

**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 1998-99 follows.

Teachers Aides. The Program, through SCSU, offered 92 classes and 51 courses at its Satellite Teacher Education Programs (STEP) sites. The total enrollment for these classes for Fall and Spring was 881, although the actual number of individuals taking part in them is less due to enrollment in multiple classes. These numbers are significantly higher than the number of classes, courses, and enrollment in 1997-98. Classes were offered at Cordova, Columbia, Conway, Ridgeway, Marion, Manning, Moncks Corner, Kingstree, Walterboro, St. George, and Holly Hill. The Program had seven teacher's aides graduate during the 1998-99 academic year and all are currently employed. All passed the Praxis II and graduated with a GPA higher than 3.0. As a result of this program, a total of 56 teacher's aides have graduated from SCSU since 1991.

Technical Colleges Recruitment. During FY 1998-99, 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 85 students, 14 of whom met the eligibility requirements for participation in SC-PRRMT. Of these 14 students, six are currently enrolled at SCSU and two have applied for Spring 2000 admission. The Program Recruiter is maintaining contact with the remaining six. 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, five of whom are currently teachers in South Carolina.

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)/Praxis I and the Professional Knowledge Examination (PKE) and Specialty Areas of the National Teacher Examination (NTE)/Praxis II. Since targeting students for a career in teaching, the Program has aided 161 students in passing the SC-EEE/Praxis I. In 1998-99, 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 1998-99 academic year, 29 forgivable loans totaling \$79,529 were awarded, all of them to non-traditional students. Of these, seven received academic honors to include: one Presidential Gold Medallion (3.75-4.00 cumulative GPA), three Presidential Silver Medallions (3.50-3.74 cumulative GPA) and three Presidential Bronze Medallions (3.00-3.49 cumulative GPA). Seven of the program's twenty-nine forgivable loan students graduated in 1998-99. All of these graduates met state teacher certification requirements and are currently teaching in South Carolina. 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.

Cooperative Activities. Program staff members engaged in state teacher recruitment initiatives including collaborating with Benedict College's MATE program at the 10th Annual Statewide Black Male Conference and in the SCSU Annual Spring Open House with a teacher recruitment booth.

Evaluation. The Program has a defined set of goals and objectives. An internal evaluation will be conducted in 2000 - 2001, with an external evaluation scheduled for 2001-2002.

Appropriations Request for FY 1999-00

The SC-PRRMT requests a 39.3 percent increase of \$102,607, from \$261,000 to \$363,607 in its appropriation. The greatest portion of this increase comes from the creation and equipping of a resource classroom for program participants (\$52,810, or 51.4% of the increase) and increases in the number and amount of loans given (\$26,346, or 25.7% of the increase). The Staff feels that the increase in program services and loan amounts justify this 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 1998-1999, the approved expenditures for FY 1999-2000, and the appropriations request for FY 2000-2001.

Recommendation

The Staff supports the SC-PRRMT request that the Committee on Access & Equity and Student Affairs recommends an increase of \$102,607 (or 39.3 percent) for FY 2000-2001, for a total appropriation of \$363,607.

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 1998-1999 | Approved Expenditures 1999-2000 | Appropriation Request 2000-2001 | Change |
|------------------------------------|--|--|--|---------------|
| 1. Personnel Services ¹ | | | | |
| Salaries | 119,282 | 124,210 | 128,309 | 4,099 |
| Fringes | 28,114 | 33,970 | 35,091 | 1,121 |
| Total Personnel | 147,396 | 158,180 | 163,400 | 5,220 |
| 2. Office Support | 1,491 | 2,000 | 2,066 | 66 |
| 3. Postage | 557 | 1,300 | 1,343 | 43 |
| 4. Telephone (WATS Line) | 1,420 | 2,000 | 2,066 | 66 |
| 5. Equipmt/Maintenance | 19,931 | 2,202 | 2,275 | 73 |
| 6. Contractual ² | 2,100 | 0 | 10,000 | 10,000 |
| 7. Travel | 5,137 | 7,000 | 7,231 | 231 |
| 9. Other Expenditures | | | | |
| Academic Programs ³ | 0 | 0 | 7,560 | 7,560 |
| Scholarships/Loans ⁴ | 72,968 | 74,500 | 100,846 | 26,346 |
| Newsletter | 0 | 2,318 | 2,394 | 76 |
| TV Ads | 10,000 | 3,500 | 3,616 | 116 |
| Intervention ⁵ | 0 | 8,000 | 60,810 | 52,810 |
| Total Other Expenditures | 82,968 | 88,318 | 175,226 | 86,908 |
| Total Project Expenditures | 261,000 | | | |
| Total Project Appropriations | 261,000 | 261,000 | 363,607 | 102,607 |

¹ The SC-PRRMT is requesting a 3.3% cost of living increase.

² The Program wishes to conduct a study to gather data on the distribution of the 6,500 paraeducators in our State (i.e. level of education, number with baccalaureate and master's degrees, districts where employed, assigned disciplines, salary, and ability to do academic work on the collegiate level). At present, the State Department of Education does not keep data on paraeducators (teacher assistants). The State does have information on the amount

South Carolina school districts expend on paraprofessional salaries each year. The ultimate goal of the Program is to establish a state resource center for paraeducators and to form consortia with other colleges and universities in making teacher education curricula accessible to paraeducators so that we may increase the state's pool of classroom teachers.

³ It is requested that funds be allocated for the establishment of 10 distance learning classes. Presently, classes are conducted at program sites in the 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, speed up its expansion to the 21 sites approved by the SC General Assembly, and allow students more flexibility in the selection of required courses, as they are often at different stages in their educational program

⁴ During the 1998- 1999 academic year, the Program expended \$79, 529.00 in forgivable loans, \$6,561.00 above the line item budget for forgivable loans (\$72,968.00). Of the 29 students the Program sponsored, 7 graduated, and 22 remained in the pipeline. For the 1999-00 school year, the Program is sponsoring the students who remained in the pipeline and six additional eligible students who were accepted for forgivable loans. Since the Program's line allocation was insufficient to sponsor all eligible students, some were sifted to the African-American Teacher Loan Program, greatly impacting its eligibility rules on male and female participants. Additionally, South Carolina State University's tuition will increase by 5% next year. Thus, an additional increase of \$26,346.00 is requested to ensure sufficient funds for the students presently in the pipeline and to account for a tuition increase. The Program does not anticipate any graduates for the 1999-00 academic year.

⁵ The Program requests funds to establish an electronic/resource classroom with thirty chair desks (classroom type), twenty networked computer workstations, one server, two printers, and Praxis and test-taking practice software. The resource classroom described will assist students with institutional and state-required tests in Teacher Education. It will serve as both a Praxis I laboratory (for the basic skills examination) and a resource room for practicum experiences. The computer software from Educational Testing Services for Praxis I and the specialty examinations (Praxis II) is designed to allow students to study and work at their individual paces. The resource classroom will be opened in the evenings and on the weekend so that it is accessible to program participants. This resource will eliminate problems with the lab schedule with the SCSC lab (open during work hours) and with accessibility. (SCSU has twenty computers in its lab, which is available to almost 800 education students.)