

September 15, 2009

Dr. Karen Woodfaulk  
Director of Student Services  
South Carolina Commission on Higher Education  
1333 Main Street, Suite 200  
Columbia, South Carolina 29201

Dear Dr. Woodfaulk:

As requested in our conversation with the Access & Equity and Student Service Committee on September 3, 2009, enclosed are the 2008 - 2009 program and budget reports for the Center for Educator Recruitment, Retention and Advancement (CERRA) as required by the Commission on Higher Education in the format requested by the Committee on Access & Equity and Student Services. Also, included in this up-dated report is a graph for each program as requested by Dr. Zais.

The documentation in the enclosed specialized reports is derived from program data and budget records FY09. As is the case in the previous reports, annual budget expenditures are estimated based on the program's percentage of the overall budget and numbers are rounded to the nearest dollar so that comparisons across years is consistent. In cases where numbers could not be disaggregated on an annual basis without extensive research, aggregated numbers have been used. Further explanation on CERRA's services is available in the 2008 – 2009 Annual Report sent to the Commission on September 2, 2009, and available in an updated version reviewed by CERRA's Board of Directors on CERRA's Web site at [www.cerra.org](http://www.cerra.org).

In addition, CERRA's budget request FY11, as approved by CERRA's September 11<sup>th</sup> Board of Directors meeting, is enclosed. The request for funding is annotated by a footnote explanation.

Please let me know if you or the committee members have further questions or need additional information. My office phone number is 803.323.4032 x6411.

Most sincerely,



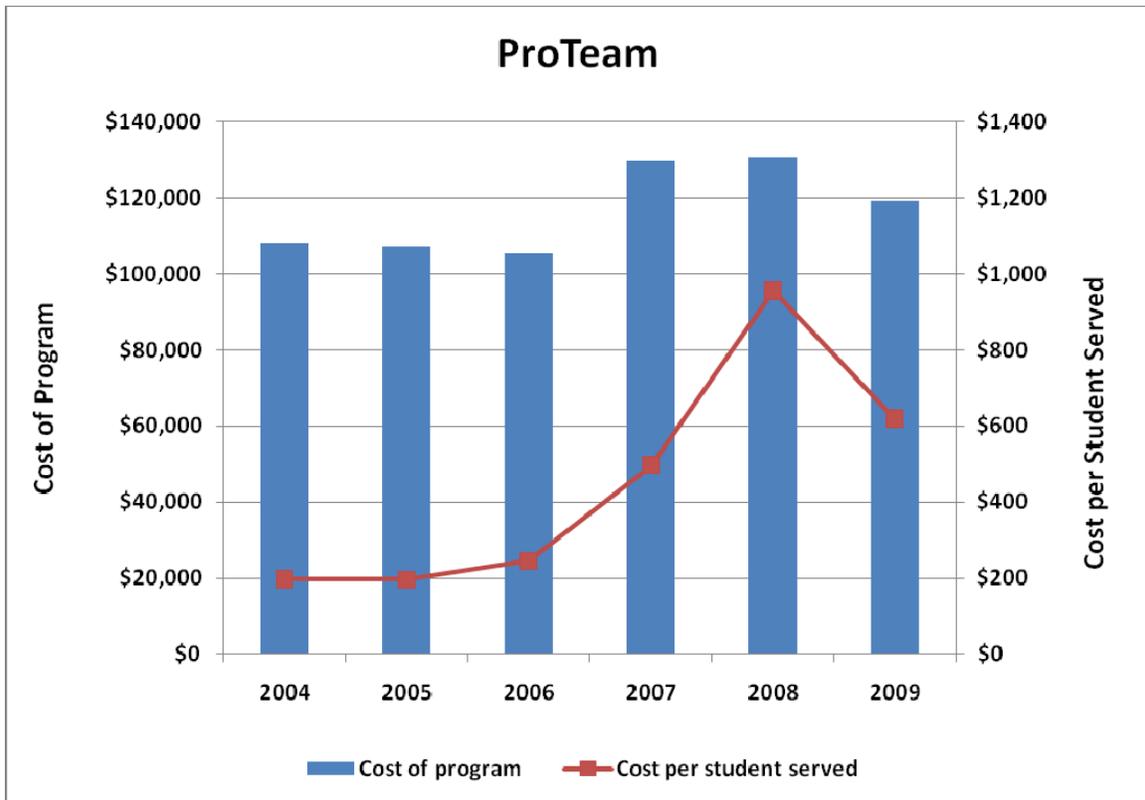
Gayle B. Sawyer, Ph.D.  
Executive Director

