



SOUTH CAROLINA
COMMISSION ON HIGHER EDUCATION

Agenda Item 6.03.A
CHE Meeting

September 5, 2019

Memorandum

TO: Chairman Wes Haynes and Members, SC Commission on Higher Education

From: Chair Paul Batson, and Members, Committee on Access & Equity and Student Services Division

SC Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT)
2018-19 Annual Report and FY2020-21 Budget Request

Historical Background

- *SC-PRRMT Expansion Plan (Approved by the S.C. Commission on Higher Education, November 7, 2013)*
- *Recommendations from the Committee on Access & Equity and Student Services (Approved by The S.C. Commission on Higher Education, August 9, 2017)*

S.C. Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) offers on-campus and satellite teacher education coursework at off-campus sites to primarily recruit non-traditional students (teacher assistants, career changers) into the teaching profession. S.C. General Assembly (Proviso Part IA.6 SDE-EIA: CHE/Teacher Recruitment) appropriated teacher recruitment funds to S.C. State University (SCSU) to be used for the “operation of a minority teacher recruitment program.” The Commission on Higher Education (CHE), according to the proviso, “shall ensure that all funds are used to promote teacher recruitment on a statewide basis.” Also, SCSU “in consultation with the Commission on Higher Education, shall extend beyond the geographic area it currently serves.”
(Attachment I)

On November 7, 2013, CHE approved a recommendation from the Committee on Access & Equity and Student Services to have an expanded five-year plan to increase the number of sites and participants in SC-PRRMT. The 2013 SC-PRRMT Expansion Plan of Action Satellite Teacher Education Program Sites presented by SCSU officials outlined the number of SC-PRRMT participants and additional sites to be established on an annual basis beginning FY2013-15 through FY2017-18. 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. **

According to the 2013 SC-PRRMT Expansion Plan, 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) in addition to the two existing sites previously established by FY2012-13 (SCSU and Berkley County). The Expansion 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.

On August 9, 2017, the Committee on Access & Equity and Student Services requested that SC-PRRMT address three primary areas (Committee meeting minutes 8/9/2017 ***): 1) SCSU's progress in meeting the mandates of proviso Part 1B Section 1A H630; 2) growth in the number of SC-PRRMT participants; and 3) SC-PRRMT site expansions as submitted in the approved SC-PRRMT Expansion Plan of Action Satellite Teacher Education Program Sites in 2013. *

The Committee members requested that SCSU officials provide information regarding costs to administer SC-PRRMT, cost per student, number of graduates, number of students in the 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 shall 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. Also, the Committee on Access & Equity and Student Services requested a detailed plan for meeting the SC-PRRMT Expansion Plan of Action as approved by CHE. The Committee requested the following information to be placed in each quarterly report:

1. According to the 2013 Expansion Plan, 120 students were projected to be enrolled in the program by FY2017-18. Provide an update regarding the number of student participants and established sites;
2. Provide a detailed plan for meeting the projected goals as stated in the Expansion Plan;
3. Provide budget justification that addresses the intended use of the SC-PRRMT funds 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/commission%20calendar&materials/Nov2013MtgMaterials/Agenda_Item_703A.pdf

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

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

The Committee recommended that SC-PRRMT provide a report each quarter to the Commission regarding plans to expand SC-PRRMT and the program's progress in meeting the mandates of proviso – Part 1B Section 1A.6 H630. In addition, Commission staff asked SCSU officials to provide: 1) costs to administer SC-PRRMT; 2) cost per student; 3) the number of graduates; 4) the number of students in the critical subject and geographical areas served by the program; and 5) recruitment efforts throughout the state. The quarter reports presented to the Committee on Access & Equity and Student Services during FY2018-19 provided a timely assessment of the program's progress throughout the year, per the proviso's requirement for the Commission to monitor the program.

Overview: FY2018-19 Annual Report and Expansion Plan

According to the 2013 Expansion Plan, 120 students were projected to be enrolled in SC-PRRMT by FY2017-18. * Since FY2012-13, the number of annual participants in the program has increased from a total of 27 participants in the entire program to 88 participants in FY2018-19. The FY2018-19 SC-PRRMT Annual Report showed an increase in enrollment from the previous year (80 participants in FY2017-18) to 88 participants this year. This reflects a 10% increase in enrollment from the previous year and the highest enrollment of participants since the 2013 Expansion Plan. The total number of participants enrolled in the program included 7 seniors, 15 juniors, 24 sophomores, 37 freshmen, 5 MAT students. Seven students graduated in fall 2018 and three students graduated in spring 2019. All ten graduates (100%) met certification requirements (p.3). Of the ten graduates, nine have gained employment in a South Carolina public school and are teaching in a critical geographic and/or state declared critical need subject area. **(Attachment II)**

The overall SC-PRRMT participant pass rate of the Praxis Examination has increased in recent years from a 35% pass rate in FY2015-16, 30% pass rate in FY2016-17 and FY2017-18 to a 40% pass rate in FY2018-19, excluding summer term 2019.

The SC-PRRMT Quarter Reports throughout FY2018-19 show that there has been significant progress in meeting the Expansion Plan priorities. In previous years (FY2014-15, FY2015-16, and FY2016-17), 10 new students entered SC- PRRMT on an annual basis. Fifteen students entered the program fall term 2018 and 12 students entered the program in the spring term 2019 for a total of 27 entering participants. The projected five-year average number of graduates is 12 (FY2014-15 to FY2018-19).

