

South Carolina Commission on Higher Education

Mr. Tim M. Hofferth, Chair
Ms. Dianne C. Kuhl, Vice Chair
Mr. Paul O. Batson, III
Mr. Devron H. Edwards
Dr. Bettie Rose Horne
Mr. Kenneth W. Kirkland
Ms. Allison Dean Love
Dr. Louis B. Lynn
Vice Admiral Charles Munns, USN (ret.)
Mr. Kim F. Phillips
Ms. Terrye C. Seckinger
Dr. Evans Whitaker

Mr. Jeffrey M. Schilz
Interim President and Executive Director

Committee on Access & Equity and Student Services **Wednesday, August 9, 2017** **10:30 a.m.** **Teleconference** **Main Conference Room**

AGENDA

1. Introductions and Approval of Minutes Mr. Paul Batson, Chair
2. Consideration of SC Student Loan Corporation
FY2017-2018 Administrative Budget Request
SC Teachers Loan Program *(For Approval)* Dr. Karen Woodfaulk
3. FY2016-17 Annual Report and Consideration of the FY2018-19
EIA Appropriations Request for the SC Program for the Recruitment
and Retention of Minority Teachers (SC-PRRMT) at SC State
University *(For Approval)* Dr. Karen Woodfaulk
4. Other Business Mr. Paul Batson

Adjournment

**South Carolina Commission on Higher Education
Committee on Access & Equity and Student Services**
1122 Lady Street, Suite 300
Columbia, SC 29201

**Minutes of the Meeting
Main Conference Room
May 23, 2017
1:00 p.m.**

Committee Members Present

Mr. Paul Batson, Chair
Dr. Bettie Rose Horne
Mr. Devron Edwards
Dr. Evans Whitaker (Telephone)

Committee Members Absent

Mr. Charles Munns

Commission Members

Ms. Allison Dean Love (Telephone)
Ms. Terrye Seckinger

Staff Present

Mr. Jeff Schilz
Dr. Karen Woodfaulk
Ms. Saundra Carr
Ms. Lisa Collins
Ms. Lorinda Copeland
Mr. Kevin Glears
Mr. Gerrick Hampton
Ms. Devon Holliman
Ms. Elizabeth Jablonski
Dr. John Lane
Mr. Frank Myers
Dr. Erica Von Nessen
Ms. Vickie Pratt
Ms. Tanya Rogers
Ms. Laverne Sanders
Ms. Tanya Weigold
Ms. Leslie Williams

Guests Attending

Dr. Eric Brown, SC Technical College System
Mr. Kelvin Bonnette, SC State University
Ms. Sul M. Black, SC State University
Ms. Bonnie Carson Durham, USC Upstate
Mr. Scott Cochran, Spartanburg Methodist College
Ms. Stephanie Frazier, SC Technical College System
Mr. Fred Hardin, Lander University (phone)
Mr. Mike LeFever, SC Independent Colleges & Universities
Ms. Erin Millwood, USC Upstate
Ms. Aria Simmons, Midlands Technical College
Ms. Angela Williams, Midlands Technical College
Mr. Walt Tobin, Orangeburg-Calhoun Technical College
Ms. Tiffany Wilson, Central Carolina Technical College

1) Introductions and Approval of Minutes

Mr. Paul Batson called the meeting to order. Introductions were made by all in attendance. A motion was made (Horne) and **seconded** (Edwards) and **carried** to approve the minutes of March 2, 2017 and March 9, 2017.

2) The South Carolina Commission on Higher Education State Approving Agency Overview and Function *(For Information, No Action Required)*

Mr. Frank Myers provided an overview of the function of the SC State Approving Agency (SAA) and the National Association of State Approving Agencies (NASAA). He explained similar to other states, the SAA managed the GI Bill for the US Department of Veteran Affairs. He further explained that NASAA assists states in helping the veterans use their GI Bill. The SAA approvals are governed by federal regulations to evaluate educational institutions and training establishments. He stated that each year SC receives a contract from the Department of Veteran Affairs to perform SAA functions for the state. Mr. Myers stated that the SAA approves programs at colleges, universities and on-the-job (OJT) training establishments so that eligible veterans and dependents can use their VA benefits. The SAA provides assistance to schools and training facilities that are approved or seeking approval. The SAA plays a major role in monitoring colleges and universities as well as businesses when facilities are approved to ensure that when they continue to be in compliance with state and federal laws.

