



South Carolina Program for the Recruitment & Retention of Minority Teachers

Lift a Life...Teach

September 30, 2011

Ms. Melanie Barton, Interim Executive Director
SC Education Oversight Committee
P.O. Box 11867
227 Blatt Building
Columbia, SC 29211

Dear Ms. Barton:

Please find attached South Carolina State University's EIA Program Report for Fiscal Year 2011-12 of the South Carolina Program for the Recruitment and Retention of Minority Teachers.

If there are questions, please let me know as soon as possible.

Sincerely,

Reinell A. Thomas-Myers

Reinell A. Thomas-Myers, Program Manager

EIA Program Report for Fiscal Year 2011-12

Coversheet

EIA-Funded Program Name: SC Program for the Recruitment and Retention
of Minority Teachers,
South Carolina State University

Current Fiscal Year: 2011-12

Current EIA Appropriation: \$339,482.00

**Name of Person Completing Survey and to whom EOC members may request additional
information:**

Reinell Thomas-Myers

Telephone Number:

803-536-8818

E-mail:

rathomas@scsu.edu

Question 1: History of the program: Please mark the appropriate response (choose one):**This program:**

- was an original initiative of the Education Improvement Act of 1984
- was created or implemented as part of the Education Accountability Act of 1998
- has been operational for less than five years
- was funded last fiscal year by general or other funds
- is a new program implemented for the first time in the current fiscal year
- Other

Question 2: What SC laws, including provisos in the current year's general appropriation act, govern the implementation of this program? Please complete citations from the SC Code of Laws including, Title, Chapter, and Section numbers.**Code of Laws:**

Part 1B Section 1A H63-Department of Education-EIA. Proviso 1A.10. (SDE-EIA: XI.F.2-CHE/Teacher Recruitment)

Proviso(s): (If applicable. Please make references to the 2011-12 General Appropriation Act as ratified. www.XXXXX)

1A.10. (SDE EIA: XI.F.2 CHE/Teacher Recruitment)

Regulation(s):

N/A

Do guidelines that have been approved by the State Board of Education, the Commission on Higher Education or other governor board exist that govern the implementation of this program?

- Yes
- No

Question 3: What are the primary objective(s) or goals of this program? Please distinguish between the long-term mission of the program and the current annual objectives of the program. (The goals or objectives should be in terms that can be quantified, evaluated, and assessed.)

MISSION: 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.

Current annual objectives are--

Objective #1

To increase the pool of teachers in South Carolina by targeting non-traditional students for enrollment to teacher education programs at South Carolina State University (baseline mean enrollment figures for 2003/2004-2006/2007 compared to mean enrollment figures for 2007/2008-2010/2011) and by producing teachers/graduates for South Carolina's schools (baseline mean teacher production figures for 2003/2004-2006/2007 compared to mean teacher production figures for 2007/2008-2010/2011).

Objective #2

Target 50% of program participants for majors in a critical need subject area or placement in a critical geographic school, as demonstrated by either graduating in a state-declared critical need subject area or finding employment in a state-declared critical geographic school (baseline graduation figures in the critical need subject areas for 2009-2010 compared to graduation figures in the critical need subject areas for 2010-2011 and baseline graduation placement figures for critical geographic schools for 2009-2010 compared to 2010-2011).

Objective #3

To ensure the progress of EIA Forgivable Loan Program participants by monitoring their academic achievement (in the various teacher education majors), graduation rates, certification rates, and employment placement.

Question 4: In the prior fiscal year, 2010-11, what primary program activities or processes were conducted to facilitate the program's performance in reaching the objective(s) as provided in Question 3? What, if any, change in processes or activities are planned for the current year?

Examples of program processes would be: training provided, recruiting efforts made, technical assistance services, monitoring services, etc.

Answers should be specific to the process undertaken at the state level to support the objectives of the program and should be quantifiable. Please include any professional development services provided.

IF the funds are allocated directly to school districts, please indicate any data collected at the state level to monitor how the funds are expended at the local level?

ACTIVITIES AND PROCESSES

- ❖ Program recruitment activities for AY 2010-2011 involved: recruitment exhibitions and participation in fall and Winter Open House at SC State University, mailings and responses to program inquiries, visits to two school districts, to nine technical colleges, and participation and recruitment exhibitions at college fairs and freshman orientation sessions.
- ❖ 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 2010-2011.
- ❖ Because of budget cuts, the Program will not air any televised teacher education recruitment ads for the current fiscal year 2010-11.
- ❖ The Partnership with CERRA and the Call Me MISTER program will continue for AY 2011-2012.

