



**SC EDUCATION
OVERSIGHT COMMITTEE**

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AGENDA
EIA and Improvement Mechanisms Subcommittee
Monday, December 5, 2022
10:00 a.m.
Room 410, Blatt Building

- I. Welcome and Introductions Dr. Bob Couch
- II. Approval of Minutes for November 14, 2022 Dr. Bob Couch
- III. EIA Budget Discussions..... C. Matthew Ferguson
- IV. EIA Recommendations EIA Subcommittee
- V. Adjournment

Neil C. Robinson, Jr.

CHAIR

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VICE CHAIR

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Melanie Barton

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Sidney Locke

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Brian Newsome

Molly Spearman

Patti J. Tate

C. Ross Turner, III

Scott Turner

Ellen Weaver

Subcommittee Members:

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|----------------------|--------------------|
| Dr. Bob Couch, Chair | Rep. Neal Collins |
| April Allen | Sen. Kevin Johnson |
| Melanie Barton | Dr. Brian Newsome |
| Dr. Russell Booker | Ellen Weaver |

C. Matthew Ferguson, Esq.
EXECUTIVE DIRECTOR

SOUTH CAROLINA EDUCATION OVERSIGHT COMMITTEE

EIA Subcommittee Meeting

Minutes of the Meeting

November 14, 2022

Members Present (in-person or remote): Dr. Bob Couch, Chair; Sen. Kevin Johnson, Dr. Brian Newsome; Melanie Barton; Rep. Neal Collins; Dr. Russell Booker; and April Allen

EOC Staff Present: Matthew Ferguson; Dana Yow; Dr. Matt Lavery; Dr. Jenny May, Hope Johnson-Jones, Gabrielle Fulton

Guest(s) Present: Dr. Jenna Hallman, CERRA; Susie Shannon, SC Council on Competitiveness; Dr. Peggy Torrey, Transform SC; Dr. Tom Peters, SC Coalition for Math and Science; Jim Morris, SC Economics; Chandler Jordan, SC Economics; Dr. Roy Jones, Call Me Mister; Mark Joseph, Call Me Mister; Robin Walsh, Science Plus; and Lorraine Taylor, Science Plus

Dr. Couch welcomed members and as the first order of business, members unanimously voted to approve the minutes from the meeting prior. Dr. Couch welcomed Dr. Jenna Hallman from CERRA. For more details surrounding program requests, refer to the EIA packet.

Dr. Hallman highlighted CERRA's focus on increasing the number of sites for ProTeam and Teacher Cadets. The Teacher Cadet program has now been extended to a two-year program, with the second year focusing on education psychology. CERRA has now partnered with Study.com to provide a full suite of study materials for those studying for the Praxis exam. CERRA has resumed conducting interviews with teachers who are leaving the field, conducted independently from district and school facilities. Dr. Hallman noted that Mr. Ferguson will receive an advance copy of CERRA's supply and demand report. Data collection for the Teacher Cadet program remains an issue as CERRA faces difficulties in tracking Teacher Cadets into the classroom. CERRA's rural recruitment initiative now requires that all districts go through an audit and provide year end spending reports.

Ms. Barton asked how many high schools don't have the Teacher Cadet program. Dr. Hallman noted that the Teacher Cadet program is in 68 districts and that she will provide the number of high schools to Ms. Barton in the future. One of the main barriers to the program is that it requires a teacher to teach the class and typically teachers of core subjects are the ones trained in the program. Additionally, Teacher Cadet is an elective, which may be difficult to fit into students' schedules, particularly those participating in AP or IB programs. Ms. Barton stated that since Teacher Cadet is a proven method of recruitment, perhaps it would be worth training individuals from the district office certified staff. Ms. Barton asked what percentage of the \$1M is devoted to the Fellows Program. Dr. Hallman stated \$500-750,000, depending on if Teacher Cadet is extended to a three-year program. Rep. Collins asked what percentage of the \$13M is devoted to the rural recruitment initiative. Dr. Hallman stated approximately \$7.5M. Dr. Hallman emphasized that often the most expensive initiatives use international teachers, with costs associated with recruitment, mentoring, and induction. Rep. Collins asked what percentage of

funds is devoted to international teachers. Dr. Hallman replied that the Senate reported just under \$2M in international teacher fees. Dr. Newsome thanked Dr. Hallman and asked if CERRA tracks if Teacher Cadet students enroll in a teaching program. Dr. Hallman replied that no, CERRA is not currently, but they are interested in following teacher cadets to certification outcomes. Mr. Ferguson noted that with the National Student Clearinghouse data recently purchased by the EOC, it should be possible to see enrollment, persistence, and completion for Teacher Cadet students and that with the help of the Department of Education, we can look at what percentage achieve teacher certification. Dr. Couch asked what percentage of teachers are international. Dr. Hallman stated that this information is collected by school districts. Sen. Johnson asked if there was a way to keep international teachers without having to send them back to their home country. Dr. Hallman replied that this is an issue of visas. Mr. Ferguson noted that international teachers typically come into the country on a J1 visa and are therefore unable to stay for more than three years.