A program approval packet submitted to the VA must be accurate. Approval packets that are inaccurate will be returned to the SAA. This return of approval action will count in a less than favorable measure on the SAA's self-evaluation.

At the beginning of each federal fiscal year, the Department of Veterans Affairs assigns the number of compliance survey visits (audits) to be conducted at the educational institutions and training establishments. Any noted financial findings are reported to the Department of Veterans Affairs Education Services for concurrence and if warranted, financial adjustments will be made. Mr. Myers noted that the number one financial finding at a non-college degree institution is the failure to adhere to the approved attendance policy. For non-college degree institutions, the minimum attendance for a veteran and dependent to is 80 percent.

All educational institutions approved to offer veterans education and training (GI Bill) must have the academic catalog approved by the SAA. The SAA reviews the academic catalog to ensure the approval requirements are in compliance under both state and federal regulations. There are 13 policies that must be approved in the academic catalog to be in compliance. Mr. Myers stated three of those policies are the standards of academic progress, attendance and pro-rata refund policies.

Mr. Batson asked if the class attendance number was uniformed for all the colleges throughout the state. Mr. Myers explained that the Department of Veterans Affairs has a uniform standard for class attendance. If the college or university is accredited, then the facility would adhere to its own policy for attendance and absences. Mr. Edwards asked about the number of programs approved for veteran students to receive veterans' benefits. Mr. Myers replied that there are over 170 active educational institutions approved in South Carolina. He noted that the number fluctuates up and down due to veteran and dependent enrollment. The educational institution is active when there is at least one enrolled veteran or dependent receiving VA benefits. Mr. Myers explained that when the SAA staff visits a school to complete the audit every action is tracked. SAA staff has seven calendar days to submit the report to the Department of Veterans Affairs if there are no findings. The corrective actions must be completed within ten calendar days. Mr. Myers reported that the Department of Veteran Affairs assigned the South Carolina SAA with 64 compliance survey visits in 2016 and 38 compliance survey visits in 2017 for. Mr. Myers stated that there are two training conferences a year to provide professional development to the educational institution's certifying officials.

Mr. Myers explained that in order to receive GI Bill benefits, a person must have served in the armed services. The length of time served will determine the VA benefits level. If a veteran does not want to enroll in school, their GI Bill benefits can be used for on-the-job training (OJT), entrepreneurship, licensing and certification. He explained that apprenticeship programs range between two and five years of training time. The veteran must be enrolled into a new training program and work as an apprentice for a minimum of 120 hours per month. He stated that OJT programs range from six months to two years.

3) Palmetto Fellows Scholarship Program Presentation *(For Information, No Action Required)*

