

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

The mission of the SC-PRRMT is to increase the pool of minority teacher education applicants in the State by making education accessible to non-traditional students (teacher aides, career path changers, and technical college transfer students) and by providing an academic support system to help students meet entry, retention, and exit program requirements. In collaboration with South Carolina State University's Center for Extended Education and the institution's School of Education, a primary initiative of the Program is the maintenance of Satellite Teacher Education Programs in twenty-one geographic areas of the State. Other initiatives include the administration of a Forgivable Loan program, and participation in state, regional, and national teacher recruitment activities. The Program also seeks to promote teaching as a career choice by publicizing the many career opportunities and benefits in the field of Education in the State of South Carolina.

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 1999-00 follows.

**Teachers Aides.** The Program, through SCSU, offered 84 classes and 43 courses at its Satellite Teacher Education Programs (STEP) sites. The total enrollment for these classes for Fall and Spring was 1064, although the actual number of individuals taking part in them is less due to enrollment in multiple classes. Classes were offered at Cordova, Columbia, Conway, Ridgeway, Marion, Manning, Moncks Corner, Kingstree, Walterboro, St. George, and Holly Hill. The Program had 56 teacher's aides graduate during the 1999-00 academic year and all are currently employed in 45 schools, in 21 districts, and in 16 counties in the state

**Technical Colleges Recruitment.** During FY 1999-00, the staff visited Orangeburg-Calhoun Tech, Central Carolina Tech, Midlands Tech (Airport), Trident Tech (Palmer Campus), Trident Tech (Main Campus), Florence-Darlington Tech, Williamsburg Tech and Midlands Tech (Beltline). This recruitment effort resulted in 30 applications and 19 fully enrolled applicants with SCSU. 100% of the programs transfer graduates have passed the National Teacher Examination (NTE)/Praxis II. Five are currently employed in the State.

**Career Path Changers.** Several individuals who have watched our television advertisement or learned of our Program through teacher aides in their locations have made inquiry regarding participation in our Program. We have often allowed them to enroll at sites but without financial assistance. SC-PRRMT's focus on non-traditional students makes career path changers an excellent population to pursue for the teaching profession. Like our teacher aides, many career path changers must maintain employment while enrolled in school. Our Program provides the flexibility they need. The SC-PRRMT Director is, therefore, recommending that these individuals also receive forgivable loans when they qualify. Broadening the targeted populations will assist the State in "growing its own teachers" faster.

**Academic Intervention.** Continuing its formalized Academic Intervention Component, the SC-PRRMT program 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)/Praxis I, the Principles of Learning and Teaching Exam, and the Specialty Areas of the Praxis II for state teacher certification. To date, the Program has assisted 177 students in passing the South Carolina Education Entrance Examination/Praxis I. During the 2000 summer session, workshops were conducted for the Reading and Writing, and the Mathematics portions of the Praxis I Examination. Additionally, South Carolina State University has through grant funds established a Praxis I Computer Laboratory. In conjunction with the workshops, program participants utilized the laboratory during the summer session. Students will continue to work in the lab throughout the year. Intervention/academic enhancement participants have included teacher aides, transfer students from the technical colleges, and students from the African American Teacher Loan Program, which is administered by SC-PRRMT.

**EIA Forgivable Loans.** During the 1999-00 academic year, 41 forgivable loans totaling \$96,364 were awarded, all of them to non-traditional students. Of these, 36 (88%) received academic honors to include: 9 Presidential Gold Medallion (3.75-4.00 cumulative GPA), 7 Presidential Silver Medallions (3.50-3.74 cumulative GPA) and 19 Presidential Bronze Medallions (3.00-3.49 cumulative GPA). All of these graduates met state teacher certification requirements and are currently teaching in South Carolina. The SC-PRRMT 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.

**Cooperative Activities.** Program staff members engaged in state teacher recruitment initiatives including collaborating with Benedict College's MATE program at the 11<sup>th</sup> Annual Statewide Black Male Conference and in the SCSU Annual Spring Open House with a teacher recruitment booth.

The Program made excellent progress in achieving its objectives for the 1999-2000 fiscal year. Accomplishments include:

To date, 62 non-traditional students (56 teacher aides & six technical college students) have graduated from the Program. Graduates were enrolled at the following Satellite Teacher Education Program (off-campus) sites: Holly Hill- 7, Kingstree- 8, Manning- 5, Marion-20, Moncks Corner- 8, Winnsboro- 6, and on the main campus in Orangeburg- 8.

SC-PRRMT has experienced much success in its teacher recruitment initiatives, placing teachers in 45 public schools, in 21 school districts, and in 16 counties of our State.

During the 1999-2000 academic year 36 (88%) of the Program's 41 forgivable loan recipients achieved honor status by maintaining a G.P.A. of 3.0 or above on a 4.0 scale. Distribution of grades were as follows: Presidential Gold Medallion status (3.75 - 4.00) - 9, Presidential Silver Medallion status (3.50 - 3.74) - 7, Presidential Bronze Medallion status (3.00 - 3.49) - 20.

Since targeting students for a career in teaching, the Program has aided 178 students in passing the SC-EEE/Praxis I.

The Program has increased its enrollment of forgivable loan recipients for the 2000 - 2001 academic year by 41%, from 36 in the fall of 1999 to 61 in the fall of 2000.

The Program expects to graduate six students during the 2000 - 2001 academic year. Four will graduate in December 2000, and (100%) have met certification requirements by passing the Praxis II Specialty examination in their individual fields. Two other students are expected to graduate in May.

