



STATE OF SOUTH CAROLINA
DEPARTMENT OF EDUCATION

MOLLY M. SPEARMAN
STATE SUPERINTENDENT OF EDUCATION

MEMORANDUM

TO: District Superintendents

FROM: Molly M. Spearman
State Superintendent of Education

DATE: May 16, 2018

RE: The South Carolina Program for the Recruitment and Retention of Minority Teachers

The South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) is an Education Improvement Act funded program that 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 throughout the state. SC-PRRMT also administers an EIA Forgivable Loan Program and participates in state, regional, and national teacher recruitment initiatives.

Since 1996 SC-PRRMT has placed 220 graduates in South Carolina schools and can be used as a tool in addressing the teacher shortage in our state. Please consider learning more about this program and allowing eligible faculty and staff to earn their teaching degree through the SC-PRRMT Program. For more information about SC-PRRMT, please contact Reinell Thomas-Myers, Program Manager, rathomas@scsu.edu or 803-536-8818.

Attachment

UPDATE EIA TEACHER LOAN PROGRAM
SOUTH CAROLINA STATE UNIVESITY
PROVISO 1A.6:

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.

The South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) is located at South Carolina State University and is structured under the aegis of the Division of Academic Affairs. 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 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

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 through 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). See Outcomes page 2

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%)	10(100%)	100%
2016-2017	13	8(62%)	13(100%)	100%

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%)
 PRRMT program graduates have been placed in 43 school districts throughout the state
 Graduates placed in regions:
 The Upstate of South Carolina= 42
 The Midlands of South Carolina = 115
 The Low country of South Carolina= 63

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 for Academic Year 2016-2017 maintained their eligibility. 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 thirteen 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.

Prepared by:
Reinell Thomas-Myers, Program Manager
March 30, 2018