Ms. Tanya Weigold provided a brief history of the Palmetto Fellows Scholarship Program. She explained that the Palmetto Fellows Scholarship Program was created by the General Assembly in 1988. Ms. Weigold stated that the program received level funding from 1988-1995 and there was an average of 42 students in the program per year. Institutions were required to provide a match to the award. Therefore, the students received a total award of \$5,000. In 1996 the General Assembly increased funding for the program, thereby increasing the number of students who were able to participate in the Palmetto Fellows Program. Institutions were not required to match the awards after the increased funding. Ms. Weigold reported that the funding was increased in 2002 due to the implementation of the new state lottery system. She explained that the scholarship enhancement was established in 2007 which increased the award for math/science majors to \$6,700 for the first year and \$7,500 for the second, third and fourth years. Ms. Weigold explained that in order for students to receive the enhancement they must have the LIFE or Palmetto Fellows Scholarship, earn 14 credit hours in math and science by the end of the first academic year and be declared in an eligible major. She stated that the recipients received an additional \$2,500 beginning the sophomore year for a total of \$10,000 per academic year. In order to be eligible for Palmetto Fellows Scholarships students must be in the top 6% at the end of the 10th, or the 11th, or the 12th grade. The student also needs a 3.5 GPA and a 1200 on the SAT or a 27 on the ACT. If the high school does not rank or students are not in the top 6%, they can still qualify for the Palmetto Fellows Scholarship using the alternative criteria by earning a 4.0 GPA and earn a 1400 on the SAT or 32 on the ACT. In order to maintain the scholarship, the scholarship recipient must maintain a 3.0 institutional GPA and earn 30 credit hours annually. Mr. Batson asked if the 30 hours included summer school. Ms. Weigold explained that the academic year is fall, spring and summer terms. For the 2014 cohort, Ms. Weigold explained that 89% of the freshmen recipients retained the Palmetto Fellows Scholarship to their sophomore year, 92% retained the scholarship from sophomore to junior year and 91.8% retain their scholarship from junior to senior year.

Ms. Weigold reported that there are two award periods. The early award period is from Mid-October – December 15th and the late award period is Mid-April – June 15th. During the award periods the high school counselors identify the students who are eligible for the Palmetto Fellows Scholarship. She stated that CHE staff reviews all the applications and verifies the academic eligibility information. Ms. Weigold stated that CHE staff notifies the student of their eligibility and sends a designation form to the student.

Ms. Weigold also went over the new designation form and the overall growth of the program from 2011 until 2016. She explained that 2,395 students were eligible in 2011 and 2,858 students were eligible in 2016. She went into further detail, going over the total number of Palmetto Fellow students in the college system with 7,172 currently in eligible SC colleges. Ms. Weigold ended her presentation by showing the current cohort numbers and where they are planning to attend in Fall 2017.

4) Other Business

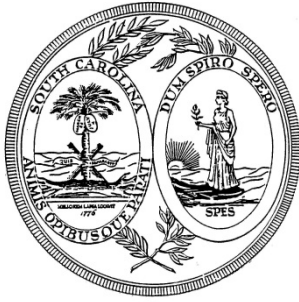
With no further business, the meeting adjourned at 2:10 p.m.

Respectfully Submitted,

Laverne Sanders

Laverne Sanders

Recording Secretary



South Carolina Commission on Higher Education

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Mr. Jeffrey M. Schilz
Interim President and Executive Director

August 9, 2017

MEMORANDUM

TO: Mr. Paul Batson, Chair, and Members,
Committee on Access & Equity and Student Services

FROM: Dr. Karen Woodfaulk, Director, Student Affairs

Consideration of SC Student Loan Corporation FY2017-2018 Administrative Budget Request SC Teachers Loan Program

Background

The General Assembly established the South Carolina State Education Assistance Authority in 1971, authorizing this entity to provide financial assistance to students through insuring and guaranteeing student loans to South Carolina residents. The Authority is a public instrumentality of the State of South Carolina and is governed by its members, who are by state statute, members of the State Fiscal Accountability Authority.

In providing such financial assistance, the Authority has acted through its contractual agent, the South Carolina Student Loan Corporation, a private, non-profit corporation headed by its own Board of Directors. In 1973, the Corporation was incorporated for the purpose of acting as the agent of the Authority in performing the functions of making, handling, servicing and providing information about student loans.

In June 1984, the General Assembly designated the Student Loan Corporation as administrator of the South Carolina Teachers Loan Program, a program established by the Education Improvement Act (EIA) of 1984 to assist students who wished to become certified teachers in the state in geographic or subject areas of critical need. These loans, first offered to qualified students in 1985, may be canceled at a rate of 20 percent per year for each full year of teaching in a critical area in South Carolina.

The General Assembly authorized the Commission on Higher Education (CHE) to establish regulations to govern the SC Teachers Loan Program. The regulations charge the Commission with two primary responsibilities: 1) approval of the Corporation's annual operating budget associated with administering the SC Teachers Loan Program; and 2) approval of the appropriation request for loans distributed through the SC Teachers Loan Program.

