the program, per student costs based on the overall budget, and the program's recruitment efforts throughout the state, the Committee Chair and Student Services staff met with SCSU officials on August 19, 2013. Information regarding the SC-PRRMT FY 2014-15 proposed budget, personnel costs, and possible plans to recruit more students in the program were discussed at great length. SCSU officials agreed to review the proposed 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 expressed concerns about SC-PRRMT's cost per student, the limited geographical areas served by the program, and the low percentage of graduates meeting the goal of the program as outlined in the proviso. The Committee requested that SCSU officials provide additional information about the program's personnel costs, costs per student, number of graduates, critical subject areas and schools, as well as plans to expand the program. A revised FY 2014-15 budget was submitted to the Committee in addition to the Expansion Plan of Action and was approved on September 24, 2013. The budget and Expansion Plan was subsequently 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.

As part of the recommendation approved on November 7, 2013, CHE requested that SC-PRRMT provide a report demonstrating the program's plans to: 1) increase the number of students and graduates from the targeted population; and 2) increase the number of critical geographic sites (as provided by recruitment and retention data, as well as graduation data). The average cost per student and plans to expand in future years to increase the number of participants in the program and the number of critical geographic sites around the State were to be reported to CHE by no later than June 30, 2014.

On May 21, 2014, Student Services staff met with SCSU officials to review current progress in meeting the FY 2013-14 goals as outlined in the SC-PRRMT Expansion Plan. SCSU officials reported that the number of students participating in the program increased to 52, thereby exceeding the projected goal of 40 students. However, SC-PRRMT reported that only two geographic sites were established during FY 2013-14; one site in St Stephen, Berkeley County (which was not in the FY 2013-14 Expansion Plan) and one site in Columbia (Richland School District One). No programs were established in Georgetown or Williamsburg counties even though the Expansion Plan identified these two counties as a part of their plans for FY 2013-14. SCSU officials explained that the infrastructure and facilities needed within the school districts or counties in order to establish a new site continued to be a challenge. SCSU

[*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)

officials expressed their commitment to work with school districts in Georgetown and Williamsburg Counties (as well as other school districts). Concerns were also expressed by SCSU officials about the number of geographic sites in the present Expansion Plan and stated that a new plan would be forthcoming.

SC-PRRMT submitted an updated report on the Expansion Plan to the Committee on Access & Equity and Student Services on June 5, 2014. The new SCSU Director of Teacher Education expressed to the Committee at its July 15, 2014 meeting* that the Plan devised by SC- PRRMT and approved by the Commission was not viable and that a new Expansion Plan was offered. However, the Committee on Access & Equity and Student Services did not approve any modification(s) to the previously approved SC-PRRMT Expansion Plan.

On August 7, 2014, CHE approved a recommendation of the Committee on Access & Equity and Student Services to invite representatives from the Education Oversight Committee (EOC), State Department of Education (SDE), and CERRA to review the Expansion Plan and FY 2015-16 budget for the SC-PRRMT before the Commission considered the FY 2015-16 proposed budget request. The recommendation was approved in light of the significant concerns expressed by the Committee regarding the number of participants and graduates in the program, number of critical geographic sites, average cost per student, and funds expended for the SC-PRRMT program.

Representatives from SDE, EOC and CERRA along with the CHE Committee Chair and Student Services staff met and reviewed the directives set forth per the proviso, administrative costs, number of sites, and delivery of the program to critical areas throughout the state reviewed.

According to Part 1B Proviso 1A.9 (SDE-EIA: XII.F.2-CHE/Teacher Recruitment) the SC-PRRMT program is funded as a recruitment program to attract minorities to the teaching profession. However, the representatives expressed concerns about the directives provided in the proviso, the program's limit in focus, and small number of sites for the delivery of coursework to non-traditional students. Although the Expansion Plan approved by the Commission called for creation of additional sites, SCSU officials cited problems in establishing sites due to changes in personnel at the school or the district as one reason for not complying with its Expansion Plan. In reviewing the proposed Expansion Plan, it appeared to the Student Services staff and the representatives that changes in personnel should not have been an insurmountable barrier to meeting this goal and rather, the lack of an established and consistent program structure around the state, as well as uncertain collaboration with school districts contributed to the program's failure to meet the goals set forth in the Expansion Plan.

With regard to funds appropriated for SC-PRRMT, of significant concern is that the number of participants in the program and the program's production of graduates do not substantiate the cost. SC-PRRMT's proposed FY 2015-16 budget request is in the amount of \$339,042, which is level with current year (FY 2014-15) funding. According to the Expansion Plan, there were twelve graduates in FY 2012-13, and 14 graduates in FY 2013-14.

[*http://www.che.sc.gov/MeetingsEvents/CommissionandCommitteeMeetingsMaterials/StudentServicesAccessandEquity2014.aspx](http://www.che.sc.gov/MeetingsEvents/CommissionandCommitteeMeetingsMaterials/StudentServicesAccessandEquity2014.aspx)

Recommendation

Given the administrative and operating costs of SC-PRRMT, careful consideration of other possible funding and program models is warranted to determine more cost-effective ways to recruit minority teachers. Because the important goal is to increase the number of minority teachers throughout the state, and in an effort to serve as many students as financially possible, Student Services staff suggests two alternatives for consideration by the Committee:

- 1) Approve the FY 2015-16 budget in the amount of \$339,482 for minority teacher recruitment through SC-PRRMT at SC State University for one year provided that the following conditions are required:
 - a. All funds appropriated to SC-PRRMT in FY 2015-16 are to be used to meet direct student costs. No funds shall be used for administrative oversight of the program. SCSU must submit a revised FY 2015-16 budget to the Committee by no later than October 15, 2014;
 - 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.
- 2) Disapproval of the SC-PRRMT FY 2015-16 proposed budget in the amount of \$339,482. Redirect the funds that would have otherwise been provided to SCSU for SC-PRRMT in FY 2015-16 to another statewide teacher recruitment program in order to realign administrative functions and carry out a more deliberate and structured recruitment process for minority teachers with other SC colleges and universities, including SCSU. All funds appropriated under this alternative in FY 2015-16 are to be used to meet direct student costs. None of these funds shall be used for administrative oversight of the program. Current participants who continue to maintain eligibility in the current program shall be held harmless and will be allowed to complete the program without penalty.

If either of these alternatives is approved, consideration by the General Assembly of changes to the controlling budget proviso for teacher recruitment programs would be necessary.

Part 1A. FY 2014-15 EIA Funds for Teacher Recruitment Programs

1A.9. (SDE-EIA: XII.F.2-CHE/Teacher Recruitment) Of the funds appropriated in Part IA, Section 1, XII.F.2. 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 1 annually, in a format agreed upon by the Education Oversight Committee and the Department of Education.

With the funds appropriated CERRA shall also establish, 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. Initial appointments must be made by July 1, 2013, at which time the member representing CERRA shall call the first meeting. At the initial meeting, a chairperson and vice-chairperson must be elected by a majority vote of 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.