

**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 top 10 accomplishments for 200-2001 for SCCTR were as follows:

1. Piloted Teacher Cadet end-of-course assessment at 117 Cadet sites
2. National Board Certified Teachers (NBCTs) in South Carolina rose from 39 to 361 with South Carolina ranking fifth in the nation in the number of newly named certified teachers and sixth overall in the number of NBCTs statewide
3. Percentage of newly certified minority teachers has more than doubled (from 9 percent of all candidates in 1988-1989 to 21.4 percent in 2000-2001)
4. Created committee of College Partners to write position paper, which helped establish Teacher Cadet honors credit policy supported by State Department
5. Collected and distributed data on teacher supply and demand, with 83 of the 86 school districts represented
6. Hosted Teaching Fellows and guests at Freshman Orientation in Columbia to welcome new cohort of 150 Fellows
7. Administered Eisenhower grant to provide toolkits and intensive training for the Teacher Cadet network at the fall conference
8. Created online web-based calendar for SCCTR intranet; expanded web site
9. Held first National Board pre-candidate support residential retreats at Winthrop University for 178 teachers
10. Increased participation in the three statewide Teacher Forum conferences

The SCCTR's target groups are middle and high school students, college students and adults. The SCCTR has developed into a national model for teacher recruitment and retention and has been adopted by approximately one-fourth of all teacher recruitment programs in the country. In 2000-2001, the Center for Teacher Recruitment was staffed by a director, three program directors, six teachers in residence (including the SC Teacher of the Year), a business/office manager and five administrative assistants. Summaries of the major programs of the Center are provided below.

Minority Recruitment: Over the last decade, great strides have been made in recruiting minority teachers in South Carolina. The percentage of minority education graduates receiving initial certificates has increased from 9 percent of all certified candidates in 1988-1989 to 21.4 percent in 2000-2001, based on the number of minority candidates who received 2000-2001 initial certificates. The state still faces the challenge of making up for the teachers of color that was lost or was never recruited during the 1970s and 80s. Another challenge is that the state is also retiring minority teachers or losing them to other professions faster than they can be replaced. The overall percentage of minority teachers in the South Carolina workforce is just over 16 percent.

Activities undertaken by the Center to increase the number of minorities entering teacher education include establishing minority enrollment that reflects the population of the school as a priority for Teacher Cadet sites, expanding the ProTeam Program and supporting the College Help Line Program. SCCTR has also developed a partnership with the South Carolina Association of Black School Educators (SCABSE) and the Eisenhower Consortium for Mathematics and Science Education to address the shortage of educators of color.

ProTeam Middle School Program: The ProTeam Program is a challenging course 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 percent of their class who receive favorable recommendations from three teachers, students must exhibit the potential for successful completion of high school and college. Positive learning experiences, participating in teacher-like activities and role models are essential to the program's success.

During the 2000-2001 academic year, 39 middle/junior high schools in 27 school districts offered ProTeam classes to 744 students. Twenty-four were semester programs; the remaining 15 offered a yearlong course. Fifty-three percent were students of color; 37 percent of the students were male.

By the end of the 2000-2001 school year, almost 9,800 middle school students had their interest in the teaching profession piqued by this hands-on, self-exploration course. Overall, approximately 62 percent of these students have been minority students. Sixty-six former ProTeam students participated in the Teacher Cadet Program in 2000-2001. This is the eighth year that the SCCTR has been able to track former ProTeam students' participation in the Cadet Program.

Teacher Cadet Program: The Teacher Cadet Program is an innovative teacher recruitment strategy designed to attract talented high school students into the teaching profession through a challenging introduction to teaching. The program seeks to provide these students insight into the nature of teaching, the problems of schooling and the critical issues affecting the quality of education in America's schools. Piloted in four high schools in 1985-86, the Teacher Cadet Program has grown to include 144 high schools in 77 school districts serving 2,230 academically able high school juniors and seniors during 1999-2000. To be eligible to participate in the Teacher Cadet Program, a student must have at least a 3.0 average in a college preparatory curriculum and be recommended by five teachers, along with meeting other criteria.

By the end of the 1999-2000 school year, over 27,200 academically talented high school students had completed this challenging introduction to teaching. Teacher Cadet Program participants consistently outscore their peers on the Scholastic Aptitude Test (SAT). The average SAT score of 1999-2000 Teacher Cadet Program participants who reported scores was 1066; the average SAT score of respondents citing a preference for teaching as a career was 1054.