The Expansion Plan included several sites to be established in FY2015-16, FY2016-17, and FY2017-18. The Plan included 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). Through the use of distance education and on-site facilitators, geographic areas were combined resulting in a total of eight regional SC-PRRMT sites for FY2018-19: 1) South Carolina State; 2) Moncks Corner, Berkley, and Charleston; 3) Richland District #1 and #2, Fairfield and Winnsboro Counties; 4) Florence County, Georgetown School District and County, Williamsburg School District and County, and Horry County; 5) Clarendon, Marlboro, and Jasper Counties; 6) Marion, Dillon, Barnwell, and Bamberg Counties; 7) Lee County; and 8) Lexington District #4. This shows an increase in the number of SC-PRRMT sites from five regional sites in FY2017-18 to eight sites during FY2018-19. SC-PRRMT, according to SCSU officials, continues to carry out its mission to increase the pool of teachers - especially minority teachers - in South Carolina. Projected sites to be established for FY2019-20 include Colleton and Hampton, Jasper, Lexington, Newberry, Lee, Aiken, Edgefield and Saluda Counties. For FY2020-21, SC-PRRMT plans to establish sites in Abbeville, Laurens, McCormick, Kershaw, Sumter, Chester, Lancaster, Union, York, Anderson, Cherokee, Greenville and Oconee Counties.

According to SCSU officials, the increase in the number of SC-PRRMT participants for FY2018-19 can be attributed to additional sites established around the state. During fall 2018, the SC Department of Education Superintendent's Office sent letters to district superintendents about SC-PRRMT. This outreach effort from Superintendent Spearman along with SC-PRRMT recruitment visits throughout the state has led to greater visibility and increased awareness about the program. The Superintendent

again sent a letter to the school districts in July 2019 and it is anticipated that this communication with the school administrators will continue to enhance SC-PRRMT's ongoing recruitment efforts around the state. **(Attachment III)**

Sites/Countries per 2013 Expansion Plan

+ Sites/Countries per 2013 Expansion Plan	Established Sites	# of Students enrolled Fall 2018 N=83	# of Students enrolled Spring 2019 N=88	Status
Sites Established in FY2013-14				
South Carolina State Campus	SC State	5	5	Established
Berkley/Charleston/Moncks Corner	Berkley/Charleston/Moncks Corner	6	5	Combined sites
Richland District #1	* Richland Districts #1 and #2/ Fairfield/Winnsboro Counties Online (combined sites)	23	17	Combined sites
Georgetown/Williamsburg/Florence/Horry	** Georgetown/Williamsburg/ Florence/Horry Counties Online (combined sites)	22	22	Combined sites
Sites Established in FY2014-2015				
Fairfield	* Richland Districts #1 and #2 /Fairfield/Winnsboro Counties Online (combined sites)	*	*	Combined sites
Richland District #2	* Richland Districts #1 and #2/ Fairfield/Winnsboro Counties Online (combined sites)	*	*	Combined sites
Florence	** Georgetown/Williamsburg/ Florence/Horry Counties Online (combined sites)	**	**	Combined sites
Sites Established FY2016-2017 and FY2017-2018				
Clarendon County	***Clarendon/Marlboro/Jasper Counties (combined sites)	12	12	Combined sites
Horry County	**Florence/Georgetown/ Williamsburg and Horry Counties Online (combined sites)	**	**	Combined sites
Marion County	****Marion/Dillon/Barnwell/ Bamberg Counties (combined sites)	15	15	Combined sites
Marlboro County	***Clarendon/Marlboro/Jasper Counties (combined sites)	***	***	Combined sites
Beaufort County				<i>In progress</i>
Hampton County		***	***	<i>In progress</i>
Jasper County	***Clarendon/Marlboro/Jasper Counties (combined sites)	***	***	Combined sites
Sites Established FY2017-18 and FY2018-19				
Allendale County				<i>In Progress</i>
Bamberg County	****Marion/Dillon/Barnwell/ Bamberg Counties (combined sites)	****	****	Combined sites
Barnwell County	****Marion/Dillon/Barnwell/ Bamberg Counties (combined sites)	****	****	Combined sites
Lee	Lee County	0	6	
Lexington County	Lexington #4	0	6	

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

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

***Combined sites include Clarendon, Marlboro and Jasper Counties

****Combined sites include Marion, Dillon, Barnwell and Jasper Counties.

+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. Beaufort, Hampton and Allendale sites have not been implemented according to the Plan. Sites are in progress.

SC-PRRMT FY2020-21 Proposed Budget

The FY2020-21 SC-PRRMT budget request is \$324,482 and \$15,000 for personnel services salary and fringe). The total budget request is \$339,482.

SC-PRRMT Forgivable Loans	\$324,482
Personnel services (salaries)	13,350
(fringe)	<u>1,650</u>
Total	\$339,482

The total proposed funding for FY2020-21, including appropriations, collections and carried forward is \$656,259. These funds, per the proviso, are to be used for statewide recruitment programs to recruit traditional and non-traditional students, especially minorities, into the teaching profession. Federal, state and institutional financial aid are first awarded to SC-PRRMT participants, followed by SC-PRRMT Forgivable Teacher Loans if needed to meet the cost of attendance at SCSU. According to SCSU officials, the costs for tuition and fees for SC-PRRMT participants at SCSU are \$5,530 for fall term 2019 and \$5,530 for spring term 2020 (including an annual book allowance of \$800 and insurance costs of \$501 for fall term 2019, and \$606 for spring term 2020). For fall term 2018, \$216,146 in Forgivable Teacher Loans were awarded to participants and \$108,336 in Forgivable Teacher Loans were awarded to participants for spring term 2019. The average Forgivable Teacher Loan awarded in the fall term 2018 was \$2,604, and the average Forgivable Teacher Loan for the spring term 2019 was \$1,231.