Dr. Couch thanked Dr. Hallman and introduced Transform SC, represented by Susie Shannon, President & CEO of the SC Council on Competitiveness, and Dr. Peggy Torrey, Director of Transform SC. Ms. Shannon acknowledged Pam Lackey, cofounder and cochair of Transform SC. Ms. Shannon highlighted Transform SC's purpose: to communicate skill needs to educators and to improve student success and hiring retention. In 2022, Transform SC partnered with The Riley Institute for a skills and dispositions assessment of the Profile of the SC Graduate. Transform SC also partnered with Innovate and Educate to conduct a study of the talent pool of SC graduates. In the future, Transform SC will take a focus on work-based learning, employability screenings and work with ExcelinEd. After this, Ms. Shannon asked members for questions.

Dr. Couch thanked Ms. Shannon. Dr. Couch suggested that it may be impactful to explore funding for career pathways in electric vehicles, noting that to graduate/implement any of these programs it is approximately an eight to ten year wait for talent return. Ms. Shannon thanked Dr. Couch. Next, Dr. Couch introduced Dr. Tom Peters, from S²TEM Centers. Dr. Peters noted the amount of encumbered carry forward, due partially to reduced staffing during the pandemic. Dr. Peters noted that they are not asking for new funds and that they appreciate last year's increase. This year, S²TEM hired new staff, increased community engagement, and entered a partnership with Verizon. This upcoming Fiscal Year, they plan to address math challenges.

Mr. Ferguson asked the number of registrations for planned professional development offerings,. How can we focus on outcomes for students? Dr. Peters noted that registration is not open for standards specific training yet, but that there will be 300 slots for January and February. One of the challenges is the lack of subs to fill classes while teachers are in trainings. Dr. Peters noted that significant investments have been made in reading interventions, but we are not seeing the same level of investment in math. Ms. Barton agreed with Dr. Peters, noting that other states are focusing on intense math tutoring and there is the need for a bold intervention. Dr. Peters agreed and stated that without this, the pipeline will dry up. Dr. Couch stated that until we change the system, we will not see results. South Carolina has the highest standards in the country, but not the highest in achievement. There is a deep need for mastery of instruction. Seventy-five percent of students in South Carolina learn through hands-on methods, but teachers are often still teaching STEM through worksheets. Dr. Peters agreed, we have wonderful standards, but the workforce does not have mastery of the standards. We are not teaching them to teach the way

they already know how to teach and many don't have the resources to do so. Dr. Booker thanked Dr. Peters for his candor and asked if the program scaled back three positions, which Dr. Peters confirmed. Dr. Booker asked Dr. Peters what the program needs to get back to where it was pre-pandemic. Dr. Peters stated that it is difficult to get staff, but hopefully, they will hire two more soon. Dr. Couch thanked Dr. Peters and introduced Jim Morris from the SC Council on Economic Education (CEE).

Mr. Morris thanked the subcommittee and noted that CEE currently receives \$300,000/year from EIA funds and will not be asking for more. CEE is, however, looking into other places for funding, and through business partnerships has doubled their funds. CEE teaches teachers economic and personal finance. Mr. Morris mentioned that if members have questions, they are free to speak with him one on one. This year, CEE wrote \$100,000 in checks to teachers, not for classroom use. CEE is working to build a base for these teachers. Mr. Morris introduced Chandler Jordan, Program Director. Ms. Jordan stated that their first goal is to increase quality and availability of teacher training in economics and personal finance. Their second goal is to increase quality and access to educational content and teaching methods. Their third goal is to increase teaching quality through incentive programs that lead to national certificates. Ms. Barton asked if CEE is involved in standards development. Ms. Jordan stated that they participated in the shareholder meeting and she has volunteered to be on the writing committee.

Dr. Couch introduced Dr. Roy Jones from Call Me MiSTER (CMM). CMM has the goal to increase the teacher pipeline by 5%. More than half of colleges and universities in South Carolina have a teaching program. Now, CMM has been scaled to a national initiative and serves as a national model. Since 2004, CMM has graduated 300 teachers, 85% of which are still teaching and 12% of which are now principals. Dr. Jones introduced Mark Joseph, Program Coordinator. Mr. Joseph noted that CMM aims to develop young leaders to become effective teachers. It is implemented in 28 schools across SC, so now the question is how to maintain the experience with increased growth. CMM is hoping to add a graduate coordinator and a graduate supervisor, who will provide data from the cluster and connect clusters with local school districts. Both of these positions will be filled by practicing educators.