Enclosures: CHE Annual Report for FY09

## ProTeam

	FY04	FY05	FY06	FY07	FY08	FY09
<b>ProTeam</b>						
Students enrolled	548	548	431	261	137	192
Males	199	208	144	110	33	73
Students of color	240	137	178	85	35	71
Students completing program	548	622	431	261	137	192
Students successfully placed in Cadet	33	37	42	90	77	N/A
Funds expended (program total)	\$108,083	\$107,382	\$105,574	\$129,914	\$130,819	\$119,158
Funds expended per student	\$197	\$196	\$245	\$497	\$955	\$620

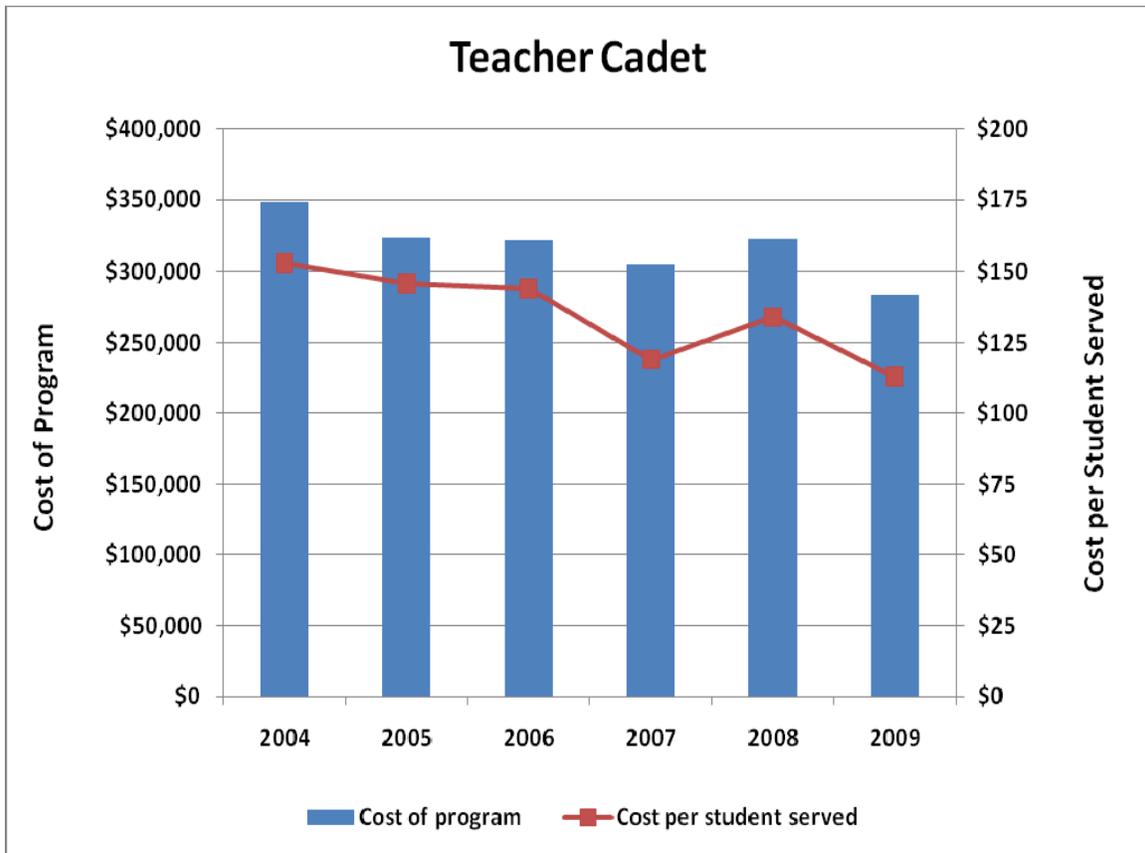
- The increase in the number of students served indicates a renewed interest from SC middle schools in ProTeam during the 2008-2009 year. An additional 6 sites have been added for FY10. These changes have focused CERRA's attention to reviving the program to attract students to the education profession at a younger age and to begin to build connections with other CERRA programs. Using data from current instructors, students and research, the curriculum revision team will be revising the curriculum to strengthen the correlation to EEDA and to meet the needs of a 21<sup>st</sup> Century education. Eight new South Carolina and interested out-of-state instructors were trained in June.