SC-PRRMT APPROPRIATIONS REQUEST AND ACTUAL BUDGET

Budget for FY 2016-2017, 2017-2018, FY 2018-2019, Estimated 2019-2020 and Proposed Budget 2020-2021

	FY 2016-2017 Actual	FY 2017-2018 Actual	FY 2018-2019 Actual	FY 2019-2020 Estimated	Proposed 2020-2021
Revenue					
Amount in Collections	\$222,560.67	\$232,560.67	\$306,777.00	\$316,777.00	**
Carried Forward Funds	-0-	-0-	-0-	-0-	
Total Collections/Carried Forward	\$222,560.67	\$232,560.67	\$306,777.00	\$316,777.00	
Expenditures					
+Personnel Services					
1. Salaries	-0-	\$13,350.00	\$13,350.00	\$13,350.00	\$13,350.00
2. Fringes	-0-	1,650.00	1,650.00	1,650.00	1,650.00
OTHER EXPENDITURES					
Telephone (WATS LINE)	-0-	-0-	-0-	-0-	-0-
Forgivable Loans	\$339,482.00	\$324,482.00	\$324,482.00	\$324,482.00	\$324,482.00
TOTAL OTHER EXPENDITURES	\$339,482.00	\$339,482.00	\$339,482.00	\$324,482.00	\$324,482.00
TOTAL PROJECT EXPENDITURES	-0-	-0-	-0-	-0-	-0-
TOTAL PROJECT APPROPRIATIONS	\$339,482.00	\$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	\$339,482.00
APPROPRIATIONS CUTS	0-	0-	0-	0-	0-
APPROPRIATIONS RECEIVED	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
Total Collections Revenue/Carried Forward	\$222,560.67	\$232,560.67	\$306,777.00	*\$316,777.00	**
Collections Revenue used if needed for additional Forgivable Loans.					
Total (Appropriations Received / Collections Revenue/Carried Forward)	\$562,042.67	\$572,042.67	\$642,259.00	\$656,259.00	
+Personnel Services	Program Manager (1) Program Recruiter (0) Secretary (0) Adjunct Instructors (6)	Program Manager (1) Program Recruiter (0) Secretary (0) Adjunct Instructors (8)	Program Manager (1) Program Recruiter (0) Secretary (0) Adjunct Instructors (10)	Program Manager (1) Program Recruiter (0) Secretary (0) Adjunct Instructors (10)	Program Manager (1) Program Recruiter (0) Secretary (0) Adjunct Instructors (10)

* As of July 2019

** Any funds available in Collection will be used or Forgivable Loans for 2020-2021.

Recommendation

The Committee on Access & Equity and Student Services commends favorably to the Commission approval of the SC-PRRMT FY2018-19 Annual Report and FY2020-21 budget request in the amount of \$339,482 for minority teacher recruitment. Commission staff also recommends continued assessment of the program's progress on a quarterly basis during FY2019-20.

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

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

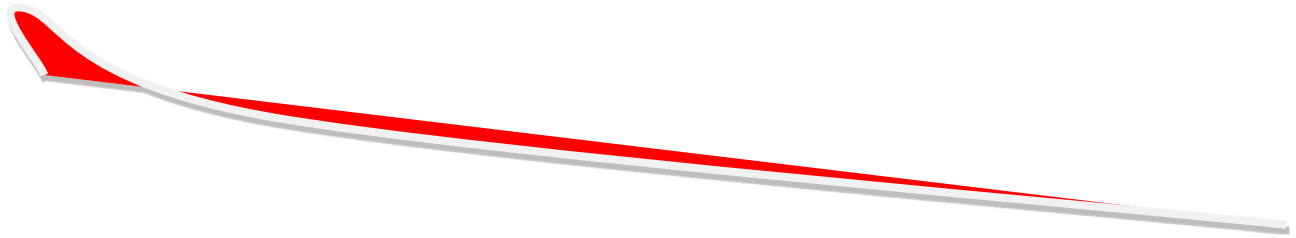


South Carolina Program for the
Recruitment & Retention of Minority Teachers

Lift a Life...Teach

**2018-2019
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 2019**

Dr. James E. Clark, President

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

2018-2019

**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 2018 -2019

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 2015 - SPRING 2019**

Year	Number
Enrollment 2015-2016	66
Enrollment 2016-2017	71
Enrollment 2017-2018	80
Enrollment 2018-2019	88
Mean	76.25

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 76.25 for fall 2015-spring 2019.

