

ATT VIII

Rayburn Barton  
Executive Director

October 5, 2000

TO: Mr. Dalton B. Floyd Jr., Commission Chairman

FROM: Ms. Susan Cole, Chair, Committee on Access & Equity and Student Services

**Consideration of Program Summaries and  
Proposed Appropriation Requests/Budgets for FY 2000-2001  
for EIA-Funded Teacher Recruitment Projects**

**Introduction**

In FY 1985-86, the General Assembly authorized the Commission on Higher Education to award grants to public and/or private colleges to improve the recruitment of teacher education candidates, allocating \$236,000 in EIA funds for this purpose. A consortium made up of a majority of the teacher training institutions in the State submitted one combined proposal to establish the S.C. Teacher Recruitment Center. The proposed Center was approved by the Commission and has been funded annually since FY 1986-87.

In FY 1986-87, separate appropriations to S.C. State College and to Benedict College were made by the General Assembly to improve the recruitment of minority teacher candidates. Since FY 1986-87, continuing appropriations to both institutions have been made, both through the EIA and the General Fund. Beginning in FY 1990-91, appropriations for all three entities were made solely through the EIA.

Beginning in FY 1988-89, the Commission on Higher Education was required, by a proviso in the General Appropriations Act, to 'monitor the use' of these funds and to report on 'the effectiveness of the programs' to the Senate and House Education Committees and to the EIA Select Committee. The Commission has done so since 1988-89.

The FY 1990-91 Appropriations Act included a more extensive proviso which instructed the Commission to 'ensure that all funds are used to promote teacher recruitment on a statewide basis... ensure the continued coordination of efforts among the three teacher recruitment projects...review the use of funds and... have prior program and budget approval. Annually, "the Commission...shall evaluate the effectiveness of each of the teacher recruitment projects and shall report its findings and its program and budget recommendations to the House and Senate Education Committees and the Education Improvement Act Select Committee by December 1.'

The attached reports are to be submitted by the Commission in compliance with the above proviso to the Senate and House Education Committees and to the Education Oversight Committee.

Each project has submitted its 1999-00 annual report to Commission staff, along with its appropriations request for FY 2001-2002. Summaries of the annual reports are provided for this meeting. Should you wish to see the entire documents, please do not hesitate to let the staff know so that a copy of the annual report can be mailed to you.

Specific recommendations are found under each of the three projects discussed in the report.

Attachments

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 stated purposes of the Center under the proposal authorized by the Commission are as follows:

1. To identify processes to improve and expand the pool of personnel for education and teaching in South Carolina;
2. To assess the impact of current recruitment efforts and of newly established efforts; and
3. To develop a marketing campaign that focuses on improving the image of teaching.

The Center's primary target groups are middle and high school students, college students, and adults. The Center is staffed by a director, an assistant director, seven teachers in residence (including the South Carolina Teacher of the Year), four administrative assistants, and, new this year, a research analyst. The Center has developed into a national model for teacher recruitment that has been adopted by approximately one-fourth of the nation's teacher recruitment programs. The Center achieved numerous accomplishments in FY 1999-00, which are highlighted below:

**Minority Recruitment:** Activities undertaken by the Center to increase the number of minorities entering teacher education include establishing high minority enrollment as its first priority for new Teacher Cadet sites; expanding the ProTeam Program; and supporting the College HelpLine Program. The Center continues to work cooperatively with the Minority Teacher Recruitment Partnership, whose members are the Center, Benedict College, and SC State University. SCCTR has also developed a partnership with the South Carolina Association of Black School Educators (SCABSE) to address the shortage of black educators.

**ProTeam Middle School Program:** This program includes a challenging course and accompanying club 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% of their class who receive recommendations from three teachers, students must exhibit the potential for successful completion of high school and college. During FY 1999-00, 41 middle/junior high schools in 27 districts offered the ProTeam course to 819 students. 54 percent were students of color, 40% of the students were males. Since its inception in 1989, almost 9,000 middle school students have been exposed to the idea of teaching as a career. Overall, approximately 63% of these students have been minority students. In 1999-00, 33 former ProTeam students participated in the Teacher Cadet Program.