SC Student Loan Corporation Change to a Third Party Servicer

Under the Federal Family Education Loans Program, SC students could previously apply for federally backed loans (Stafford loans and PLUS loans) directly through the Corporation, which is the state's contractual agent. In addition to federal student loan services, the General Assembly authorized the Corporation to administer the SC Teachers Loan Program. Since 1984, the Corporation leveraged their resources and automated systems, when possible, to help keep the SC Teachers Loan Program's overall administrative costs at moderate levels. However, with the passage of the Health Care and Education Reconciliation Act in 2010, the Federal Direct Student Loan (FDSL) program managed by the U.S. Department of Education, became the sole government-backed loan program in the United States. Guaranteed loans - which were loans originated and funded by private lenders but guaranteed by the government - were eliminated.

Prior to the passage of the Health Care and Education Reconciliation Act, the loan portfolio under the Federal Family Education Loans Program managed by the Corporation totaled over \$4 billion. Following passage of the Act, new federal loans are now offered to students through FDSL under the U.S. Department of Education. Similar to other contracting agents, the Corporation lost all authority to originate new federal loans. The Corporation informed the Committee on Access & Equity and Student Services that they will no longer have a large loan portfolio serviced on their systems. Due to the significant decrease in outstanding loan portfolio balances, the Corporation received approval from its Board to outsource the servicing of all loans to a third party servicer. The impact of this change will also affect the SC Teachers Loan Program. In order to maintain a proper level of servicing for loans within the SC Teachers Loan Program, the Corporation received approval from the Committee on Access & Equity and Student Services on March 9, 2017 and subsequently, CHE on April 6, 2017 to pursue outsourcing for student loan services (monthly servicing, delinquent loans, borrower statements and tax forms, conversion of current loans) for the SC Teachers Loan Program using the same third party servicer. As proposed, this servicer will handle the servicing of student loans to include SC Teachers Loans.

Proposed Administrative Budget for FY2017-18 and Explanation

The following table presents information regarding the previous FY2016-17 approved SC Teachers Loan Program budget request and actual expenditures for FY2016-17. The table also displays the Corporation's **proposed FY2017-18 Administrative Operating Budget** for the SC Teachers Loan Program and the difference (budget request and dollar amounts) between the approved budget for FY2016-17 and the proposed budget request for FY2017-18. Again, due to the changes in the Federal Family Education Loans Program, the Corporation no longer services loans. This change will significantly increase SC Teachers Loan Program administrative costs. At its meeting on May 5, 2017, the Student Loan Corporation Board of Directors approved the FY2017-18 proposed administrative budget request for the SC Teachers Loan Program. **(Attachment I)**

SC Teachers Loan Program Proposed Administrative Operating Budget

	FY2016-17 Approved Budget	Actual FY2016-17	FY2017-18 Proposed Operating Budget	Increase/ Decrease vs. FY2016/17 Approved Budget (%)	Increase/ Decrease vs. FY2016/17 Approved Budget (\$)
Personnel Expenses					
Salaries/fringes	\$162,300	\$162,300	\$140,500	-13.43%	-\$21,800
Social Security	12,400	12,400	10,700	-13.71%	-1,700
Group Insurance	20,600	20,600	18,950	-8.00%	-1,650
Retirement	38,400	38,400	24,650	-16.77%	-13,750
Unemployment	600	600	200	-66.6%	-400
Total	\$234,300	\$234,300	\$195,000		-\$39,100
Contractual Expenses					
Information Technology	\$31,000	\$31,000	\$98,500	217.74%	+\$67,500
Third Party Servicing	-	-	215,000		+215,000
Fees	-	-	3,600		-800
Accounting	4,400	4,400		-18.18%	
Total	\$35,400	\$35,400	\$317,100		+\$281,700
General Operating					
Rent	8,760	8,760	6,420	-26.2%	-\$2,340
Telephone	6,200	6,200	9,900	+59.67%	+3,700
Printing	3,750	3,750	800	-78.66%	-2,950
Postage	27,300	27,300	6,200	-77.28%	-21,100
Supplies	2,250	2,250	1,400	-37.7%	-850
Equipment lease/ maintenance	5,800	5,800	3,600	-37.93%	-2,200
Insurance – General	2,700	2,700	0	-100%	-2,700
	\$56,760	\$56,760	\$28,320		-\$28,440
Total	\$326, 460	\$326,460	\$540,420		\$213,960
One Time Servicing Conversion FY 2017-18			\$180,000		\$180,000
TOTAL	\$326,460	\$326,460	\$720,420		\$393,960