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
2015-2016	10	6(60%)	8(80%)	100%
2016-2017	13	13(100%)	13 (100%)	100%
2017-2018	12	12(100%)	9(90%)	100%
2018-2019	10	*9(90%)	9(90%)	90%

*One(1)) graduates is 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 2019	239(94%)
Number of Graduates in State-Declared Critical Need Subject Areas	110(46%)
No. of Graduates Placed in Critical Geographic Schools	215(89%)

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.
- ◆ Seventy-three (83%) undergraduate Program participants maintained their eligibility during the 2018-2019 Academic Year. Seventy-six (86%) 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 (5) maintained their eligibility.
- ◆ For academic year 2018-2019, Eighty-six percent of program participants achieved a cumulative grade point average of 3.00 or above. The distribution was as follows:

3.75 – 4.00	(25)
3.50 – 3.74	(25)
3.00 – 3.49	(25)
- ◆ For the 2018-2019 Academic Year, 10 students graduated; 10(100%) met certification requirements.
- ◆ Of the Program's ten 2018-2019 graduates, to date, 9 (90%) have gained employment in a South Carolina Public school. Nine 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 25 years.
- ◆ One hundred and Ninety-four (81%) of the Program's placed graduates have gained 5 to 25 years teaching experience, and the mean years of teaching for all graduates is 21.5 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 2018-2019.
- ◆ 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 2017-2020
- ◆ Program recruitment activities for AY 2018-2019 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:

Allendale
Barnwell School Districts 19 and 45
Bamberg School Districts One and Two
Berkeley County Schools
Clarendon School Districts
Dillon
Jasper School Districts
Hampton I & II
Orangeburg School Districts 3, 4 and 5
Marion
Richland School Districts One and Two
Freshman University Fair (SC State)
SCSU Open House (spring and fall)
Piedmont Technical College
Midlands Technical College

EIA BUDGET

PROPOSED BUDGET
FY 2020-2021

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 2020-2021**

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 2016-2017, FY 2017-2018 and Current FY 2018-2019.

Funding Source	FY 2016-2017 Actual	FY 2017-2018 Actual	Current FY 2018-2019 Actual
EIA	\$339,482.00	\$339,482.00	\$339,482.00
General Fund	-0-	-0-	-0-
Lottery	-0-	-0-	-0-
Fees	-0-	-0-	-0-
Other Sources	-0-	-0-	-0-
Grant	-0-	-0-	-0-
Contributions, Foundation	-0-	-0-	-0-
Other (Specify)	-0-	-0-	-0-
Carry Forward from Prior Yr.	-0-	-0-	-0-
TOTAL	\$339,482.00	\$339,482.00	\$339,482.00
Expenditures	FY 2016-2017 Actual	FY 2017-2018 Actual	Current 2018-2019 Actual
Personnel Service	-0-	\$15,000.00	\$15,000.00
Contractual Services	-0-	-0-	-0-
Supplies and Materials	-0-	-0-	-0-
Fixed Charges	-0-	-0-	-0-
Travel	-0-	-0-	-0-
Equipment	-0-	-0-	-0-
Employer Contributions	-0-	-0-	-0-
Allocations to Districts/Schools/ Agencies/Entities	-0-	-0-	-0-
Other: Forgivable Loans	\$339,482.00	324,428.00	324,428.00
Balance Remaining	-0-	-0-	-0-
TOTAL	\$339,482.00	\$339,482.00	\$339,482.00
TOTAL Collections/Revenue Carried Forward	\$222,560.67	\$306,777.00	*\$316,777.00
TOTAL (Appropriations Received/Collections Revenue/Carried Forward)	\$572,042.67	\$646,259.00	\$656,259.00
Expenditures	FY 2016-2017 Actual	FY 2017-2018 Actual	Current 2018-2019 Actual
Personnel Service	Program Manager(1)	Program Manager(1)	Program Manager(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-)
	Adjunct Instructors (6)	Adjunct Instructors (8)	Adjunct Instructors (10)

Collections Revenue used if needed for additional Forgivable Loans.

*As of July 2019.