**Teacher Cadet Program:** This is an innovative approach designed to attract talented young people to the teaching profession through a challenging year-long introduction to teaching. The program seeks to provide high school students insight into the nature of teaching, the problems of schooling and the critical issues affecting the quality of education in America's schools. The Teacher Cadet Program includes 147 high schools serving 2,275 academically able high school juniors and seniors. Activities included participation in the Teacher Cadet curriculum and regional activities sponsored by college partners.

By the end of FY 1999-00, over 25,800 academically talented high school students had completed this challenging introduction to teaching. The average SAT score of the 1999-00 Teacher Cadet Program participants was 1030. Of the respondents citing a preference for teaching as a career the S.C. average SAT score was 1015.

#### **National Certification**

The National Board for Professional Teaching Standards (NBPTS) is a national effort to develop professional standards for teaching. It is a voluntary process developed by teachers and other educational stakeholders to recognize experienced teachers for the quality of their practice. South Carolina currently has 34 teachers who are National Board Certified. In 1999-00 SCCTR received a grant from the National Board for Professional Teaching Standards to assist teachers with \$1,000 of the application fee. 382 teachers submitted grant applications. The grant was increased to \$84,000 due to the volume of applicants. 790 teachers in South Carolina are candidates for National Board Certification during FY 1999-00. This is the largest percentage increase in all 50 states.

#### **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 5,500 applications online as of August 2000. In addition, nearly 3,700 teachers have requested hard copies of the online application packages, vacancy lists, certification and critical needs documents, and EXPO and other SCCTR information.

The online application is the initial point of contact for many candidates interested in teaching in South Carolina. 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:**

This 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 Fellow Institutions in the state. Through specifically designed campus and SCCTR programs, the student receives advanced curriculum and professional development opportunities, activities during the summer, involvement with communities and business 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 SCCTR. A Fellow agrees to teach in South Carolina one year for every year they receive the Fellowship.

#### **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.

**Teacher/Professor in Residence Program:** This program identifies outstanding teachers/professors and provides them with a fellowship to work for the Center in one or more of its programs and develops teacher leadership. During FY 1999-00, seven teachers, 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.

#### **Publications:**

To capitalize on the statewide and global accessibility of technology, the SCCTR spent much time and energy further developing its web site ([www.scctr.org](http://www.scctr.org)). *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.

#### **Planned Activities for FY 2000-01**

The S.C. Center for Teacher Recruitment has defined five over-arching goals for FY 1999-00.

- 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 underserved 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, oversight agencies 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 2001-2002, 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. Beginning in 2000-2001 this program will provide \$6000 scholarships to 200 teachers in training in South Carolina. The \$1,200,000 total of these scholarships accounts for the huge majority of the Center's budget increase for the 2000-2001 year. Absent the Fellows program, the center would be asking for a very conservative budget increase of 6.5 per cent. With the Teacher Fellows program, the SCCTR requests a 148.56 percent increase, for a total appropriation of \$2,648,219 for FY 2000-2001.

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 \$1,321,348 over FY 2001-02 (or 32 percent), for a total appropriation of \$4,077,043 for FY 2001-2002.