The first two columns in the table display the budget approved by CHE for FY2016-17 and actual expenditures for FY2016-17 (\$326,460). The third column shows the proposed operating budget for FY2017-18 in the amount of \$720,420, which is \$393,960 more than the amount budgeted for FY2016-17. The fourth and fifth columns show the difference (percentage and dollars) between the previous year's budget approved by CHE and the Corporation's FY2017-18 budget request. In addition to the FY2017-18 total costs in the amount of \$540,420 for Personnel, Contractual and General Operating expenses, the third party servicer has estimated a one-time conversion fee in the amount of \$180,000-\$195,000. According to the Corporation, this will not be a recurring charge. (**Attachment II**)

Under the category of Personnel Expenses (share of staff salaries, Social Security, group insurance, retirement and unemployment), the FY2017-18 budget request is \$195,000. Overall, a portion of existing Corporation's staff time and effort will be assigned to maintain services for the SC Teachers Loan program. The Corporation does not propose full-time FTE positions exclusively assigned to service the SC Teachers Loan Program but rather, as a part

of assigned time and effort, five employees in the Corporation's Loan Administration area will perform originations, certifications and loan forgiveness services and four employees in Financial Services will perform processing and accounting services for the SC Teachers Loan Program. Three staff members in Information Technology at the Corporation will perform network and mid-frame computer operations. Lastly, the Corporation will assign one staff member, in addition to other assigned duties, the responsibility for mailing and printing documents, brochures and materials for SC Teachers Loans. **(Attachment III)**

Under Personnel Expenses, the requested funds reflect a decrease from the previous year's request in this budget category. Staff salaries in the amount of \$140,500 (-13.43%), Social Security benefits in the amount of \$10,700 (-13.71%), group insurance in the amount of \$18,950 (-8.0%), retirement in the amount of \$24,650 (-16.77%) and unemployment in the amount of \$200 (-66.6%).

The proposed FY2016-17 budget request for Contractual Expenses reflects a substantial increase from the FY2016-17 budget. Although accounting services are expected to decrease slightly from \$4,400 to \$3,600 (-18.18%), the proposed FY2017-18 budget for information technology services is \$98,500 (217.74% increase) due to a reduction of revenue from servicing fees. This revenue allowed for cost sharing/savings across all loan programs including the SC Teachers Loan Program. The Corporation explained that it no longer receives servicing fee revenues from student loans.

Due to the anticipated change to a third party servicer, the Corporation estimates that \$215,000 under the Third Party Servicing Fees budget line item will include monthly servicing, delinquent loan, transfer, and conversion fees. Also included under Third Party Servicing Fees is a one-time set up fee estimated to be between \$180,000-\$195,000. (See **Attachment IV** - Private Party Servicing Fees and Optional Services)

The Corporation's FY2017-18 budget request for General Operating Expenses is \$28,320 (-50.10% decrease). This year's budget request shows a decrease in rental costs (\$6,420), printing costs (\$800), supplies (\$1,400) and equipment lease/maintenance expenses (\$3,600). Postage cost will decrease to \$6,200 (-77.28%) and there will be no insurance (general) costs. Telephone costs will increase from \$6,200 to \$9,900 (+59.67%).

