

**S.C. Program for the Recruitment and Retention
of Minority Teachers (SC-PRRMT)
South Carolina State University**

The South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) has as its mission increasing the pool of minority teachers in the State. The program has established four components for the effective execution of its mission and objectives:

1. Satellite Teacher Education Programs for teacher aides;
2. Program for Technical College transfer students;
3. Forgivable Loan Program; and
4. Academic Intervention Component to assist project participants with meeting teacher education entry, retention, and certification requirements.

The program targets two nontraditional populations in its efforts to achieve its stated goals:

1. Teacher aides from twenty geographic areas of the state; and
2. Working black males and other minorities who have earned a degree or general education credit at one of the State's technical colleges.

A summary of the main activities and achievements of this project during FY 1997-98 is provided below:

Teachers Aides. The Program, through the SCSU offered 46 classes and 33 courses at its Satellite Teacher Education Programs (STEP) sites. The total enrollment for these classes for Fall and Spring was 528, although the actual number of individuals taking part in them is somewhat less due to enrollment in multiple classes. These numbers are significantly higher than the number of classes, courses, and enrollment in 1996-97. Classes were offered at Cordova, Columbia, Ridgeway, Manning, Moncks Corner, Kingstree, and Holly Hill. The Program had eleven teacher aides graduate during the 1997-98 academic year and all are currently employed. All eleven of them passed the National Teacher Examination (NTE) and ten graduated with a GPA higher than 3.0. As a result of this program, a total of 49 teacher aides have graduated from SCSU since 1991.

Technical Colleges Recruitment. During FY 1997-98, the program limited its recruitment efforts to technical colleges in close proximity to the University as recommended in the external evaluation report. The staff visited Orangeburg-Calhoun Tech, Central Carolina Tech, York Tech, Trident Tech (Palmer Campus), Trident Tech (Main Campus), Florence-Darlington Tech, Williamsburg Tech and Midlands Tech (Beltline). This recruitment effort resulted in contact with 90 students, 21 of whom met the eligibility requirements for participation in SC-PRRMT. Of these 21 students, ten have either applied for loans, applied for Fall '98 admission, or expressed interest in applying for Spring

'99 admission. The Program Recruiter is maintaining contact with the remaining 11. In 1997, one technical college transfer student graduated and is currently teaching in South Carolina. To date, six technical college transfer students have graduated from the program.

Academic Intervention. In order to recruit and successfully retain students in the teacher education programs, SC-PRRMT assists program participants in meeting entry, retention, and certification requirements for the teacher education degree programs. Embedded in the program is the Academic Intervention Component which assists students in making the required scores on the South Carolina Education Entrance Exam (SC-EEE), the Professional Knowledge Examination (PKE) of the National Teacher Examination (NTE) and the Specialty Areas of the NTE. Since targeting students for a career in teaching, the Program has aided 144 students in passing the SC-EEE. In 1997-98 the program developed study guides/mock examinations for the NTE to include the PKE (Praxis II) and the subject areas of Elementary Education and Mathematics (Praxis II).

EIA Forgivable Loans. During the 1997-98 academic year, 32 forgivable loans totaling \$85,636 were awarded, 21 of them to non-traditional students. Of these, one received a Presidential Silver Medallion (3.75-4.00 cumulative GPA), six received Presidential Silver Medallions (3.50-3.74 cumulative GPA) and six received Bronze Medallions (3.00-3.49 cumulative GPA). Twelve of the program's thirty-two forgivable loan students graduated in 1997-98. All of these graduates met state teacher certification requirements and are currently teaching. Two of the graduates were African-American males with Early Childhood Education majors, a comparatively rare combination. The Center has in place an academic tracking system, which includes status of teacher certification, for all of its non-traditional students.

Marketing Campaign. The Program conducted marketing campaigns and paid television advertisements to promote the teaching profession. Funds were allocated for actual air time which included twenty-two 3-30 second announcements on the Willie Jeffries Show, WIS-TV, WACH-TV and other channels.

Cooperative Activities. SC-PRRMT is a member of the Minority Teacher Recruitment Partnership established in cooperation with Benedict College's MATE Program and the S.C. Center for Teacher Recruitment. During FY 1997-98, the Spring 1997 edition of the Minority Teacher Recruitment Newsletter, which the Program publishes, was distributed to approximately 8,000 administrators, educators, legislators, and educational agencies in the State.

