

**South Carolina Center for Teacher Recruitment  
(SCCTR)  
Rock Hill, SC**

The 1985-86 Appropriation Act contained a proviso directing the State Department of Education to transfer \$236,000 of unexpended Education Improvement Act funds to the Commission for the purpose of funding requests for proposals for the creation or implementation of teacher recruitment programs through agencies of state government or private industry. A proposal was submitted on behalf of the South Carolina Recruitment Task Force, with Winthrop College serving as fiscal agent, and the Commission established, through this proposal, the Center for Teacher Recruitment on December 5, 1985.

The stated purposes of the Center under the proposal authorized by the Commission are as follows:

1. To identify processes to improve and expand the pool of personnel for education and teaching in South Carolina;
2. To assess the impact of current recruitment efforts and of newly established efforts; and
3. To develop a marketing campaign that focuses on improving the image of teaching.

The Center's primary target groups are middle and high school students, college students, and adults. The Center is staffed by a director, an assistant director, seven teachers in residence (including the South Carolina Teacher of the Year), four administrative assistants, and, new this year, a research analyst. The Center has developed into a national model for teacher recruitment that has been adopted by approximately one-fourth of the nation's teacher recruitment programs. The Center achieved numerous accomplishments in FY 1998-99, which are highlighted below:

**Minority Recruitment:** Activities undertaken by the Center to increase the number of minorities entering teacher education include establishing high minority enrollment as its first priority for new Teacher Cadet sites; expanding the ProTeam Program; and supporting the College HelpLine Program. The Center continues to work cooperatively with the Minority Teacher Recruitment Partnership, whose members are the Center, Benedict College, and SC State University. In 1998-99 the SCCTR continued minority involvement as a priority effort.

**ProTeam Middle School Program:** This program includes a challenging course and accompanying club designed to interest middle school students in the education profession before they become "turned off" to the possibility of a career in teaching. Aimed at seventh and eighth graders in the top 40% of their class who receive recommendations from three teachers, students must exhibit the potential for successful completion of high school and college. During FY 1998-99, 43 middle/junior high schools in 32 districts offered the ProTeam course to 893 students. Sixty percent were students of color, with African-American females representing the largest group (40%). Since its inception in 1989, almost 8,000 middle school students have been exposed to the idea of teaching as a career. In

for district teachers of the year. Networking sessions with State Superintendent Inez Tenenbaum allowed the teachers a chance for direct interaction and questions about her vision for South Carolina education.

**Teacher/Professor in Residence Program:** This program identifies outstanding teachers/professors and provides them with a fellowship to work for the Center in one or more of its programs and develops teacher leadership. During FY 1998-99, seven teachers, including the South Carolina Teacher of the Year, served in this capacity. In addition to offering site support for the Teacher Cadet classes, college partnerships, ProTeam classes and local Teacher forums, teachers in residence make presentations and serve as facilitators in numerous activities.

### **Planned Activities for FY 1998-99**

The S.C. Center for Teacher Recruitment has defined five over-arching goals for FY 1998-99.

- 1) To provide leadership in the field of teacher recruitment and retention for South Carolina and, when appropriate, the nation.
- 2) To enhance the quality of the teaching workforce.
- 3) To address the need for teachers in underrepresented populations, in critical subject areas, and in underserved geographical areas.
- 4) To continue the marketing campaign that focuses on improving the image of teaching in South Carolina.
- 5) To enhance communication and networking among SCCTR staff, college partners, Teacher Cadet teachers and students, ProTeam teachers and students, Teacher Forum members, oversight agencies and the public at large.

These goals will continue to support and enhance the primary focus of the Center which is to provide leadership in identifying, attracting, placing and retaining well-qualified individuals for the teaching profession in South Carolina.

### **Appropriations Request for FY 1999-00**

For FY 2000 -2001, the South Carolina Center for Teacher Recruitment will continue new program of Teacher Fellows scholarships. The program had start-up costs included in the legislative *proviso* for the 1999-2000 budget. Beginning in 2000-20001 this program will provide \$6000 scholarships to 200 teachers in training in South Carolina. The \$1,200,000 total of these scholarships accounts for the huge majority of the Center's budget increase for the 2000-2001 year. Absent the Fellows program, the center would be asking for a very conservative budget increase of 6.5 per cent. With the Teacher Fellows program, the SCCTR requests a 148.56 percent increase, for a total appropriation of \$2,648,219 for FY 2000-2001.

The Staff recognizes that the SCCTR will be facing new challenges as a leader in the State's efforts to determine the need for teachers across the state, increase the supply of students of all races who are in the "pipeline" to supply that need, and provide on-going support for those schools and institutions

participating in their programs. In addition, the Center is in the position of administering a large and growing scholarship program. These activities are in keeping with, and necessary for, the legislative push to increase the quality of South Carolina's system of education, especially its teachers.

### **Recommendation**

The Staff supports the Center's request that the Committee on Access & Equity and Student Affairs recommends an increase of \$1,359,209 over FY 1999-2000 (or 148.56 percent), for a total appropriation of \$2,648,219 for FY 2000-2001.

cc: Dr. Janice Poda

**Attachment 1  
Budget Detail**

	<b>Actual Expenditures 1998-99</b>	<b>Approved Expenditures 1999-2000</b>	<b>Appropriation Request 2000-2001</b>	<b>Change</b>
1. Personnel Services				
Salaries/Fringes	280,404.88	398,939 <sup>1,2</sup>	489,897	90,958.00
Total Personnel	280,404.88	398,939	489,897	90,958.00
2. Office Support	88,643.35	119,771	125,982	6,211
3. Travel	15,901.65	24,756	32,849 <sup>3</sup>	8,093
4. Rent	22,344.00	22,992	24,000	1,008
5. Teacher Fellows				
Visits/Meetings/Screening	0.00	20,500	20,500	20,500
Scholarships <sup>4</sup>	0	0	1,200,000	1,200,000
Total Teacher Fellows	0.00	20,500	1,220,500	
6. Other Expenditures				
EXPO	16,032.54	0	0	
Policy board/Task force	4,431.15	6,150	6,150	0
Teacher of Year/Forum	93,040.28	103,112	108,010	4,898
Teacher Job Bank	23,645.21	49,695	54,534	4,839
Teacher Cadet	289,893.91	278,675	295,607	16,932
Program4				
College Partnerships	106,192.02	94,883	101,767	6,884
ProTeam	97,373.85	113,751	119,776	6,025
College Helpline	17,783.55	17,444	18,136	692
Minority Recruitment/ Partnerships	18,726.92	13,237	13,856	619
Marketing/Publications <sup>5</sup>	12,159.39	25,105	37,155	12,050
Total Other Expenditures	679,278.82	702,052	754,991	52,939
Total Project Expenditures	1,086,572.70			
Total Project Receipts	211,647.00			
Total Project Appropriations	1,065,408.00	1,289,010	2,648,219	1,359,209

<sup>1</sup> Salaries and fringes for individual program lines are included in program costs. All salaries include the State employee and teacher raise of 4% plus a 2% step increase for teachers.

<sup>2</sup> The 1999-00 increase reflects the move of the Research Analyst salary to this line rather than the Office Support line and the addition of new Teacher Fellows positions. The 2000-2001 request includes a new TF position.

<sup>3</sup> This increase reflects the travel increase necessary for the Teacher Fellows program.

<sup>4</sup> These scholarships will be awarded for the first time in 2000-2001

<sup>5</sup> This increase is a result of the Teacher Fellows program.