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June 7, 2018

Memorandum

TO: Mr. Paul Batson, Chair and Members,
Committee on Access & Equity and Student Services

From: Dr. Karen Woodfaulk, Director
Student Affairs Division

SC Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) Quarterly Report (Quarter 3, 2018)

Historical Background

- *SC-PRRMT Expansion Plan (Approved by the S.C. Commission on Higher Education, November 7, 2013)*
- *SC PRRMT FY2018-19 Budget (Approved by The S.C. Commission on Higher Education, August 9, 2017)*

SC-PRRMT Expansion Plan approved by CHE November 7, 2013

The 2013 South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) Expansion Plan of Action Satellite Teacher Education Program Sites presented by S.C. State University (SCSU) and approved by the Commission on Higher Education (CHE) on November 7, 2013* outlined the number of SC-PRRMT participants and additional sites to be established on an annual basis beginning FY2013-15 through FY2017-18. The recruitment objectives in the five-year Expansion Plan included an increase in enrollment (15 additional students beginning fall 2013 and 25 additional students during spring 2014).

According to the 2013 SC-PRRMT Expansion Plan, in addition to two existing sites previously established by FY2012-13 (SCSU and Berkeley 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 three sites in FY2017-18 (Allendale County, Bamberg County, and Barnwell County). Overall, this plan, according to SCSU officials, would increase the number of SC-PRRMT sites from two in FY2012-13 to 18 sites by FY2017-18. Enrollment projections, according to the Expansion Plan, were estimated to be an average of seven (7) students at each of the 18 sites. A total of 120 students were projected to be enrolled in the program by FY2017-18. Follow up information was presented to CHE on November 6, 2014. **

* 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

The Committee on Access & Equity and Student Services met on August 9, 2017 to consider the FY2018-19 budget for SC-PRRMT. Several concerns were expressed by Committee members at the August 9th meeting (minutes of the 9/9/2017 meeting ***). The primary critical concerns were: 1) SCSU's progress in meeting the mandates of proviso Part 1B Section 1A H630; 2) slow growth in the number of SC-PRRMT participants; and 3) lack of SC-PRRMT site expansions to be established from FY2013-14 through FY2017-18 as submitted in the approved SC-PRRMT Expansion Plan of Action Satellite Teacher Education Program Sites in 2013. *

The Committee on Access & Equity and Student Services approved the FY2018-19 proposed budget on August 9, 2017. Committee members requested that SCSU officials provide information regarding costs to administer SC-PRRMT, cost per student, number of graduates, number of students in critical subject and geographical areas served by the program, and recruitment efforts throughout the state. Four recommendations were subsequently approved by CHE on September 7, 2017.

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

The Committee requested that SCSU provide information as to how the four recommendations above were sufficiently addressed each quarter.

In addition, for FY2017-18, the Committee on Access & Equity and Student Services requested a detailed plan for meeting SC-PRRMT Expansion Plan of Action as approved by CHE. The SC-PRRMT Quarterly Reports, as requested by the Committee on Access and Equity and Student Services, provided for a system of "checks and balances" every three months to closely monitor the progress of the program. The Committee requested the following information to be placed in the Quarterly Reports:

1. According to the Expansion Plan, 120 students were projected to be enrolled in the program by FY2017-18. Based on the information provided in the SC-PRRMT Quarter 1 Report, the number of students who are enrolled in the program and the number of sites have not increased for fall, 2017. Provide an update regarding the number of student participants and established sites;
2. As this is the final year of the Expansion Plan, provide a detailed plan for meeting the Expansion Plan's projected goals by FY2017-18;
3. Provide budget justification that addresses the intended use of the SC-PRRMT funds for FY17-18 along with an assessment of SC-PRRMT's growth and expansion. The budget justification should address the intended use of these funds per the proviso; and
4. Provide an update for every site listed in the Expansion Plan.