National Certification: In 2000-2001, the number of National Board Certified Teachers in South Carolina rose from 39 to 361. South Carolina ranks fifth in the nation in the number of newly named certified teachers for 2000-2001 and ranks sixth overall in the number of statewide teachers. The state is also a leader in candidate support and in the number of candidates applying for National Board, due in large part to the candidate support offered through SCCTR. At this time, approximately 1,700 S.C. National Board Candidates are awaiting scores scheduled to be released in November of 2001. The SCCTR received a grant from the National Board for Professional Teaching Standards to assist 95 teachers who banked entries and were retaking a portion or portions of the assessment. All teachers who submitted grant applications were awarded grants. Due to increased incentives and loan support offered by the State and administered by SCCTR, approximately 1,700 teachers in South Carolina are candidates for National Board Certification during the 2000-2001 cycle. This represents a 300 percent increase in the number of candidates in South Carolina after the 1,000 percent increase in candidates South Carolina experienced last year.

In 2000, the Board Certification Network of South Carolina Educators (BCNSCE) established a Policy Board and Task Force to guide the network. In addition, the Center established a network of support in all 86 school districts by recruiting a district liaison in all 86 school districts to serve as a contact for the Center as well as for the district's teachers interested in National Board. Of the 361 National Board Certified teachers in South Carolina, two are former State Teachers of the Year, two are former Teacher Cadets, four are former teachers in residence, and three currently serve on the SCCTR staff (two teachers residence and the director).

Teacher Database/Online Application (formerly Teacher Job Bank): The Center sponsors the only statewide education job placement service available in South Carolina. An online application was activated in October of 1999, and there are approximately 14,000 applications in the process of being completed or ready to review online as of August 2001, an increase of approximately 8,500 applications over last year. In addition, over 3,500 teachers have requested hard copies of the online application packages, in addition to vacancy lists, certification and critical needs documents, as well as EXPO and other SCCTR information.

The online application is the initial point of contact for many candidates interested in teaching in South Carolina. This successful service has matched certified teachers with vacancies in hard to fill geographic and/or subject areas. Candidates are now able to complete one application for any teaching job in South Carolina. The applications are downloaded electronically to school district personnel administrators nightly.

Teacher Fellows: The South Carolina Teaching Fellows Program is designed to recruit talented high school seniors into the teaching profession and to help them develop leadership qualities. Each year, the program provides Fellowships for up to 200 high school seniors who have exhibited high academic achievement, a history of service to the school and community, and a desire to teach South Carolina's children.

A Fellow attends one of nine Teaching Fellows Institutions in the state. Through specifically designed campus and SCCTR programs, he/she receives advanced curriculum and professional development opportunities, activities during summer months, involvement with communities and businesses throughout the state and \$6,000 yearly scholarships for four years while completing a degree leading to teacher certification. The scholarship provides \$5,700 for tuition and board and \$300 for summer enrichment programs administered by the SCCTR. A Fellow agrees to teach in South Carolina one year for every year he/she receives the Fellowship. In 2000-2001, SCCTR recruited 150 new Fellows to join the first cohort of Fellows completing their freshman year.

Teacher/Professor in Residence Program: The SCCTR identifies outstanding teachers/professors and provides them with a fellowship to work for the Center in its programs while developing teacher leadership. During 2000-2001, six teachers in residence, 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 dealing with teacher recruitment, teacher retention, and other professional issues.

Teachers in Residence are assigned a program or area in which they serve as the specialist. As specialists, the Teachers in Residence provide leadership for curriculum revisions, conference planning, newsletter publication and communications, among other duties. In most cases, the specialty area requires approximately 20 percent of their time while the remaining 80 percent is spent supporting sites in their regions of the state.

Publications: To capitalize on the statewide and global accessibility of technology, the SCCTR spent much time and energy on further developing its web site (www.scctr.org). A number of new pages were added to the site, and an online calendar feature was initiated for staff to use. The online registration system established last year was utilized for all major conferences and meetings throughout 2000-2001. *CenterPoint*, the SCCTR newsletter, was redesigned with a magazine format to more strongly appeal to the SCCTR readership. The focus of the newsletter reflected the teacher quality initiatives of the SCCTR as staff worked collaboratively with state policy makers and educators.