Program staff members engaged in state and national teacher recruitment initiatives including a presentation at the 25th Annual Conference of the National Alliance of Black Educators.

Evaluation. SC-PRRMT was evaluated by an external evaluator as part of the Commission's plan to conduct a statewide evaluation of all Teacher Recruitment Programs during FY 1995-96. This evaluation was submitted to the Commission in Spring, 1997. The Program has developed a detailed response (Appendix 2) which highlights actions taken in response to the evaluation. In addition, the Program has proposed comprehensive evaluation plans for 1998-99 and 1999-2000.

Appropriations Request for FY 1999-00

The SC-PRRMT requests a 3.0 percent increase of \$7830.00, from \$261,000 to \$268,830.00, in its appropriation. This increase equals the inflation factor of 3.0 percent for FY 1999-00 for higher education recommended by the Division of Research and Statistical Services of the Budget and Control Board. The Committee on Access & Equity and Student Services feels that this is a reasonable increase, especially given the increasing demands on the teacher supply line caused by the need for additional teachers to reduce class sizes as called for by state law.

Appendix 1 displays the actual expenditures for FY 1997-98, the approved expenditures for FY 1998-99, and the appropriations request for FY 1999-00.

Recommendation

The Committee on Access & Equity and Student Services recommends that the full Commission approve an increase of \$7830.00 over FY 1998-99 (or 3.0 percent) for a total appropriation of \$268,830.00 for FY 1999-00.

cc: Dr. Mary Cheeseboro

**Appendix 1
Budget Details**

**South Carolina State University
SC Program for the Recruitment and Retention
of Minority Teachers (SC-PRRMT)**

	Actual Expenditures 1997-98	Approved Expenditures 1998-99	Appropriation Request 1999-2000	Change
1. Personnel Services				
Salaries	121,705.28	118,910.02	122,477.00	3,566.98
Fringes	25,233.07	29,663.55	30,554.00	890.45
Total Personnel	146,938.35	148,573.57	153,031.00	4,457.43
2. Office Support	2,184.42	1,500.00	1,545.00	45.00
3. Postage	1,620.00	1,375.00	1,416.00	41.00
4. Telephone (WATS Line)	800.00	1,300.00	1,339.00	39.00
5. Equip/Maintenance	3,033.27	2,724.48	2,806.00	81.52
6. Contractual	149.95	0.00	0.00	
7. Travel	6,805.24	7,500.00	7,725.00	225.00
9. Other Expenditures				
Scholarships/Loans	79,538.15	72,968.00	75,157.00	2,189.00
Newsletter	2,999.63	3,000.00	3,090.00	90.00
TV Ads	10,000.00	10,000.00	10,300.00	300.00
Intervention	6,930.00	12,058.95	12,421.00	362.05
Total Other Expenditures	99,467.78	98,026.95	100,968.00	2,941.05
Total Project Expenditures	260,999.01		(request)	
Total Project Appropriations	261,000.00	261,000.00	268,830.00	7,830.00

Appendix 2

Follow-up on 1996 Evaluation

The following material is taken directly from the Annual Report of the SC-PRRMT and is the Program Director's response to the 1996 evaluation. It is quoted in full.

Satellite Teacher Education Program

- In accordance with the 1996 recommendation of the program evaluator, SC-PRRMT has **now expanded its curricular offering beyond Early Childhood and Elementary Education at the Satellite Teacher Education Program sites.** Teacher aides enrolled in the curricula on campus and at the Program's most newly established off-campus sites, Columbia and Edisto are majoring in Biology Education, Family and Consumer Sciences Education, Math Education, and Special Education. (See Academic Tracking Form pages 17-20 of this annual report).
- As recommended, the Program is **now recruiting students for Special Education.**
- Teacher aides enrolled in teacher education curricula at South Carolina State University have traditionally graduated in 4 1/2 to 5 1/2 years. This rate has not been substantially different from that of the University's traditional students. However, **program guidelines for the tracking and collection of loans were revised and adopted by the University in July 1997. See Appendices.**

Weekend College (and Technical College Transfer Students)