*** http://www.che.sc.gov/CHE_Docs/accessequity/AE_and_Student_Services_Meeting_Materials_October_26_2017.pdf

Overview: Quarters 1 and 2

The SC-PRRMT Quarter 1 Report submitted to the Committee on Access & Equity and Student Services on October 26, 2017, showed that the number of applicants increased from 36 in FY2016-17 to 58 applicants in FY2017-18. Enrollment increased to 68 participants in fall 2017. Nine (9) sites were not established as projected in the Expansion Plan. Sites in Clarendon, Marion, and Marlboro Counties (scheduled to be established in FY2015-16), as well as Beaufort, Hampton, and Jasper Counties (scheduled to be established in FY2016-17) and Allendale, Bamberg and Barnwell Counties (scheduled to be established in FY2017-18) were not yet established.

The SC-PRRMT Quarter 2 Report submitted to the Committee on February 1, 2018, showed the total number of applications increased to 76 (22 applications in the fall term and 36 applications in the spring. Overall, 27 of the 58 applicants were determined to be eligible for the program. The Quarter 2 Report showed an increase in enrollment from the previous quarter from 68 participants (Quarter 1) to 76 participants (Quarter 2). In addition, SC-PRRMT sites were established in Marion, Dillon and Barnwell Counties during the spring term 2018 (Quarter 2).

SC-PRRMT Quarter 3 Report (Attachment I)

According to the Quarter 3 Report, in addition to the sites established in Marion, Dillon and Barnwell Counties, SC-PRRMT will maintain current sites and schedule recruitment visits for 2018 spring/summer terms, coordinate with school districts, increase the number of program graduates and monitor participant progress. SC-PRRMT anticipates adding additional sites in August, 2018. The recruitment visit schedule for 2018 spring/summer included the following school districts:

1. Marion/Clarendon/Barnwell/Bamberg
2. Moncks Corner/Berkeley/Charleston
3. Richland School Districts One and Two/Fairfield/Winnsboro
4. Marlboro/Georgetown/Williamsburg/Florence/Horry
5. Beaufort/Colleton/Hampton One and Two/Jasper

Recruitment visits scheduled for FY2018-2019:

6. Lexington/Newberry/Abbeville/Aiken/Edgefield/Laurens/McCormick/Saluda
7. Kershaw/Lee/Sumter/Chester/Lancaster/Union/York
8. Anderson/Cherokee/Greenville/Oconee/Pickens/Spartanburg

At present, students from Allendale, Aiken, Bamberg, Clarendon, Calhoun and Sumter counties are enrolled at SCSU and take on-line classes.

**SC-PRRMT Expansion Plan of Action Satellite Teacher Education Program Sites per 2013 Expansion Plan
Quarter 3+**

Sites/Counties per 2013 Expansion Plan*	Established Sites	Update: Enrollment Spring 2018 (Quarter 3)	Status
Sites Established in FY2013-14			
South Carolina State Campus	SC State	12	Established
Berkley/Charleston/Dorchester /Moncks Corner	St. Stephen	10	Combined sites
Richland District 1	* Richland Districts 1 and 2/Fairfield County On line (combined sites), Winnsboro	22	Combined sites.
Marlboro/Georgetown/Williamsburg/Horry	**Marlboro/Florence/Georgetown/Williamsburg/Horry Counties On line (combined sites)	22	Combined sites.
Sites Established in FY2014-2015			
Fairfield	*Richland Districts 1 and 2 /Fairfield County On line (combined sites)		Combined sites. See Richland District 1 above.
Richland District 2	* Richland Districts 1 and 2/Fairfield County On line (combined sites)		Combined sites. See Richland District 1 above.
Florence	**Marlboro/Florence/Georgetown/Williamsburg/Horry Counties On line (combined sites)		Combined sites. See Georgetown/Williamsburg/Horry above.
Sites Scheduled to be Established FY2015-16			
Clarendon County		0***	
Horry County	**Marlboro/Florence/Georgetown/Williamsburg/Horry Counties On line (combined sites)		Combined sites. See Georgetown/Williamsburg/Horry above
Marion County	***Marion/Barnwell/Dillon Counties	10	Combined sites. Marion/Dillon and Barnwell Counties
Marlboro County		0	
Sites Scheduled to be Established FY2016-17			
Beaufort County		0	
Hampton County		0	
Jasper County		0	
Sites Scheduled to be Established FY2017-18			
Allendale County***		0***	
Bamberg County***		0***	
Barnwell County***			Combined sites. See Marion, Dillon and Barnwell above

+South Carolina Program for the Recruitment and Retention of Minority Teachers Expansion Plan of Action Satellite Teacher Education Program Sites pp.9-Quarter 2 Report, 2/1/ 2018.