Evaluations: an outside evaluator conducts an overall evaluation of the Center approximately every three years. The last study was requested by the Commission on Higher Education and undertaken by Horizon Research during the spring of 1996 and completed in the fall of 1996. The SCCTR continued its contract with the University of South Carolina's Center for Excellence in the Assessment of Student Learning to complete the initial study an end-of-course assessment that measures what a Teacher Cadet should know and be able to do. Field-testing for the assessment was piloted in the fall and spring of the 2000-2001 at 117 Cadet sites. The Commission for 2001-2002 will require no external evaluation.

Teacher Forum: The SCCTR sponsors meetings and other activities designed to recognize and involve state and district Teachers of the Year, to enhance the image of the teaching profession, to develop teacher leadership and to give teachers a voice in educational issues in an effort to retain the best and brightest teachers in the workforce. Teachers throughout the state are in leadership roles as a result of the Teacher Forum. A statewide Teacher Forum Leadership Council is chaired by the State Teacher of the Year who serves a one-year residency with the Center. By offering meaningful professional development in response to current issues, the South Carolina Teacher Forum seeks to cultivate teacher leadership at both the state and local levels so that teachers can engage in the dialogue about education reform with confidence.

The South Carolina Teacher Forum offered three conferences to District Teachers of the Year during 2000-2001. The conferences were designed and supported by the members of the Teacher Forum Leadership Council, as well as the Teachers in Residence and Program Directors of the South Carolina Center for Teacher Recruitment. Leadership Council members held a retreat in June of 2000 to determine goals and begin conference planning, and they met five additional times during the school year. In addition to outlining all conference details, the Leadership Council received regular updates on National Board certification, mentoring, performance-based teacher certification, and the legislative session.

South Carolina and the Center were especially honored and proud of Christa Compton, the 2001 State Teacher of the Year, who was chosen as one of four finalists for National Teacher of the Year.

SC EXPO for Teacher Recruitment: For the past 13 years, the Center has co-sponsored the annual teacher recruitment job fair. In 2001, over 1,200 teacher candidates (an increase of 40 percent from 2000) registered from 34 states and three foreign countries. This reflects a significant increase in interest after four years of declining registration. Sixty-four South Carolina school districts participated in the 2001 EXPO. Approximately 19 percent of teachers hired in South Carolina for the 2000-2001 school year came from out of state.

Goals for 2002-2003

The SCCTR has defined five over-arching goals for FY 2002-03.

- 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 under-served 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, Teaching Fellows campus directors and students, oversight agencies, other teacher recruitment efforts 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 2001-02

For FY 2002 -2003, 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. The \$1,200,000 total of these scholarships accounts for the huge majority of the Center's budget increase for the 2002-2003 year. Absent the Fellows program. With the Teacher Fellows program, the SCCTR requests an increase of 1,332,556, for a total appropriation of \$4,701,751 for FY 2002-2003.

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 \$1,332,556 over FY 2002-03), for a total appropriation of \$4,701,751 for FY 2002-2003.

Attachment 1
Budget Detail

	Budget 2000-2001	Budget 2001-2002	Appropriation Request 2002-2003	Change
1. Personnel Services				
Salaries/Fringes	475,580	475,580	485,091	9,511
Total Personnel	475,580	475,580	485,091	9,511
2. Office Support	164,928	162,280	165,346	3,066
3. Travel	27,400	27,400	27,400	0
4. Other Expenditures				
Retention	9,326	20,817	41,345	20,528
Policy board/Task force	6,450	22,478	22,798	320
Teacher of Year/Forum	98,573	102,245	104,961	2,716
Teacher Database	56,857	42,028	42,468	440
Teacher Cadet Program	317,478	288,895	294,592	5,697
College Partnerships	97,400	88,890	111,193	22,303
ProTeam	116,497	127,321	129,832	2,511
College Helpline	1,277,687	1,894,175	3,096,563	1,202,388
Minority Recruitment/ Partnerships	15,702	33,891	34,739	848
Marketing/Publications	38,459	46,018	49,455	3,437
National Board Certification	53,358	37,177	52,468	15,291
Total Project Appropriations	2,755,695	3,369,195	4,701,751	1,332,556