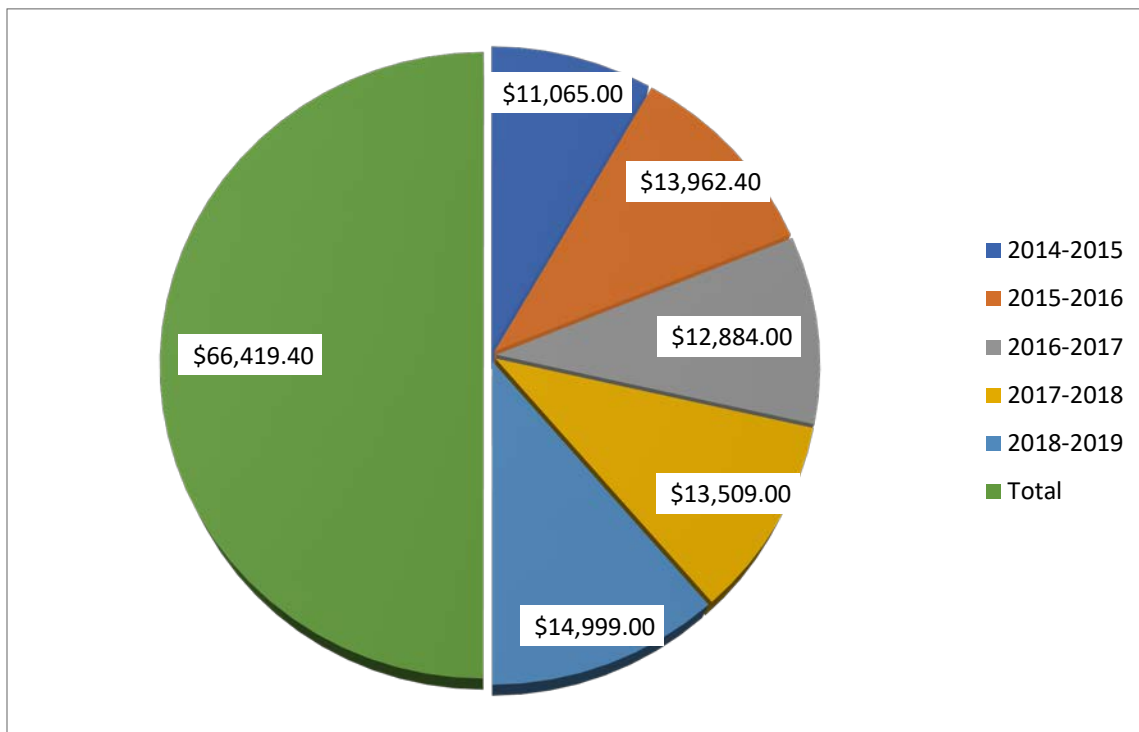
EIA Forgivable Loan Program

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 2014-2015, 2015-2016, FY 2016-2017, 2017-2018 and 2018-2019.

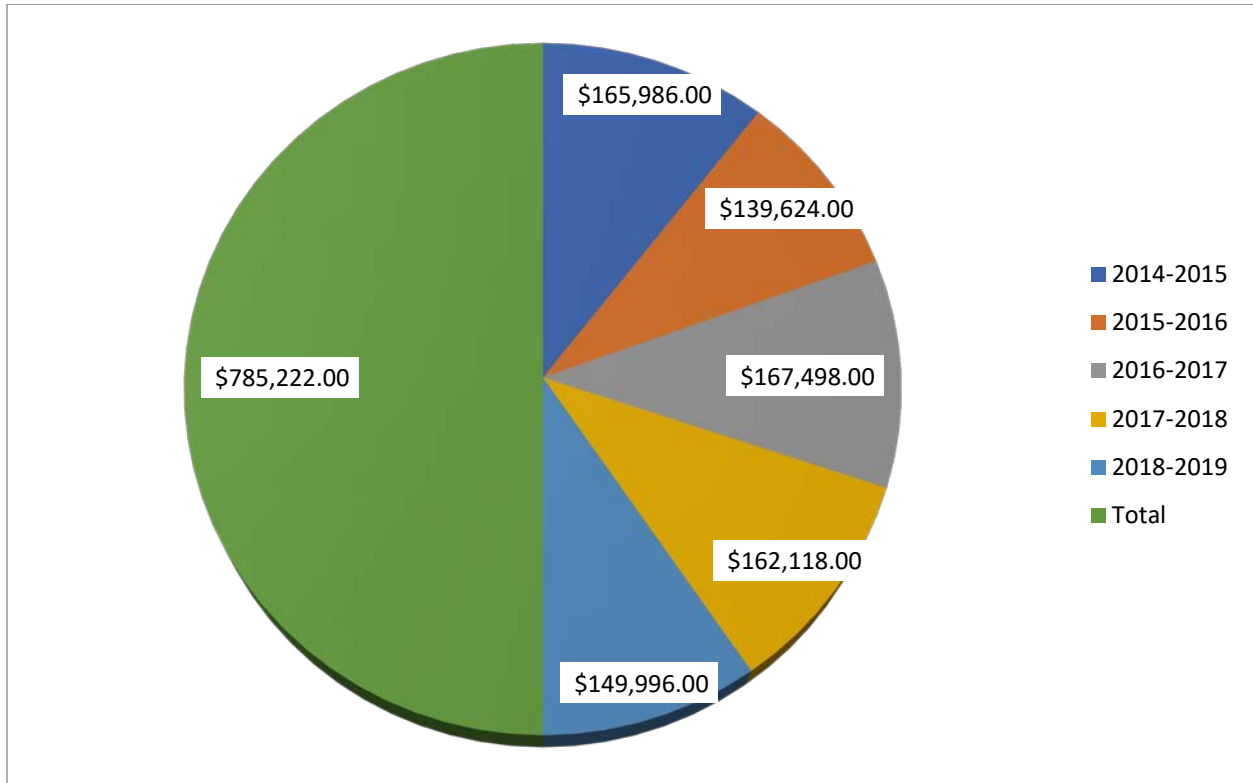
	No. Graduates	No. Teachers SC	Total Amount Disbursed	No. With Debt Retired	Average Cumulative Cost Per Graduate for the Specified Years
2014-2015	15	15	165,986.00	4	11,065.00
2015-2016	10	10	139,624.00	5	13,962.40
2016-2017	13	13	167,498.00	0	12,884.00
2017-2018	12	12	162,118.00	0	13,509.00
2018-2019	10	*9	149,996.00	0	14,999.00
Total	60	59	\$785,222.00	9	\$66,419.40

*One(1) graduates was not placed at the time of this report. However, we do anticipate placement by the beginning of the upcoming school year.