cc: Dr. Ann Byrd



Attachment 1  
Budget Detail

	Budget 1999-2000	Budget 2000-2001	Appropriation Request 2001-2002	Change
<b>1. Personnel Services</b>				
Salaries/Fringes	398,939	475,580	494,603	19,023
Total Personnel	398,939	475,580	494,603	19,023
<b>2. Office Support</b>	133,663	164,928	182,582	17,654
<b>3. Travel</b>	24,756	27,400	27,400	0
<b>4. Other Expenditures</b>				
Retention	0	9,326	7,000	-2,326
Policy board/Task force	6,150	6,450	6,450	0
Teacher of Year/Forum	103,112	98,573	110,793	12,220
Teacher Database	49,695	56,857	58,092	1,235
Teacher Cadet Program	285,675	317,478	346,827	29,349
College Partnerships	94,833	97,400	105,422	8,022
ProTeam	106,751	116,497	139,124	22,627
College Helpline	48,301	1,277,687	2,491,022	1,213,335
Minority Recruitment/ Partnerships	13,237	15,702	18,077	2,375
Marketing/Publications	15,105	38,459	35,926	-2,533
National Board Certification	8,743	53,358	53,725	367
<b>Total Project Appropriations</b>	<b>1,289,010</b>	<b>2,755,695</b>	<b>4,077,043</b>	<b>1,321,348</b>

## BUDGET NOTES

### Request for Increase

1,321,348

1. 4% increase (State employee raises)
2. 3% increase is based on the 2000-2001 predicted increase
3. 4% increase is based on the 2000-2001 predicted increase
4. Includes WATS line services, collapsed into this line item since costs have significantly decreased in this area with the increased usage of e-mail and the SCCTR web site.

5. **Computer leases:** SCCTR leases computers from Dell Computer Company. Next year,, one desktop and three lap tops need to be added to the lease as the SCCTR continues to switch over to Dell computers for all Teacher in Residence and in-house staff members. Lease cost per computer is approximately \$50 each month (20% added to the total for tax, set up, shipping costs). The lease includes computer replacement every two years.
6. **Temporary Salaries:** Increase to fund additional workdays during school year and in the summer for teachers in network who serve on study committees related to curriculum, assessment, standards, restructuring (Pro Team, Teacher Cadet, College Partners, Teaching Fellows)
7. **Summer Salaries for Teacher in Residence:** Because of growing emphasis on new initiatives at the SCCTR and critical shortages, additional TIR workdays during the summer are becoming a stronger necessity.
8. **Student Assistants:** The heavy volume of clerical tasks are reduced considerably with the help of student assistants. Each will average approximately 12 hours a week.
9. **Web site Expansion-Intranet Design:** An intranet is a private computer network built on Internet technology but ht intranet is a private internal viewing only design. The SCCTR will increase productivity with this device serving as a bridge between company and employees, employees and customers and anyone else involved in the process of retooling processes to better service internal and external customers. Intranet will also organize information flow and provide efficient, reliable communications within customized standards that can be easily managed to disseminate information to any level of the organization. Project management could be assessed in the same format as the calendar and all staff could view project (curriculum training, professional development conference) planning details as progress is made.
10. **Teachers in Residence Salaries & Fringes:** 4% increase plus 2% step increase
11. **Teachers in Residence Salaries & Fringe Benefits:** Teachers in Residence have been divided among the programs they serve. For budget purposes, the total of the projected salaries and fringe benefits for 2000-2001 TIR's were multiplied by 55% to determine the amount of money budgeted for their salaries for the teacher Cadet Program. The other programs were calculated as follows: Teacher Forum-6%; College Partnerships-11%; Pro Team-19%; Minority Recruitment/Recruitment Partnerships-3%; National Board-3%; Marketing/Publications-3%.
12. **Additional Teacher in Residence:** The volume of work and time commitment has become increasingly more difficult for the SCCTR to arrive at creative solutions for recruitment and retention challenges.
13. **TIR Travel & Phone:** Allocations for travel & phone service has been divided among the programs they serve.
14. **Teacher Training-New Teachers:** There will be a decrease in cost as the SCCTR returns to a schedule of offering in-state training twice a year.
15. **College HelpLine (Including Teaching Fellows):** The amount of increase for the 2001-2002 budget is \$1,213,335 over the 2000-2001 budget. The majority of the money requested is the 1,200,000 for an additional 200 scholarships for students through the Teaching Fellows Program.
16. **Minority Recruitment:** All sponsored programs by the SCCTR emphasize the recruitment of persons of color in the teaching profession.