## Teacher Cadet

<b>Teacher Cadet</b>	<b>FY04</b>	<b>FY05</b>	<b>FY06</b>	<b>FY07</b>	<b>FY08</b>	<b>FY09</b>
Students enrolled	2,219	2,242	2,341	2,556	2,413	2,517
Males	466	471	421	496	432	521
Students of Color	555	560	679	786	677	862
Students completing program	2,219	2,242	2,341	2,556	2,413	2,517
Students who indicate they plan to teach <sup>1</sup>	37%	37%	39%	39%	42%	48%
Students currently teaching in SC classrooms <sup>2</sup>	6,496					
Funds expended (program total)	\$348,731	\$324,251	\$322,146	\$305,620	\$323,399	\$283,403
Funds expended per student	\$153	\$146	\$144	\$119	\$134	\$113

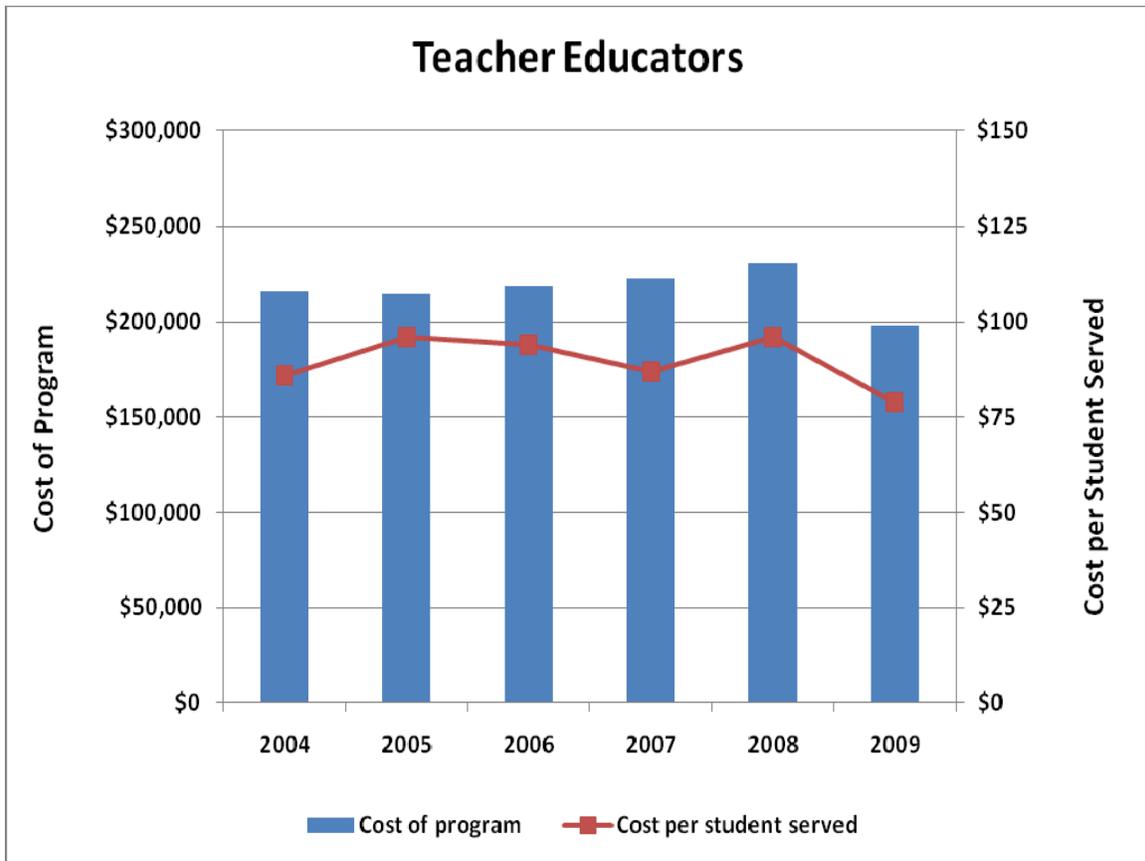
- <sup>1</sup> Percentage based on the sites returning end-of-course surveys.
- <sup>2</sup>This number represents the number of Cadets who have applied for teaching positions using the online application system since FY00. CERRA is currently clarifying data in its Cadet databases to be able to run a comparison against the Certification Portal System at the SCDE.
- CERRA is working with our partners from Institutions of Higher Education to bridge the recruitment gap between the number of Teacher Cadets who leave the Program and the number who enter teacher education institutions. Cadet sites continue to grow. See CERRA's 2008-2009 Annual Report for further information, [www.cerra.org](http://www.cerra.org).