*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.

***The South Carolina Program for the Recruitment and Retention of Minority Teachers Expansion Plan of Action Satellite Teacher Education Program Site Expansion Plan included outreach to all S.C. counties. According to SCSU, some of the sites were combined through on-line and hybrid courses and/or students from some of these counties are attending the University.

SCSU officials provided responses for the third quarter ending April 30, 2018. The total funding for FY2017-18, including appropriations, collections and carried forward is \$562,042. Institutional, federal and state financial aid is first awarded to SC-PRRMT participants. If additional funds are needed, SC-PRRMT Forgivable Teacher Loans may be applied to meet the cost of attendance (tuition, fees, room board, etc.). According to SCSU officials, the FY2017-18 costs for tuition and fees for SC-PRRMT participants at SCSU is \$12,409 including a book allowance (\$600) and insurance costs (\$498 for 2017 fall term and \$571 for 2018 spring term). A total amount of \$311,363.00 for Forgivable Loans was awarded to SC-PRRMT participants for FY2017-2018 (fall and spring terms). According to SCSU officials, as of spring term 2018 the average Forgivable Teacher Loan amount was \$4,097.

According to SCSU officials, SC-PRRMT continues to carry out its mission to increase the pool of teachers in South Carolina, especially minorities and non-traditional students. The SC-PRRMT Quarter 3 Report showed the total number of applications increased to 76 (22 applications in the fall term and 36 applications in the spring. As previously reported in Quarter 2, 27 of the 58 applicants were determined to be eligible for the program.

Based on the information provided in the SC-PRRMT Quarter 3 Report, the program has not yet met the 2013 Expansion Plan recruitment objective of 120 participants. A total of 76 students were enrolled for 2018 spring term (23 seniors, 12 juniors, 11 sophomores, 23 freshmen and 7 MAT students). There was an increase in enrollment from 68 participants in Quarter 1 (eight additional students). This reflects a 7.1% increase in enrollment from the previous year (71 participants in FY2016-17). Among this group for fall and spring 2017-18 terms, 26 Teacher Assistants, six (6) transfer students and four (4) Career Changers were determined to be eligible to participate in SC-PRRMT. The Quarter 3 Report shows that four (4) students graduated in the fall term and (8) eight students are expected to graduate in the spring term for a total of 12 graduates (excluding summer term). Since FY2016-17, the overall program pass rate of the Praxis Examination continues to be 30% which is a decrease in the overall pass rate of 45% in FY2013-14.

The Quarter 3 Report shows that participants continue to graduate from the program and enter the teaching profession and fall 2017 graduates are teaching in critical need areas around the state (**page 11**). The current five-year average number of graduates is 12.8 (FY2013-14 to FY2017-18 excluding 2018 summer graduates). Also in previous years, 10 students were eligible to enter the program on an annual basis (FY2014-15, FY2015-16 and FY2016-17). During the most recent fall and spring terms (FY2017-18), the number of students around the state recruited to SC-PRRMT increased to 27. SCSU officials shared with the Committee that as student interest in SCSU increases, the University is recruiting potential students for SC-PRRMT. As a follow up to the request by SCSU officials regarding the distribution of information about SC-PRRMT, State Superintendent Molly Spearman sent a letter to school district superintendents about the program on May 16, 2018. (**Attachment II**)

Recommendation:

The Commission staff recommends to the Committee on Access & Equity and Student Services approval of the SC-PRRMT Quarter Three Report.