Question 5: In the prior fiscal year, 2010-11, and using the most recent data available, what were the direct products and services (outputs) delivered by this Program?

Examples of program outputs would be: number of teachers attending professional development seminars, number of and passage rates on AP exams, number of students served in the program, improvements in student achievement, retention and graduation.

PRODUCTS AND SERVICES

- ❖ The Program continues to administer a Forgivable Loan Program. This past academic year 25 students received forgivable loans.
- ❖ All 17 (100%) of the Program's undergraduate forgivable loan recipients achieved Dean's List status, earning cumulative grade point averages of 3.00 or better during the 2010-2011 academic year. All eight of the Program's MAT participants maintained their eligibility.
- ❖ For the 2010-2011 Academic Year, 10 students graduated; all ten (100%) met certification requirements.
- ❖ The Program graduated ten students. To date, seven (70%) have gained employment in a South Carolina Public school. All seven (70%) are teaching in a critical geographic school or state-declared critical need subject area.

Question 6: What are the outcomes or results of this program?

Outcome can be both quantitative and qualitative and should address the program's objectives. Please use the most recent data available:

Examples of outcomes would be: results of surveys, student achievement results, increases in participation, reduction in achievement gaps, loans awarded, textbooks purchased, etc.

PROGRAM OUTCOMES:

Objective #1

To increase the pool of teachers in South Carolina by targeting non-traditional students for enrollment to teacher education programs at South Carolina State University (baseline mean enrollment figures for 2003/2004-2006/2007 compared to mean enrollment figures for 2007/2008-2010/2011) and by producing teachers/graduates for South Carolina's schools (baseline mean teacher production figures for 2003/2004-2006/2007 compared to mean teacher production figures for 2007/2008-2010/2011).

OUTCOME:

ENROLLMENT FIGURES FALL 2003-SPRING 2011

Year	No.	Year	No.
Enrollment 2003-2004	38	Enrollment 2007-2008	46
Enrollment 2004-2005	37	Enrollment 2008-2009	32
Enrollment 2005-2006	52	Enrollment 2009-2010	34
Enrollment 2006-2007	45	Enrollment 2010-2011	28
Total	172	Total	140
Mean	43	Mean	35
Difference: 172-40= 32		The enrollment decreased by 18.6%	

GRADUATES DECEMBER 2003-MAY 2011

Year	No.	Year	No.
Graduates 2003-2004	6	Graduates 2007-2008	14
Graduates 2004-2005	3	Graduates 2008-2009	9
Graduates 2005-2006	18	Graduates 2009-2010	9
Graduates 2006-2007	10	Graduates 2010-2011	10
Total	37	Total	42
Mean	9.25	Mean	10.5
Difference: Increase 42-37= 5.		The graduation rate increased by 13.5%	

Objective #2

Target 50% of program participants for majors in a critical need subject area or placement in a critical geographic school, as demonstrated by either graduating in a state-declared critical need subject area or finding employment in a state-declared critical geographic school (baseline graduation figures in the critical need subject areas for 2009-2010 compared to graduation figures in the critical need subject areas for 2010-2011 and baseline graduation placement figures for critical geographic schools for 2009-2010 compared to 2010-2011).

OUTCOME:

COMPARATIVE FIGURES 2009/2010 / 2010/2011

GRADUATES 2009-2010 = 9
 No. in State Declared Critical Need Subject Area = 1
 Percent Critical Need = 11%

GRADUATES 2010-2011 = 10
 No. in State Declared Critical Need Subject Area = 3
 Percent Critical Need = 30%

PROGRAM GRADUATES' PLACEMENT (CRITICAL NEED)

162	-Total Number of Program Graduates As of May 2011
151 (93%)	-Number of Graduates Placed in South Carolina Schools
54 (36%)	-Number of Graduates in State-Declared Critical Need Subject Areas
127 (84%)	-Number of Graduates Placed in State-Declared Critical Geographic Schools

Objective #3

To ensure the progress of EIA Forgivable Loan Program participants by monitoring their academic achievement (in the various teacher education majors), graduation rates, certification rates, and employment placement.

- ❖ All 17 (100%) of the Program's undergraduate forgivable loan recipients achieved Dean's List status, earning cumulative grade point averages of 3.00 or better during the 2010-2011 academic year. All eight of the Program's M.A.T. participants maintained their eligibility.
- ❖ For the 2010-2011 Academic Year, 10 students graduated; all ten (100%) met certification requirements. To date, seven (70%) have gained employment in a South Carolina Public school. All seven (70%) are teaching in a critical geographic school or state-declared critical need subject area.
- ❖ Of the Program's 162 graduates, 151 (93%) gained employment in S.C.'s public school classrooms.
- ❖ The teaching experience of graduates range from 1 to 17 years.
- ❖ One hundred and five (70%) of the Program's placed graduates have gained 5 to 17 years teaching experience, and the mean years of teaching for all graduates is 13.5 years.
- ❖ One hundred and twenty-four (82%) of the placed graduates are currently teaching in South Carolina Schools.