## Teacher Educators

<b>College Partnerships</b>	<b>FY04</b>	<b>FY05</b>	<b>FY06</b>	<b>FY07</b>	<b>FY08</b>	<b>FY09</b>
TC Sites served	136	143	155	156	163	166
Students served	2,527	2,242	2,341	2,556	2,413	2,517
Funds expended (program total)	\$216,167	\$214,764	\$218,999	\$222,636	\$230,712	\$197,962
Funds expended per student	\$86	\$96	\$94	\$87	\$96	\$79

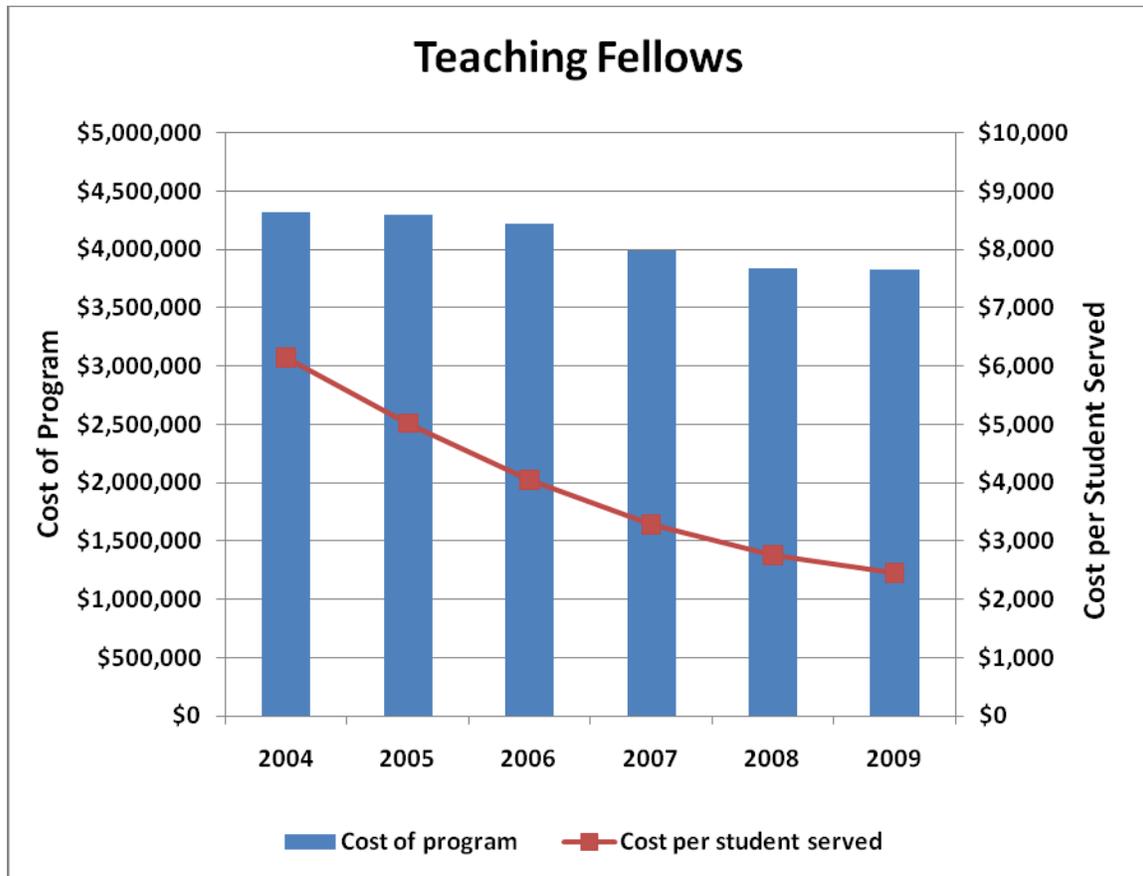
- Teacher Educators are the College Partners in teacher education institutions who collaborate with CERRA to offer enrichment experiences for Teacher Cadet students.
- As part of this ongoing collaboration, College Partners actively recruit students from the Teacher Cadet classes for their teacher education programs; colleges of education compete among themselves to attract Cadet classes to their partnerships.