- Since the Program's technical college program participants have for the most part enrolled at the University on a full-time basis and attended its traditionally scheduled classes, or have enrolled in classes at the Satellite (off-campus) sites, this population is no longer referred to as a part of the University's Weekend College. As recommended by the evaluator and beginning with the Program's 1997 annual report, **all of the Program's non-traditional students are reported as one group.**
- The mission of SC-PRRMT is to increase the pool of minority teachers in the State of South Carolina. **We do attempt to sell teaching as a career choice to every audience that we encounter.** We view the forgivable loan program as an incentive for recruiting our targeted populations into teaching and as a financial resource for helping students to become teachers. We fully expect students to honor the contracts that they have signed--to enter the teaching profession immediately upon graduation and initial certification. **The recommendation "to sell teaching as a short-term option-just a way to finish college and repay their loans" contradicts and defies our mission.**
- As stated in the Program's 1997 and 1998 annual reports and **per the recommendation made in the Program's 1996 external evaluation, SC-PRRMT now limits its recruitment efforts to technical colleges in close proximity to the university's location.** The Program presently targets eight of the State's sixteen technical colleges.

- Per the recommendation of the evaluator, **the Program has begun to broaden its recruitment strategies.** We now have a Web Page. We have completely revised our Program commercial, which can be seen in 36 counties. Via the Internet and compressed video, South Carolina State University through its Distance Learning Program offers a variety of courses. This option is being explored for our non-traditional students, as it will make courses in teacher education programs more accessible, perhaps encouraging working individuals to pursue a career in teaching. The Program also plans to use results from surveys and other data collection to broaden recruitment strategies.

Academic Intervention Component

- The Academic Intervention Component gives academic support to program participants to assist these students in making the state-required scores on the South Carolina Education Entrance Examination (SC-EEE), the Professional Knowledge Exam (PKE), and the Specialty Areas of the NTE for state teacher certification. This support is provided through numerous media --tutorials, courses, labs, the development of study guides, modules, and mock examinations. In monitoring the academic progress of its students, the Program retrieves and maintains records on student achievement, inclusive of their passing of various examinations. **In instances in which the program establishes tutorial sessions, data are maintained on test scores, student progress, attendance, and students complete an evaluation form regarding their tutorial experiences.** In 1995-1996, the Program expended 6% of its budget on Intervention. In 1996-1997--7%, and in 1997-98, the program expended 2.7% of its budget on Intervention. During the tenure of the Program, 144 program participants passed the basic skills test (SC-EEE) for entrance into a teacher education program. This data evidence the effectiveness of the Intervention Component.

COMMISSION ON HIGHER EDUCATION
FY 1999-2000 BUDGET ALLOCATION
Allocation Plan for Colleges and Universities
A Five Star Plan
Beginning July 1, 1999

CURRENTLY AVAILABLE FUNDS

(FY 1998-99 appropriations \$705 million dollars)

- ★ The allocation will be based on the performance scores of each institution applied to the current appropriations of each institution's current share of the \$705 million. The total appropriation for each sector will remain the same as the FY 1998-99 appropriation for each sector, (see schedule attached 1).

ADDITIONAL STATE APPROPRIATIONS

(Requested \$63 Million for 1999-2000, see attachment 2)

- ★ Ten million (\$10 million) will be used to make funding adjustments for those institutions whose cumulative enrollment increases (since FY91) were greater than the average increase for higher education during that period.
- ★ All additional state appropriations for 1999-2000 and beyond, (other than the funding adjustment appropriations) will be allocated using the Resource Allocation Plan which considers the Mission Resource Requirement (MRR) with the performance scores of each institution applied.
- ★ The Commission will continue to act as an advocate to the General Assembly to promote funding for \$5 million in Research and Technology grants, as approved by the Commission on Higher Education on October 1, 1998.

MISSION RESOURCE REQUIREMENTS MODEL

- ★ The MRR as adopted by the Commission on June 4, 1998 (see attachment 3) will be used to allocate the additional state appropriations for 1999-2000. Refinements to the MRR will continue to be considered annually.