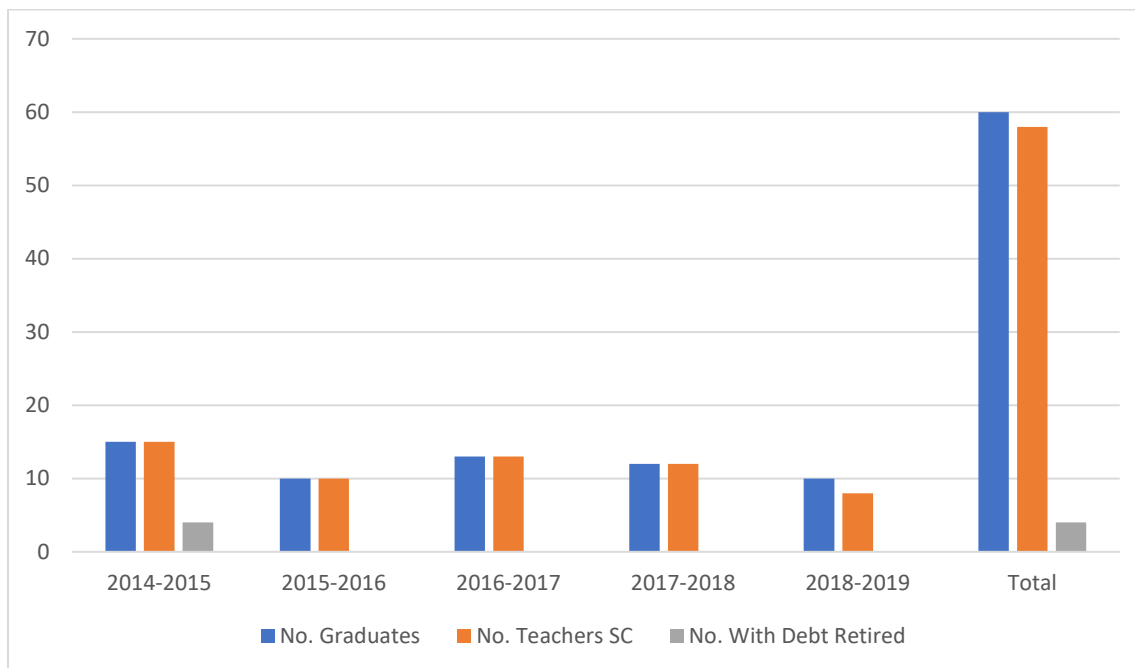
Average Cumulative Cost Per Graduate For the Specified Years



Total Amount Disbursed



EIA Loan Statistical Data 2014-2019



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

Distribution of Participants

Years	BF	WF	Asian/			His. M.	Number of Participants
			His. F	BM	WM		
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
2017-2018	63	5	2	10	0	0	80
2018-2019	69	8	1	10	0	0	88

FORGIVABLE LOANS AWARDED TO PARTICIPANTS

Table 4 FALL 2018 N=83	Table 4 Spring 2019 N=88
1. \$ 4,200.00	1. \$ -0-
2. 4,300.00	2. 2,300.00
3. 1,841.00	3. 1,841.00
4. 4,300.00	4. -0-
5. 3,919.00	5. -0-
6. 1,088.00	6. 1,088.00
7. 1,000.00	7. 1,000.00
8. 1,000.00	8. 1,000.00
9. 3,919.00	9. -0-
10. 3,000.00	10. 2,000.00
11. 2,589.00	11. 2,589.00
12. 2,637.00	12. 2,637.00
13. 4,919.00	13. 2,919.00
14. 1,450.00	14. -0-
15. 3,419.00	15. 2,419.00
16. 3,419.00	16. 2,419.00
17. 4,919.00	17. 2,919.00
18. 4,919.00	18. -0-
19. 1,955.00	19. 1,955.00
20. 1,329.00	20. 1,329.00
21. 3,156.00	21. 2,156.00
22. 1,329.00	22. -0-
23. 1,329.00	23. 1,329.00
24. 1,329.00	24. 1,329.00
25. 3,029.00	25. 1,029.00
26. 1,150.00	26. 1,150.00
27. 1,919.00	27. 1,919.00
28. 1,000.00	28. 1,000.00
29. 1,500.00	29. 1,500.00
30. 1,919.00	30. 1,919.00
31. 1,919.00	31. 1,919.00
32. 1,919.00	32. 1,919.00
33. 1,919.00	33. 1,919.00
34. 1,919.00	34. 1,919.00
35. 1,919.00	35. 1,919.00
36. 1,919.00	36. 1,919.00
37. 1,919.00	37. 1,919.00
38. 1,000.00	38. 1,000.00
39. 2,529.00	39. 2,529.00
40. 3,919.00	40. 3,919.00
41. 3,588.00	41. 3,588.00
42. 1,530.00	42. 1,530.00
43. 1,919.00	43. 2,919.00
44. 1,919.00	44. 1,919.00
45. 1,919.00	45. 1,919.00
46. 1,919.00	46. 2,919.00
47. 1,919.00	47. 1,919.00
48. 1,919.00	48. 1,919.00
49. 1,919.00	49. 3,919.00
50. 2,000.00	50. 2,000.00