## South Carolina Teaching Fellows

SC Teaching Fellows	FY04	FY05	FY06	FY07	FY08	FY09
Students receiving funds <sup>1</sup>	586	670	657	614	590	598
Students graduating program	90	118	169	140	119	118
Students successfully placed <sup>2</sup>	NA	137	205	315	480	540
Students in program <sup>3</sup>	703	856	1,042	1,217	1,387	1,555
Funds expended (program total)	\$4,323,348	\$4,295,288	\$4,216,997	\$3,993,838	\$3,835,280	\$3,823,424
Funds expended per student	\$6,149	\$5,017	\$4,047	\$3,282	\$2,765	\$2,459

- <sup>1</sup> Students are allowed to receive Fellows funds for a period of up to four years.
- <sup>2</sup> This number is based on returned surveys of Fellows successfully placed in SC classrooms as of June 30, 2008. Additional information will be available in the fall as formal confirmations of employment are received from teachers/districts.
- <sup>3</sup> CERRA is obligated to track Fellows for up to seven years or upon their exit from the Fellows Program and/or graduation or withdrawal from college or until the loan is repaid.
- The Teaching Fellows Program has a completion rate of 77%. The retention rate of teachers serving in SC classrooms from the first four graduating cohorts is 82%.
- The average percentage of males in the program since its inception is 15; the percentage for the 2009 cohort is 26.
- The percentage of minority students enrolled in the program since its inception is 14 (12% African American; 4.4% not reporting ethnicity). The percentage of minority students in the 2008 cohort of entering freshmen is 12.7 (4.4% not reporting).



## Teacher Leaders<sup>1</sup>

Teacher Leaders	FY04	FY05	FY06	FY07	FY08	FY08
DTOYs	~85	~85	~85	~85	~85	~85
NBC Liaisons <sup>2</sup>	~85	~85	~85	~85	~85	~85
NBC Loan Applicants	1,250	1,013	1,015	1,332	1,339	969
NBCTs	868	640	574	641	658	758
Pre-Collegiate instructors	177	179	174	211	209	181
College Partners	22	22	24	25	24	22
Certified Mentors <sup>3</sup>				1,882	3,646	5,382
Certified Mentors Trainers <sup>3</sup>					74	136
Trained Mentors Trainers <sup>3</sup>					186	248
Trained Cognitive Coaches						382
Funds expended from CERRA budget	\$348,731	\$324,251	\$322,146	\$312,969	\$402,200	\$357,729
Other funding <sup>4</sup>	\$139,000	\$144,500	\$135,000	\$167,000	\$151,956	\$213,255
Funding from districts <sup>5</sup>	\$22,750	\$22,750	\$22,750	\$22,750	\$20,000	\$30,110

