

**Minutes
Committee on Academic Affairs and Licensing
September 3, 2015**

Members Present

Dr. Bettie Rose Horne, Chair
Mr. Paul Batson
Ms. Allison Dean Love
Dr. Louis Lynn, via teleconference
Admiral Charles Munns
Mr. Kim Phillips

Members Absent:

Dr. Evans Whitaker

Staff Present

Mr. Clay Barton
Ms. Laura Belcher
Ms. Sandra Carr
Ms. Renea Eshleman
Ms. Lane Goodwin
Mr. Gary Glenn
Dr. Paula Gregg
Ms. Trena Houpp
Dr. John Lane

Guests

Mr. Tim Drueke, Winthrop University
Dr. Jeff Priest, U.S.C. Aiken
Ms. Jane Turner, CERRA

Welcome

Dr. Horne called the meeting to order at 2:56 p.m. and stated the meeting was being held in compliance with the Freedom of Information Act.

1. Presentation by The Center for Educator Recruitment, Retention, and Advancement (CERRA)

Dr. Horne introduced Ms. Jane Turner, Executive Director of the Center for Educator Recruitment, Retention, and Advancement (CERRA). Ms. Turner then presented an overview of the mission, history, goals, and programs of CERRA, including Pro Team, Teaching Cadets, College Partners, Mentor Training, Teacher Forum, and Teaching Fellows. [Power Point presentation included as an Attachment.] In response to a question, Ms. Turner reported that SC needs 4000 teachers per year but is only graduating 2000 and therefore, the remaining teacher slots are filled by teachers from out-of-state, teachers from alternative certificate programs or by international teachers, but many vacancies remain unfilled.

Ms. Turner informed the Committee of two pending projects. She stated that according to a recently approved proviso regarding rural area schools, CERRA intends to place a Teacher Cadet class in every high school in the rural counties and districts included in the proviso in order to increase recruitment and retention. She commented that CERRA plans to increase teacher mentoring in those counties and districts as well. Ms. Turner informed the Committee of the second project regarding the Teacher Loan Program. She stated that CERRA was charged with making the program more effective, productive, and marketable.

Dr. Lynn referred to the Call Me MISTER (CMM) statewide initiative in response to the teacher shortage. Dr. Lane confirmed that CHE staff have the data Dr. Lynn requested earlier in the day. Dr. Lane and Ms. Turner agreed to study collaborative possibilities between CERRA and CMM with

CMM Exec. Director, Dr. Roy Jones. Ms. Turner reported that Dr. Jones will serve on CERRA's Teacher Loan Advisory Committee.

2. CERRA FY 2016-17 Appropriation Request and FY 2014-2015 Annual Report

Dr. Horne introduced the item, and the Committee **moved** (Munns) and **seconded** (Phillips) a motion to accept the staff's recommendation for approval.

Admiral Munns **moved to revise the recommendation** to include a statement regarding advocacy of closing the gap between teacher demand and supply. **Mr. Phillips seconded the revised motion.**

Without further discussion, the Committee **voted unanimously to commend favorably** to the Commission approval of the FY2015-16 appropriations request in the amount of \$5,935,725 for the Center for Educator Recruitment, Retention and Advancement (CERRA) and the Commission should communicate and advocate for filling the gap between teacher demand and teacher supply through the P-20 Council, the President's Council or other means deemed necessary.

3. Annual Report on Admissions Standards for First-Time Entering Freshmen, Fall 2014

Dr. Horne introduced the item, and the Committee **moved** (Love) and **seconded** (Munns) a motion to accept the staff's recommendation for approval. Dr. Lane distributed updated versions of the report. Admiral Munns expressed concern about data in Table 2 where the percentage of students admitted and the percentage of students accepting admittance decreased. Dr. Lane responded that CHE staff plan to engage the institutions at a future ACAP meeting regarding this decrease. Admiral Munns commented that even though Table 3 shows the percentage of students meeting pre-requisite requirements increasing, the actual number of students meeting pre-requisite requirements decreased. Dr. Gregg explained that the percentage can only be calculated using the total number of applicable freshmen which happened to be lower in 2014 as compared to the year previous. Admiral Munns responded that the number of applicable freshmen should be growing in the state, not decreasing. Admiral Munns asked about a 1997 CHE determination about provisional students mentioned on page 15 of the report. He encouraged CHE to re-examine that ruling to ensure that it's up-to-date and applicable to the current environment of higher education. Dr. Lane and Dr. Gregg agreed to re-examine the determination. Ms. Love also mentioned that CHE should re-examine other policies on a periodic basis.

Without further discussion, the Committee **voted unanimously to commend favorably** to the Commission this report for transmittal to the South Carolina Department of Education and the chairs of the House and Senate Education Committees of the South Carolina General Assembly.

4. Other Business

Dr. Horne thanked those in attendance for their participation and staff for their work. Hearing no further business, she adjourned the meeting at 3:47 p.m.