51. 3,919.00	51. 1,919.00
52. 3,389.00	52. 1,389.00
53. 3,019.00	53. 2,019.00
54. 3,195.00	54. 1,195.00
55. 3,000.00	55. 1,000.00
56. 2,900.00	56. 2,900.00
57. 2,800.00	57. 2,800.00
58. 2,400.00	58. 2,400.00
59. 2,400.00	59. 2,400.00
60. 1,919.00	60. 3,919.00
61. 1,919.00	61. 2,919.00
62. 1,400.00	62. 2,400.00
63. 1,500.00	63. 2,500.00
64. 1,000.00	64. 2,000.00
65. 2,000.00	65. 2,000.00
66. 3,919.00	66. 3,919.00
67. 1,000.00	67. 1,000.00
68. 2,920.00	68. 4,920.00
69. 4,410.00	69. 2,410.00
70. 4,410.00	70. 2,410.00
71. 4,976.00	71. 4,342.00
72. 3,390.00	72. 3,390.00
73. 2,000.00	73. 2,000.00
74. 2,331.00	74. 2,331.00
75. 4,390.00	75. 2,390.00
76. 4,410.00	76. 2,410.00
77. 4,410.00	77. 2,410.00
78. 4,410.00	78. 2,410.00
79. 4,410.00	79. 1,410.00
80. 4,410.00	80. 1,410.00
81. 4,410.00	81. 1,410.00
82. 4,410.00	82. 1,410.00
83. 3,000.00	83. 2,000.00
TOTAL: \$216,146.00	84. 1,200.00
	85. 1,300.00
	86. 1,300.00
	87. 2,410.00
	88. 2,200.00
	89. 1,770.00
	90. 1,500.00
	91. 1,500.00
	92. 1,500.00
	94. 1,500.00
	95. 1,500.00
	96. 1,500.00
	TOTAL: \$108,336.00
	Fall 2018= \$216,146.00
	Spring 2019= <u>\$108,336.00</u>
	TOTAL \$324,482.00
	Red= Fall Graduates
	#’s 84-96= New Students

Average forgivable loans amount awarded

Fall 2018

N=83

Forgivable Loan awards = \$ 216,146.00

Forgivable Loan awards average= \$ 2,604.00

Average forgivable loans amount awarded

Spring 2019

N=88

Forgivable Loan awards = \$ 108,336.00

Forgivable Loan awards average= \$ 1,231.00

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 2016-2017, 2017-2018, FY 2018-2019, Estimated 2019-2020 and Proposed Budget 2020-2021

	FY 2016-2017 Actual	FY 2017-2018 Actual	FY 2018-2019 Actual	FY 2019-2020 Estimated	Proposed 2020-2021
Revenue					
Amount in Collections	\$222,560.67	\$232,560.67	\$306,777.00	\$316,777.00	**
Carried Forward Funds	-0-	-0-	-0-	-0-	
Total Collections/Carried Forward	\$222,560.67	\$232,560.67	\$306,777.00	\$316,777.00	
Expenditures					
+Personnel Services					
1. Salaries	-0-	\$13,350.00	\$13,350.00	\$13,650.000	\$13,650.000
2. Fringes	-0-	1,650.00	1,650.00	1,650.00	1,650.00
OTHER EXPENDITURES					
Telephone (WATS LINE)	-0-	-0-	-0-	-0-	-0-
Forgivable Loans	\$339,482.00	\$324,482.00	\$324,482.00	\$324,482.00	\$324,482.00
TOTAL OTHER EXPENDITURES	\$339,482.00	\$339,482.00	\$339,482.00	\$324,482.00	\$324,482.00
TOTAL PROJECT EXPENDITURES	-0-	-0-	-0-	-0-	-0-
TOTAL PROJECT APPROPRIATIONS	\$339,482.00	\$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	\$339,482.00
APPROPRIATIONS CUTS	-0-	-0-	-0-	-0-	-0-
APPROPRIATIONS RECEIVED	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
Total Collections Revenue/Carried Forward	\$222,560.67	\$232,560.67	\$306,777.00	*\$316,777.00	**
Collections Revenue used if needed for additional Forgivable Loans.					
Total (Appropriations Received / Collections Revenue/Carried Forward)	\$562,042.67	\$572,042.67	\$642,259.00	\$656,259.00	
+Personnel Services	Program Manager (1) Program Recruiter (-0-) Secretary(-0-) Adjunct Instructors (6)	Program Manager (1) Program Recruiter (-0-) Secretary(-0-) Adjunct Instructors (8)	Program Manager (1) Program Recruiter (-0-) Secretary(-0-) Adjunct Instructors ((10)	Program Manager (1) Program Recruiter (-0-) Secretary(-0-) Adjunct Instructors (10)	Program Manager (1) Program Recruiter (-0-) Secretary(-0-) Adjunct Instructors (14)

* As of July 2019

** Any funds available in Collection will be used or Forgivable Loans for 2020-2021.

PRRMT

Expansion Plan of Action

South Carolina Program for the Recruitment and Retention of Minority Teachers

Reinell Thomas-Myers, Program Manager

July 2019

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 additional sites for AY 2018-2020 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 2014 – spring 2020)

1.1 Recruitment and expansion activities remain ongoing (fall 2014 – spring 2020).

For AY 2018-2019 the program established sites and offered classes to students in Berkeley, Columbia (Richland County), Fairfield, Winnsboro, Florence, Horry, Georgetown, Marion and Williamsburg counties. Interest meetings will be scheduled 2018-2019-2019-2020 in Richland School Districts One and Two, Fairfield, Winnsboro, Marlboro, Georgetown, Williamsburg, Florence, Horry, Colleton, Hampton One & Two, Jasper Lexington, Newberry, Abbeville, Aiken, Edgefield, Laurens, McCormick, Saluda, Kershaw, Lee, Sumter, Chester, Lancaster, Union, York, Anderson, Cherokee, Greenville, Oconee, Pickens and Spartanburg

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 – 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 number of Students for PRRMT	Actual	Sites and No. of Participants
2017 - 2018	120	80	Moncks Corner/Berkeley and Charleston - 10 Richland District One/Richland District Two - 23 Fairfield and Winnsboro Georgetown/Williamsburg/Florence and Horry - 22 Marion/Dillion and Barnwell - 15 SC State -10
2018-2019	100	88	Moncks Corner/Berkeley and Charleston - 5 Richland District One/Richland District Two - 17 Fairfield and Winnsboro Georgetown/Williamsburg/Florence and Horry - 22 Marion/Dillion and Barnwell - 15 Clarendon/Marlboro/Jasper - 12 Lee - 6 Lexington - 6 SC State - 5
2019-2020	110		

1A.