- <sup>1</sup> Accomplished educators participating in the Teacher Leaders Network include District Teachers of the Year (DTOY), National Board Certification (NBC) District Liaisons, NBC loan applicants, National Board Certified Teachers (NBCT) Pre-Collegiate Instructors, College Partners and Campus Directors, certified mentors,

- certified mentor trainers and Cognitive Coaches<sup>SM</sup>, and other district level liaisons involved in retention and advancement programs.
- <sup>2</sup>In addition to district liaisons, school liaisons are active at three special schools: SC School for the Deaf and Blind, SC Governor's School for the Arts and Humanities, and the Department of Juvenile Justice.
  - Since the inception of the mentoring initiative in SC in 2002 a total of 5,442 mentors were trained by the SCDE and CERRA. In FY08, CERRA was given the full responsibility for the Foundations in Mentoring Training for the State and for training mentor trainers for districts. During FY09, CERRA trained 1,796 mentors. All certified mentor trainers and trainers in process for certification were trained by CERRA staff during FY09.
  - <sup>4</sup>The work of CERRA connected to Teacher Leaders relies heavily on additional grant funds for operational costs. Although none of these grants are active at this time, CERRA has been awarded grants from BellSouth, Duke Power, Hewlett Packard, NBPTS<sup>®</sup>, SC Department of Education, State Farm Insurance Companies and Washington Mutual over the past five years. These grants were open invitation. The funds reflected in this category for FY09 are monies received from the SC Department of Education to administer the NBC loan application process as required by proviso.
  - <sup>5</sup>School districts are invited to contribute funds (\$350) to support Teacher Leaders activities annually. On average, CERRA receives funds from ~65 districts each year.

## Job Bank/Online Application/EXPO/Supply & Demand

<b>EXPO Job Bank Online App Supply/Demand</b>	<b>FY04</b>	<b>FY05</b>	<b>FY06</b>	<b>FY07</b>	<b>FY08</b>	<b>FY09</b>
Job Bank inquiries regarding employment <sup>1</sup>	2,786	2,796	N/A	N/A	N/A	N/A
Online apps <sup>2</sup>	44,000	54,983	69,400	85,204	99,895	115,070
Applications created/ modified this FY <sup>3</sup>	-	16,447	16,115	24,044	31,823	33,777
EXPO applicants/attendees	928	1,437	1,300	1,287	932	1,274
SC districts participating in EXPO	54	65	59	69	67	35
Hires as a result of EXPO	125	124	155	179	172	TBD
Districts/systems participating in Supply/Demand research <sup>4</sup>		87 (all districts & 2 special schools)	87	87	85 (& 2 special schools)	84 (& 2 special schools)
Funds Expended <sup>5</sup>	NA	\$684,151	\$120,641	\$119,301	\$120,440	\$117,477
Teachers Hired	6,487	7,445	8,101	8,405	8,417	7,159
Funds expended per SC education graduate placed	NA	55	54	49	49	N/A

- <sup>1</sup>The 1-800-Job-Bank telephone inquiry system was discontinued due to increased and preferred internet access. The Web-based Job Bank received 53,859 school district searches this year.
- <sup>2</sup>The online application system dates back to FY00. Numbers in this row represent the cumulative number of online apps housed by the system since that year.
- <sup>3</sup>On March 17, 2008, the certification function of the employment application system was launched. The new name of the system is the SC Online Employment and Certification Application System. Between March 17 and June 30, 2009, 2,538 applications for certification were processed.
- <sup>4</sup>The Supply and Demand Survey collects data up through September 30, 2009. The deadline for districts to send survey data to CERRA is October 10.

- <sup>5</sup> The approximate number of dollars expended per applicant placed is \$49. This figure accounts for an estimate of CERRA funds expended on program since FY00, when the online application was launched. This also takes into account funds used for the other services directly related to the online application: Job Bank, EXPO, the Education Career Fair Resource Guide, and Supply and Demand Research.