Ms. Barton asked when they begin the recruitment process. Mr. Joseph stated that it begins in high school in their spring semester. CMM partnered with Orangeburg County School District to provide a showcase, where approximately 150 juniors got to meet CMM and see what teaching can be like. Mr. Ferguson asked if there is cross pollination with CERRA and Teacher Cadet. Dr. Jones stated that yes, they interact and that CERRA was at the showcase. Ms. Barton noted the need to coordinate programs and scholarships so that students are aware of their options. Dr. Jones agreed and stated that this was crucial to their showcase. Dr. Jones thanked Dr. Booker and the strong partnership that CMM maintains with Spartanburg. Dr. Booker noted that it is important to set this example for young leaders and asked what the pipeline looks like today and what challenges CMM is facing. Mr. Joseph stated that as teaching has taken hits, CMM has had to adjust. Mr. Joseph noted that it is helpful for students to see individuals with similar stories and backgrounds now in the teaching profession. Having conversations about affordability and access shifts the conversation. Mr. Joseph noted that from district to district, it is important to be specific with messaging. Dr. Couch thanked CMM.

Robin Walsh, from the Science PLUS Institute, presented next, filling in for Michael Weeks who was unable to attend due to a prior scheduled conference. Ms. Walsh introduced Lorraine Taylor, Assistant Coordinator, and Amy St. John, a former Coordinator who has now stepped into a consulting role. The Science PLUS Institute is funded by EIA and provides free professional development for SC public science teachers. This includes free materials, housing, food, and recertification credits. Ms. Walsh stated that 15,751 students have been impacted and that 94.6% of districts have participated, with 17.3% of teacher attendees attending for the first time. 18 different school districts were unable to attend due to waiver-based modified calendars, therefore, the program will be pushed earlier in 2023 to allow these districts to participate. Science PLUS is requesting a funding increase of \$36,594 to fund the Cornwell Collab. For Emerging Educators, new course offerings, and to provide competitive pay to staff. Ms. Barton stated that Science PLUS needs to recruit more first time teachers and put more effort into getting the word out. Ms. Walsh agreed and stated that the Cornwell Collab. will help to target new teachers. Mr. Ferguson asked what work Science PLUS is doing with the new science standards. Has that influenced changes to the program? Ms. Walsh stated that they have received feedback that teachers want an overview of all subjects in the new standards and so therefore will shift to this model and in a few years may return to teaching more specific classes. Ms. Barton stated that it is important to measure impact and that it would be helpful to receive the test scores of those teachers. Ms. Walsh stated that this would be helpful. Mr. Ferguson recommended that they collect certification numbers, which they could then provide to the EOC so that they could get that data. Ms. Walsh stated that these numbers are already collected in addition to demographic information. Ms. Barton noted that this data would be deidentified. Ms. Walsh agreed and noted that teachers may be reluctant to share scores. Dr. Couch asked if Science PLUS is still building the Innovation Center, which Ms. Walsh confirmed. Dr. Couch thanked Ms. Walsh.

Mr. Ferguson addressed staff recommendations, noting that members will return on December 5th and will take a vote. A few initiatives stood out to staff. For surplus, nonrecurring funds: Instructional Materials - TBD, AI - \$3M, High Dose Tutoring (after school, extended year, summer school, etc.) - \$50M. For recurring funds, staff recommends: Career and Tech. - \$5M; Automotive - \$1.8M; CERRA - \$1M; Unfinished Learning in Math, Professional Development - \$3M, Math Resources - \$1.5M, SC Math Resources Development - \$250,000; Literacy Professional Development (and ten additional Teacher Contract Days in LP schools) - \$35M; Beating the Odds school recognition - \$3.275M; Palmetto Gold and Silver school recognition - \$3.83M; SCAP Partnership - \$1.5M.

Ms. Barton asked if high dose tutoring would be devoted to English or Math, Mr. Ferguson noted that it would be either, depending on the individual needs. Ms. Barton noted the need for up front evaluation to figure out what works. Mr. Ferguson agreed and stated that the EOC could do that. Dr. Couch commented that it may be worth considering assigning high achieving schools with low achieving schools, to provide a support system, perhaps offering an incentive for high achieving schools to participate. Dr. Booker stated that between literacy and math, math is going to take much more time and asked if we could be more explicit. Mr. Ferguson stated that if it is the will of the committee, these could be separated out. Dr. Booker noted Dr. Peters point that it is easy to focus on literacy, but that math is a critical priority. Mr. Ferguson asked if members had any further thoughts. Dr. Booker asked if schools that perform well are removed from CSI, TSI funds. Mr.

Ferguson stated that it is his understanding that schools will not come off those lists. Dr. Booker agreed stating that it would not make sense to immediately remove funds if they are having an impact. Mr. Ferguson agreed and stated that some Beating the Odds schools are ATSI, TSI and that because of the criteria, it is very difficult to get off the list even if they are showing growth.

With no more questions, Mr. Ferguson noted that it is the plan to bring a more finalized copy of recommendations to the committee on December 5th, with the meeting being held at 10 am. Members agreed to take a five minute break before the special called meeting held immediately after and with that, the meeting was adjourned.