**Current FY 1998-99
Appropriation by
Institution and by
Sector**

<u>Institution</u>	<u>Current FY 98-99 Appropriation</u>
<u>Research Sector</u>	
	(1)
Clemson Univ.	\$97,747,642
U.S.C. - Columbia	169,345,569
Medical Univ. of S. C.	<u>95,554,380</u>
Subtotal	362,647,591
<u>Teaching University Sector</u>	
The Citadel	15,503,617
Coastal Carolina Univ.	12,430,306
College of Charleston	28,429,809
Francis Marion Univ.	14,675,471
Lander Univ.	9,922,961
S. C. State Univ.	22,861,220
U.S.C. - Aiken	9,941,307
U.S.C. - Spartanburg	11,968,844
Winthrop Univ.	<u>21,854,944</u>
Subtotal	147,588,179
<u>Regional Campuses Sector</u>	
U.S.C. - Beaufort	2,070,205
U.S.C. - Lancaster	2,796,463
U.S.C. - Salkehatchie	2,229,364
U.S.C. - Sumter	4,070,316
U.S.C. - Union	<u>1,066,692</u>
Subtotal	12,232,940
<u>Technical Colleges Sector</u>	
Aiken	5,686,057
Central Carolina	6,526,322
Chesterfield-Marlboro	2,789,747
Denmark	3,573,861
Florence-Darlington	8,907,481
Greenville	20,494,236
Horry-Georgetown	8,485,715
Midlands	21,445,695
Orangeburg-Calhoun	6,131,435
Piedmont	8,347,845
Spartanburg	7,667,923
T. C. of the Lowentry	4,297,527
Tri-County	8,671,694
Trident	20,578,228
Williamsburg	2,004,341
York	8,600,147
SBCTE Pay Plan Annu.	<u>110,910</u>
Technical School Total	144,319,184
AHEC	16,652,898
Sub Totals	<u>\$683,440,772</u>
MUSC-Hospital	20,967,970
Performance Improvement \$	401,915
SBTCE Instr. Program	110,910
MUSC - Diabetes Center	<u>184,000</u>
Grand Totals	<u>\$705,085,567</u>

A Five-year Plan for Providing Performance Funding Needs in South Carolina's Public Colleges and Universities

The staff of the Commission on Higher Education (CHE) proposes that the appropriations for higher education be increased to 100% of the Mission Resources Requirement (MRR) over the next five years. These increased appropriations, which will be allocated based on the actual performance of the institutions, will allow institutions to: a) enhance their performance as required by the Act 359; and b) maintain the current legislative proviso limit on tuition and fee increases for in-state students. The proposed cumulative increase in appropriation projected for the next five years totals \$440. This includes the 1999-2000 MRR and projected MRR needs (using the Higher Education Price Index) for the next succeeding four years. For illustration, presented below is a table containing the proposed increases in state appropriations.

**Requested Appropriation Increases
(In Millions)**

<u>Year</u>	<u>Projected</u>	<u>State Appropriation Requested</u>	<u>Percent MRR</u>
FY1999-2000	\$1,020	\$63	75%
FY2000-2001	\$1,050	\$70	80%
FY2001-2002	\$1,082	\$81	85%
FY2002-2003	\$1,114	\$97	91%
FY2003-2004	\$1,147	\$129	100%

Total	\$440
--------------	--------------

Outline Comparison of FY 1999-2000 MRR

	Adopted by the Full Commission June 4, 1998
Step 1: (Instruction)	Uses Regional average salaries (for all sectors) to compute faculty salaries \$726,081,979
Step 2: (Research)	30% of FY 97-98 sponsored research expenditures at the institutions \$43,955,128
Step 3: (Public Service)	25% of FY 97-98 sponsored public serv. & non-general fund public service expenditures at the institutions \$14,924,369
Step 4: (Libraries)	a national (\$) amount (based on IPEDS data) per FTE student \$57,364,854
Step 5: (Student Services)	a national (\$) amount (based on IPEDS data) per headcount student. \$101,685,810
Step 6: (Physical Plant)	costs are generated using national & regional data for physical plant services - building maintenance, custodial services, grounds maintenance, & utilities \$110,367,641
Step 7: (Administration)	25% of steps 1 - 6 \$278,964,244
Step 8: (Total E & G Cost)	Sum of Steps 1 - 7 \$1,333,344,025
Step 9: (Revenue Deduction)	<ul style="list-style-type: none"> ■ Target Revenue for FY 98-99 ■ In FY 99-2000, the MRR will deduct 100% of the target revenue plus 50% of the difference between target & actual academic fees as adjusted <ul style="list-style-type: none"> ■ Full Phase-in to "Actual Fees" beginning FY 2000-2001 \$363,849,398
Step 10: (State Support Request Amount)	Step 8 minus Step 9 Base on FY 98-99 Data \$969,494,627