Question 7: Program Evaluations

What was the date of the last external or internal evaluation of this program?

January 1997

Has an evaluation ever been conducted?

Yes

No

If an evaluation was conducted, what were the results and primary recommendations of the most recent evaluation?

N/A

Can you provide a URL link, electronic version, or hard copy of this evaluation to the EOC?

Yes

No

If yes, please provide URL link here.

If no, why not?

Question 8:

While EIA revenues increased in 2010-11 over the prior fiscal year and no mid-year cuts were made to any EIA programs, programs and agencies continue to implement conservative budget practices.

Please describe how the program and/or organization would absorb or offset potential EIA reductions totaling 5%, and 10% in the current fiscal year, Fiscal Year 2011-12?

Due to the budget reductions the past three fiscal years, we reduced the following budget line items or eliminated the budget line items:

Personnel Services, Contractual Services, Equipment and Maintenance, Forgivable Loans, and Travel. If funds are available in the collections account, those funds will be used to assist with our forgivable loan awards.

Question 9:

If no additional EIA revenues were appropriated to this program in Fiscal Year 2012-13 above the current year's appropriation level, how would the objectives, activities and priorities of this program change?

Please be specific to address the impact to students, teachers or schools. Are there regulatory or statutory changes that you would recommend to the legislature that would assist this program/organization in meeting its objectives?

This would place an extreme hardship on program participants, as institutional costs continue to rise. The present program allocation limits the project's recruitment capacity and the program's ability to adequately fund students for their matriculation in teacher education programs. Moreover, projections of no additional EIA revenue will further jeopardize the Program.

If you want to provide supporting documents or evaluation reports, either reference a website below or email the report directly to

mbarton@eoc.sc.gov.

Questions 10 and 11 Apply only to programs NOT administered by the South Carolina State Department of Education.

Question 10: Fiscal Year 2012-13

The total amount of EIA funds requested for this program for the next fiscal year will be:

The same as appropriated in the current fiscal year's appropriation

An increase over the current fiscal year's appropriation

A decrease over the current fiscal year's appropriation

If you indicated an increase or decrease in funding for the next fiscal year, what is the total amount requested for this program for the next fiscal year?

\$ 339,482.00

If you indicated an increase or decrease, please describe the reasons for the increase or decrease. How will the increase or decrease impact the objective of the program?

For a number of years, funding for the SC-PRRMT (EIA) was \$467,000.00 annually. In 2008-2009, the program received a 21.5% cut -\$366,583.31. In 2009-2010, the program received a 4.49% cut - \$350,111.52. In 2010-2011, the program received \$350,111.00. This low funding constitutes a 26% cut in the program's allocation. This dearth compromises the award as an incentive for students to enter the teaching profession, and it limits what the program can offer to students needing financial assistance.

Question 11: Fiscal Years 2010-11 and 2011-12

Please fill in the attached charts to reflect the budget for this program in the prior fiscal year (2010-11) and the budget for this program in the current fiscal year (2011-12).

If the program was not funded in the prior fiscal year, please fill out information for the current fiscal year only.

Funding Source	Prior FY Actual	Current FY Estimated
EIA	350,111.00	339,482.00
General Fund	0	0
Lottery	0	0
Fees	0	0
Other Sources	0	0
Grant	0	0
Contributions, Foundation	0	0
Other (Specify)	0	0
Carry Forward from Prior Yr	0	0
TOTAL	350,111.00	339,482.00

Other: Please specify here.

Expenditures	Prior FY Actual	Current FY Estimated
	2010-2011	2011-2012
Personal Service	143,287.00	145,287.00
Contractual Services	1,377.00	800.00
Supplies and Materials	1,250.00	1,300.00
Fixed Charges	-0-	-0-
Travel	5,973.00	5,301.00
Equipment	-0-	500.00
Employer Contributions	34,481.00	32,551.00
Allocations to Districts/Schools/Agencies/Entities	-0-	-0-
Other: Please Explain = Forgivable Loans	163,743.00	153,743.00
Balance Remaining		
TOTAL	-0-	-0-
# FTES	350,111.00	339,482.00

Other: Please explain here.

Forgivable Loans