FY2018-2019 established combined sites:

Combined sites classes are offered face-to-face, hybrid and on-line to help reduce the Administrative cost to the Program.

- a. Richland Districts One and Two /Fairfield County School Districts and Winnsboro (combined sites),
- b. Florence/Georgetown/Williamsburg/Horry Counties (combined sites)
- c. Marion/Barnwell/Dillon Counties (combined sties)
- d. Lee
- e. Lexington #4

Clarendon, Marlboro, Hampton, Allendale, Bamberg and Jasper County School Districts sites have not been established, but we have students taking on-line classes and joining neighboring sites. Several recruitment visits did take place in Clarendon, Marlboro, Hampton, Allendale, Bamberg and Jasper County School Districts, and individuals from those sites connected with neighboring cohorts as a result of our recruitment visits to their school districts. FY 2018-2019 we have seen increased interest in PRRMT

following the Superintendents receiving communication from Superintendent Spearman Spring 2018. Follow-up communications from Superintendent Spearman was sent to all Districts on July 12, 2019. We look forward to the outcome from the various districts.

1B.

Our FY 2018-2019 actual enrollment was 88 participants. We will continue to strive to meet the projected number of participants for 2019-2020 by increasing the established combined sites and moving toward opening new sites in the various School Districts listed below, we anticipate meeting our goal for 2019-2020.

Projected new sites FY2019-2020:

Colleton, Hampton (One and Two), Jasper;
 Lexington, Newberry, Lee, Aiken, Edgefield and Saluda
 PRRMT will continue to visit established sites to increase the number of participants

Projected new sites FY 2020-2021

Abbeville, Laurens, McCormick, Kershaw, Sumter, Chester, Lancaster, Union, York,
 Anderson, Cherokee, Greenville, Oconee

**Table 2
 Projected Graduation Rates**

	Total Number of Graduates for all PRRMT Sites	Actual Number of Graduates for PRRMT
2017 – 2018	22-24	12
2018 – 2019	13-15	10
2019 – 2020	16-18	

**Table 3
 Classification of Participants
 AY 2018-2019
 N=88**

Seniors	7
Juniors	15
Sophomores	24
Freshmen	37
MAT	5

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 an increase in the number of non-traditional applicants. Increased applicants will yield an increase in the number of graduates.	
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.

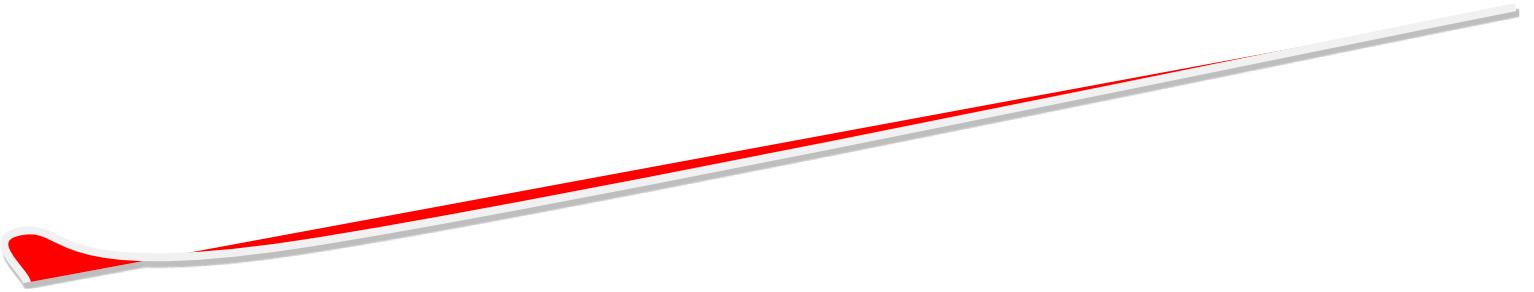
B. Specific Objective Number 3

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





STATE OF SOUTH CAROLINA
DEPARTMENT OF EDUCATION

MOLLY M. SPEARMAN
STATE SUPERINTENDENT OF EDUCATION

MEMORANDUM

TO: District Superintendents
 Human Resource Directors
 Public Information Officers

FROM: Molly M. Spearman
 State Superintendent of Education

DATE: July 12, 2019

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 South Carolina 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. Thanks to your help in 2018–19, SC-PRRMT established three new sites and enrollment increased to over 80 participants.

Since 1996, this program has served as a tool in addressing the teacher shortage in our state and I encourage you to consider learning more and allowing eligible faculty and staff to earn their teaching degree through SC-PRRMT.

For more information about SC-PRRMT, please contact Reinell Thomas-Myers, Program Manager, rathomas@scsu.edu or 803-536-8818.

Attachment