Overall, the Corporation's FY2017-18 budget as proposed, has decreased total costs under Personnel and General Operating Expenses for the SC Teachers Loan Program, although an increase is proposed under one budget line item - telephone. However, the proposed FY2017-18 budget shows substantial increases in Contractual Expenses in two budget line items due to the proposed change to a third party servicer: 1) Information Technology (\$98,000); and 2) Third Party Servicing Fees (\$215,000). The proposed total operating expenses for FY2017-18 is \$540,420. In addition to the total operating costs, it is important to note that the budget includes a one-time conversion cost in the amount of \$180,000-\$195,000 for the transfer of loans to the third party servicer. The Corporation's proposed FY2017-18 total budget request for the South Carolina Teachers Loan Program, including the third party servicer's one-time conversion fee, is \$720,420.

Recommendation:

The staff recommends that the Committee on Access & Equity and Student Services commend favorably to CHE approval of the SC Student Loan Corporation's FY2017-18 proposed budget in the amount of \$720,420, which includes a one-time conversion fee in the amount of \$180,000 for administration of the SC Teachers Loan Program. The staff also recommends that the SC Student Loan Corporation explore alternatives that could lower information technology and servicing costs.

Loan Originations
P.O. Box 102405
Columbia, SC 29224



Repayment Services
P.O. Box 102423
Columbia, SC 29224

8906 Two Notch Rd. • Columbia, SC 29223
www.scstudentloan.org • 800-347-2752 • 803-798-0916

Mr. Paul O. Batson
Chair, Committee on Access & Equity and Student Services
South Carolina Commission on Higher Education
1122 Lady Street, Suite 300
Columbia, SC 29201

Dear Mr. Batson:

I want to thank you for working with our staff at SC Student Loan in regard to considering the annual budget for administering the SC Teachers Loan Program budget. I also want to confirm for you that our Board of Directors reviewed and approved the proposed budget for this program at our quarterly Board meeting on May 5, 2017.

If you have any further questions, please feel free to contact Chuck Sanders at 803-612-5000.

Best regards,

A handwritten signature in black ink that reads "Renee R. Brooks".

Ms. Renee R. Brooks
Chair of Board of Directors
South Carolina Student Loan Corporation

Loan Originations
P.O. Box 102405
Columbia, SC 29224



Repayment Services
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www.scstudentloan.org • 800-347-2752 • 803-798-0916

May 24, 2017

Mr. Jeffrey M. Schilz
Interim Executive Director
S.C. Commission on Higher Education
1122 Lady Street, Suite 300
Columbia, SC 29201

Dear Mr. Schilz:

I am submitting for review and approval by the Commission on Higher Education, the proposed budget for 2017-18 for administration of the Teachers Loan Program.

We are still in discussions with Firstmark, a division of Nelnet, for them to provide third-party servicing for the portfolio of loans. However, they have provided us with verbal estimates that enable us to provide the attached budget. As previously mentioned, we will continue to perform the origination services for the loans along with the administration of deferments and forgiveness for eligible teachers.

You will note that Firstmark has estimated a one-time conversion fee of \$180,000 that will not be an annual recurring charge. We will be performing a great deal of work on this conversion but are not requesting any funds for this effort. You will also note that the estimated servicing fee to Firstmark of \$215,000 is the line item "Third Party Servicing Fees".

If you have any questions, please do not hesitate to call me.

Sincerely,

A handwritten signature in black ink, appearing to read "C. Sanders, Jr.".