***Note: Of the 1,332,556 requested, \$1,200,000 is for scholarship money for the Teaching Fellows Program**

Notes to 2002-2003 Proposed Budget

1. **2% increase is based on the 2002-2003 predicted increase**
2. **3% increase is based on the 2001-2002 predicted increase**
3. **4% increase is based on the 2001-2002 predicted increase**
4. **Computer leases**
SCCTR will buy out or replace two desktops and purchase one or two laptops.
5. **Web site expansion**
These funds will supplement the monthly maintenance fees for the web site to cover costs of additional pages to the site.
6. **TIR Salary and Fringes**
Projected 2.0% increase plus 2.0% step increase (Teachers in Residence)
7. **Teachers in Residence Salaries and Fringe Benefits**
Teachers in Residence (TIR) salaries have been divided among the programs they serve. For example, in 2000-2001 the five TIRs averaged spending 50% of their assigned time working with the Teacher Cadet Program. For budget purposes, the total of the projected salaries and fringe benefits for 2002-2003 TIRs were multiplied by 50% to determine the amount of money budgeted for their salaries for the Teacher Cadet Program. The other programs were calculated as follows: Teacher Forum – 5%; College Partnerships – 5%; ProTeam – 20%; College HelpLine – 5%; Minority Recruitment– 5%; Marketing/Publications – 3%; National Board – 2%; Retention – 5%.
8. **TIR Travel and Phone**
Allocations for travel and phone service for TIRs have been divided among the programs they serve. Amounts for travel and phone for each program were calculated using the manner as described in note #7 above.
9. **Program Evaluation**
These monies will be used to work with researchers and teacher committees to make recommendations for best incorporating the end-of-course assessment into the Teacher Cadet Program and to finalize and produce the assessment instrument as a measure of the external evaluation of the Cadet program. An instrument to measure the effectiveness of the goals of ProTeam will be explored.
10. **College HelpLine (including Teaching Fellows)**
The amount of increase for the 2002-2003 budget is \$1,200,000 over the 2001-2002 budget. That money represents additional funding needed for 200 new Fellowships (at \$6,000 each) to complete the fourth cohort of Fellows.
11. **Minority Recruitment**
All programs sponsored by SCCTR emphasize the recruitment of persons of color into the teaching profession. Specifically, as required by the proviso "...of which \$200,000 must be used for specific programs to recruit minority teachers...", the SCCTR allocates funds to ethnic minority teacher recruitment through the ProTeam Program, the College HelpLine Program, the Minority Teacher Recruitment Partnership, advertising for the EXPO directed toward minority candidates, etc. The Teacher Cadet Program also has approximately 30% of its participants who are ethnic minority.

12. Brochures/Poster Printing

This increase reflects that additional SCCTR printed materials will be requested for statewide (and nationwide) distribution to supplement the numerous requests that originate from web site and phone contacts.

13. Consultant

These fees will primarily be used for graphics and design work for publications.

14. Teacher Retention in South Carolina

This will be the third year of this specialty area as the SCCTR continues to focus more attention on retaining teachers in South Carolina, as set forth in the mission statement. Teacher Cadet, Teaching Fellows, Teacher Forum, and the Board Certification Network are particularly focused on the emphasis of retention in the teaching profession.

15. Professional Development for National Board and a Retention Training

Funding is being requested to host a leadership training/workshop for our state's National Board teachers. In order to continue the national attention South Carolina is receiving for its success with National Board, teachers need time together to work on strategies and focus on professional development to help teachers share their success with other teachers. In addition, based on feedback from school districts and state officials, money is being requested to co-host (along with the Division of Teacher Quality, if possible), the very first Statewide Teacher Retention Training for South Carolina Educators. The purpose of the workshop is to provide professional development opportunities for districts to tailor their strategic plans for retaining teachers to the unique needs of their districts.

16. – 18. Supply and Demand

The gathering and distribution of data on teacher supply and demand continues to be an area of great need for SCCTR that has gone unfunded. This money would be used to expand the information SCCTR currently gathers and print and distribute more comprehensive reports more frequently to all districts.

19. – 21. Greatest Needs

This requested money will be used to focus on the districts/schools with the highest teacher and administrator turnover rates. Both professional development opportunities and site grants (to be matched by district) will be provided to work on-site with districts/schools who have the most difficult time attracting and retaining teachers.