# 2010-2011 EIA Budget Proposal

(Approved, CERRA Board of Directors, September, 2009)

<b>Center for Educator Recruitment, Retention, and Advancement</b>	<b>2009-2010 Budget</b>	<b>Change</b>	<b>2010-2011 PROPOSED Budget</b>
<b>Office Salaries &amp; Fringes (10.75 positions)<sup>1</sup></b>	<b>568,215</b>		<b>568,215</b>
<b>Office Support</b>	<b>134,988</b>		<b>134,988</b>
<b>Board of Directors</b>	<b>6,750</b>		<b>6,750</b>
<b>Staff Travel</b>	<b>40,100</b>		<b>40,100</b>
<b>Teacher Leaders</b>	<b>25,000</b>		<b>25,000</b>
<b>Teacher Database</b>	<b>12,000</b>		<b>12,000</b>
<b>Teacher Cadet Program</b>	<b>36,000</b>		<b>36,000</b>
<b>Teacher Educators</b>	<b>68,500</b>		<b>68,500</b>
<b>ProTeam</b>	<b>3,500</b>		<b>3,500</b>
<b>Teaching Fellows</b>	<b>2,992,000</b>		<b>2,992,000</b>
<b>Minority Recruitment</b>	<b>166,500</b>		<b>166,500</b>
<b>Marketing/Publications/Web site</b>	<b>10,000</b>		<b>10,000</b>
<b>TOTAL EXPENDITURES</b>	<b>4,063,553</b>		<b>4,063,553<sup>2</sup></b>

Notes:

1. Includes COLA \$37,271
  - 1.00 Executive Director
  - .75 Coordinator of Research and Program Assessment
  - 2.50 Program Directors
  - .75 Public Information Coordinator
  - 1.00 Business/Office Manager
  - 3.75 Administrative Assistants (includes one .5 contracted position)
  - 1.00 State Teacher of the Year (contracted, nine-month position)
  
2. Although no additional funding is requested due to the current economic crisis, the CERRA Board of Directors stipulates that opportunities should be pursued to restore some funding for 2009 cohort of freshman Teaching Fellows to assist students who did not receive funding but are eligible to receive an award up through the first semester of their sophomore year.

## Budget Category Descriptors

- **Office Salaries & Fringes** (10.75 positions) – permanent positions for CERRA office support (1.0 STROY contracted, nine-month; .5 accountant, contracted Winthrop) An additional three 1.0 FTEs are funded through the SDE by grants to CERRA.
- **Office Support** – phone, postage, copying, furniture, equipment, temp salaries, Web management, office supplies
- **BOD** – meeting expenses, including travel, meals, supplies
- **Staff travel** – mileage, lodging, meals, registration fees....
- **Teacher Leaders** – CERRA Advisory Board (CAB) meetings, supplies, printing, 20% of Teachers in Residence (TIR) travel, phone, salary & fringes, Teacher of the Year support.
- **Teacher Database** – Online application, Expo – SC Association of School Administrators (SCASA) support, advertising, printing
- **Teacher Cadet Program** – site grants, supplies, printing, 10% of TIR travel, phone, salary & fringes
- **Teacher Educators** – site grants, meeting, supplies, printing, 10% of TIR travel, phone, salary & fringes
- **ProTeam Program** – site grants, supplies, printing, 10% of TIR travel, phone, salary & fringes
- **Teaching Fellows** – funds up to 700 scholarships, collections, regional screening, meetings, supplies, printing, 10% of TIR travel, phone, salary & fringes (other: \$195,500 funds salaries, Winthrop indirect costs, travel, marketing & publications – including Web site, Expo, online app, facilities rental, postage, office supplies)
- **Minority Recruitment** – printing, supplies, meetings, 30% TIR travel, phone, salary & fringes
- **Marketing/Publications** – multi media development, Web site, consultants, printing, promotional

### Center for Educator Recruitment, Retention and Advancement