CENTER FOR EDUCATOR RECRUITMENT, RETENTION & ADVANCEMENT

**FROM RECRUITMENT
TO RETENTION:**
A CONTINUUM THAT WORKS!



ABOUT CERRA

- ❖ Center for **E**ducator **R**ecruitment, **R**etention, and **A**dvancement
- ❖ Located on the campus of Winthrop University
- ❖ Founded in 1985, CERRA is the oldest and most established teacher recruitment program in the country
- ❖ Funded by the SC General Assembly through the Commission on Higher Education (CHE)
- ❖ Governed by a Board of Directors
- ❖ Serves all SC school districts and all institutions of higher education with teacher education programs



Stewart House at Winthrop University
Home of CERRA-SC

CERRA'S MISSION

The mission of the Center for Educator Recruitment, Retention, and Advancement (CERRA) is to provide collaborative leadership in the recruitment, retention, and advancement of outstanding educators for all children in South Carolina.



Center for Educator Recruitment, Retention, & Advancement

CERRA'S GOALS

1. Provide data-driven programs and services that meet the state's current and future recruitment, retention, and advancement needs.
2. Maintain and expand CERRA's role as a leading repository and interpreter of data on educator recruitment, retention, and advancement.
3. Use innovative communication tools to promote CERRA's mission and the education profession.
4. Be a visible, credible advocate for the education profession.

The Recruitment, Retention & Advancement Continuum

**Pre-Collegiate
Programs**



**Pre-Service
Programs**



**Service
Programs**





- Middle school recruitment program for 7th and 8th graders
- Aims to expand the pool of minority and male teachers
- Curriculum focus on character education, leadership development, an exploration of teaching, and a professional future
- Standards align with SREB's Making Middle Grades Work framework
- Encourages students to attend college and consider education as a viable career option

Program Director: Marcella Wine-Snyder
E-mail: winesnyderm@cerra.org





- High school recruitment program for juniors and seniors
- Dual credit accrual course with AP weighting
- Encourages academically talented, high-achieving students with exemplary interpersonal and leadership skills to consider teaching as a career
- An important secondary goal is to provide these future community leaders with insights about teaching and schools so that they will become civic advocates of education
- “Hands-on” field experience in SC classrooms

Program Director: Marcella Wine-Snyder
E-mail: winesnyderm@cerra.org



- Partner with each Teacher Cadet site in SC
- Network of college faculty who serve as Coordinators of the program on their school's campus
- Provide support and resources to Teacher Cadets and Teacher Cadet instructors
- Issue college credit to students who complete the Teacher Cadet Program

Program Director: Marcella Wine-Snyder
E-mail: winesnyderm@cerra.org



- Designed to recruit talented high school seniors in SC into the teaching profession
- Funded through the SC General Assembly
- Rigorous selection process that includes online application, interview, presentation, and writing sample
- Fellows must attend one of twelve Teaching Fellows Institutions in SC
- Fellows work within a cohort model
- 72.2% of all Fellows graduates are currently employed in 74 SC public school districts

Program Director: Jenna Hallman
E-mail: hallmanj@cerra.org



Mentor Training

A Program of CERRA-South Carolina

- CERRA provides training to experienced teachers and administrators to become effective mentors to beginning teachers
- Effective mentoring contributes to their development as quality teachers and their retention in the profession
- Initial Mentor Training
- Train the Trainer
- Special Ed. Mentor Training
- PACE Mentor Training

Program Director: Jenna Hallman
E-mail: hallmanj@cerra.org



Center for Educator Recruitment, Retention, & Advancement



- Gives recognition to the state and district teachers of the year
- Develops leadership among this group
- Provides teachers a voice in the education policy decision-making process
- Impacts the professional development of participating teachers

Program Director: Jenna Hallman
E-mail: hallmanj@cerra.org

RESEARCH

- Consistent evaluation and modification of CERRA's programs and services
- Dissemination of reports related to program effectiveness and relevant education research
- Annual Teacher/Administrator Supply and Demand Survey
- Up-to-date data provided on CERRA's website and by request



For more information, contact Dr. Jennifer Garrett.
E-mail: garrettj@cerra.org

OTHER SERVICES

National Board Certification Support

- Liaison between the National Board for Professional Teaching Standards and the school districts
- District Liaisons

Please contact Jenna Hallman at hallmanj@cerra.org for information about the process or the current NB legislation.



Future Educators Association

CERRA is the state hub for Future Educators Association (F.E.A.), an international student organization dedicated to supporting young people interested in teaching and other education-related careers. CERRA supports high school and college F.E.A. chapters across the state as they nurture future educators for SC's classrooms.



Please contact Marcella Wine-Snyder at winesnyderm@cerra.org for more information about establishing an F.E.A. chapter at your school.

OTHER SERVICES

SC Online Educator Employment System

- Candidates can complete one application online and submit it to any or
- all of SC's public school districts and special schools
- Districts can search the database of online applicants in order to recruit candidates to fill vacancies
- Districts can post vacancies to the online Job Bank
- Job seekers can search the Job Bank for vacancies statewide
- Visit cerpa.org/application.aspx for more information



- Statewide teacher job fair held for SC's public school districts
- Gives candidates an opportunity to meet with districts regarding vacancies
- Interviews are scheduled and conducted

Please contact Todd Scholl at todd@cerpa.org for more information about the SC Teacher Expo.

QUESTIONS?



www.cerra.org

www.teachercadets.com



facebook.com/cerrasc



[@cerrasc](https://twitter.com/cerrasc)



Google play

**CERRA App on
Google Play &
Apple App Stores**