In collaboration with the South Carolina Center for Teacher Recruitment (SCCTR), the Director of SC-PRRMT was a presenter for the Recruitment and Diversity portion of a Professional Development Conference sponsored by SCCTR held during the fall 1999 term. The Program recruiter was the speaker for Clark Middle School's ProTeam 2000 Program.

In collaboration with the Center for Extended Studies, the Program offered its first Maymester course during the FY 1999-2000. The Maymester course also provided the Program's participants' first experience with distance learning via compressed video.

In May 2000, The Director of SC-PRRMT was appointed to serve on the state's Critical Needs Certification Study Committee.

In Spring 2000, SCSU held its Annual Educators Day. Assistance was given to district representatives in the placement of graduates for positions in their districts. Information on career opportunities in teaching, and marketing materials were also distributed by SC-PRRMT at SCSU's annual Spring Open House (College Recruitment Day).

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

The SC-PRRMT requests a 32 percent increase of \$124,041, from \$261,000 to \$385,041 in its appropriation. The increase is requested to cover the students in the pipeline that are currently receiving forgivable loans and the ability to attain 39 students in the program. Intervention via distance-learning complete the majority of the increase request.

Appendix 1 displays the actual expenditures for FY 1999-2000, the approved expenditures for FY 2000-2001, and the appropriations request for FY 2001-2002.

#### **Recommendation**

The Staff supports the SC-PRRMT request that the Committee on Access & Equity and Student Affairs recommends an increase of \$124,041 (or 32 percent) for FY 2001-2002, for a total appropriation of \$385,041.

cc: Dr. Mary Cheeseboro

Appendix 1  
Budget Details

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

	Budget 1999-2000	Budget 2000-2001	Appropriation Request 2001-2002	Change
1. Personnel Services <sup>1</sup>				
Salaries	124,210	123,826	128,160	4,334
Fringes	33,970	33,023	34,179	1,156
Total Personnel	158,180	156,849	162,339	5,490
2. Office Support	2,000	2,000	2,000	0
3. Postage	1,300	1,000	1,000	0
4. Telephone (WATS Line)	2,000	2,000	2,000	0
5. Equipment/Maintenance	2,202	0	2,202	2,202
6. Contractual <sup>2</sup>	0	0	0	0
7. Travel	7,000	5,000	5,000	0
9. Other Expenditures				
Academic Programs <sup>3</sup>	0	0	8,442	8,442
Scholarships/Loans <sup>4</sup>	74,500	90,246	188,058	97,812
Newsletter	2,318	1,000	3,000	2,000
TV Ads	3,500	0	0	0
Intervention <sup>5</sup>	8,000	2,905	11,000	8,095
Total Other Expenditures	88,318	94,151	210,500	116,349
Total Project Expenditures				
Total Project Appropriations	261,000	261,000	385,041	124,041

## BUDGET NOTES

### REQUEST FOR INCREASE

\$124,041.00

**Personnel Services:** The requested increase reflects a cost of living increase of 3.5%. The Program received level funding for four consecutive years (1997-2001), and prior to 1997, it received level funding for six consecutive years (1991-1997). As a state institution, we have adhered to state-mandated regulations regarding employee raises. As a result our administrative/personnel services and fringes cost is \$156,849.00 (31% above our personnel costs in 1994).

**Office Support:** SC-PRRMT has received level funding for four consecutive years. Due to budget constraints the above listed categories were either decreased or not funded for 2000-2001.

**Forgivable Loans:** At present SC-PRRMT is administering its Forgivable Loan Component with \$90,246.00. The estimated cost of attendance for full-time students at SCSU for academic year 2001-2002 (excluding housing) is \$4,822.00. To date, 34 teacher aides have been awarded EIA Forgivable Loans; (11 other teacher aides were transferred to the African American Teacher Loan Program because of constraints in the EIA budget). Five EIA students are expected to graduate this year: (34 - 5 - 29 x \$4,822.00 = \$139,838.00 - cost for students in the pipeline. SC-PRRMT was unable to award 10 of our teacher aides who qualified for this academic year: (10 x \$4,822.00 = \$48,220.00). The SC-PRRMT Program would like to award 39 forgivable loans for AY 2001-2002. Our total need in the Forgivable Loan Category next year will be \$188,058.00. The requested increase of \$97,812.00 will give us this total.

**Academic Programs/Technology:** *Presently, classes are conducted at program sites in designated public schools, and instructors report to the classes at the various sites to teach. Implementing distance- learning classes will allow the Program more flexibility. The use of technology will allow the Program to serve a larger number of clientele and will allow students more flexibility in the selection of required courses, as they are often at different stages in the education process.*

- Compressed Video 7 classes @ \$756.00 = \$5,292.00  
(3 hr. credit course = 45 hours = 2700 minutes x .28 per minute)
- Internet Subscription and Satellite Broadcast (7 x \$450.00 = \$3,150.00)

**Academic Intervention/Lab Component:** The increase is requested to assist program participants with institutional and state-required tests in Teacher Education (i.e. Praxis I, Praxis II Specialty, Praxis II, Principles of Learning and Teaching). The funds will be used for the following purposes:

- Educational material and lab software - \$5,500.00
- Contractual services, Praxis Lab - \$500.00
- Manager (Grad Assistant) to operate lab on weekends and evenings - \$5,000.00