Charlie C. Sanders, Jr.
President & CEO

South Carolina Student Loan Corporation
Contractual Services Budget for
South Carolina Teacher Loan Program
2017-2018

	<u>2017-2018</u>
	<u>Proposed</u>
<u>OPERATING EXPENSES</u>	
Personnel Expenses:	
Staff Salaries	140,500
Social Security	10,700
Group Insurance	18,950
Retirement	24,650
Unemployment	200
<i>Total Personnel Expenses</i>	<u>\$ 195,000</u>
 Contractual Expenses:	
Information Technology	98,500
Third Party Servicing Fees	215,000
Accounting	3,600
<i>Total Contractual Expenses</i>	<u>\$ 317,100</u>
 General Operating Expenses:	
Rent	6,420
Telephone	9,900
Printing	800
Postage	6,200
Supplies	1,400
Equipment Lease/Maintenance	3,600
<i>Total General Operating Exp</i>	<u>\$ 28,320</u>
 <i>Total Operating Expenses</i>	<u>\$ 540,420</u>
 One Time Servicing Conversion Cost	<u>\$ 180,000</u>
 Total Expenditures	<u>\$ 720,420</u>

South Carolina Student Loan Corporation
Contractual Services Budget for
South Carolina Teacher Loan Program
2017-2018

	<u>2016-2017</u>	<u>2016-2017</u>	<u>2017-2018</u>
	<u>Budget</u>	<u>Actual</u>	<u>Proposed</u>
<u>OPERATING EXPENSES</u>			
Personnel Expenses:			
Staff Salaries	162,300	162,300	140,500
Social Security	12,400	12,400	10,700
Group Insurance	20,600	20,600	18,950
Retirement	38,400	38,400	24,650
Unemployment	600	600	200
<i>Total Personnel Expenses</i>	<i>\$ 234,300</i>	<i>\$ 234,300</i>	<i>\$ 195,000</i>
Contractual Expenses:			
Information Technology	31,000	31,000	98,500
Third Party Servicing Fees			215,000
Accounting	4,400	4,400	3,600
<i>Total Contractual Expenses</i>	<i>\$ 35,400</i>	<i>\$ 35,400</i>	<i>\$ 317,100</i>
General Operating Expenses:			
Rent	8,760	8,760	6,420
Telephone	6,200	6,200	9,900
Printing	3,750	3,750	800
Postage	27,300	27,300	6,200
Supplies	2,250	2,250	1,400
Equipment Lease/Maintenance	5,800	5,800	3,600
Insurance- General	2,700	2,700	0
<i>Total General Operating Exp</i>	<i>\$ 56,760</i>	<i>\$ 56,760</i>	<i>\$ 28,320</i>
<i>Total Operating Expenses</i>	<i>\$ 326,460</i>	<i>\$ 326,460</i>	<i>\$ 540,420</i>
One Time Conversion Cost	\$ -	\$ -	\$ 180,000
Total Expenditures	\$ 326,460	\$ 326,460	\$ 720,420

**Schedule A
Private Loan Servicing Fees
and Optional Services**

Set-up Fees:

Servicer Set-up	\$195,000
Welcome Letter	1 st class postage + \$.10
Loan Add Fee (on-going)	\$3.00 (per loan)

Monthly Servicing Fees:

School status	\$2.05 (per borrower/month)
Grace status	\$2.05 (per borrower/month)
Deferment / Forbearance status	\$2.05 (per borrower/month)
Repayment Current	\$3.60 (per borrower/month)
Other – minimum servicing fees	\$25,000 (per year)

Delinquent Loan Fees:Delinquency Surcharge¹

	LOW		MID		MID-HIGH		HIGH	
	Collection Attempts	Collection Letter	Collection Attempts	Collection Letter	Collection Attempts	Collection Letter	Collection Attempts	Collection Letter
15-29 Days Past Due	2	0	7	1	12	1	18	1
30-59 Days Past Due	2	1	7	1	12	1	18	1
60-89 Days Past Due	2	1	7	1	12	1	18	1
90-119 Days Past Due	2	1	7	1	12	1	18	1
120-149 Days Past Due	2	1	7	1	12	1	18	1
150-180 Days Past Due	2	1	7	1	12	1	18	1
Total	12	5	42	6	72	6	108	6
	\$1.80		\$5.50		\$11.00		\$16.00	

(1) Firstmark reserves the right to modify the contact strategy for peak strategic performance and maximum efficiency. Borrower and co-borrower are each considered a participant.

Miscellaneous Fees²:

1098-E Tax Form	1 st class postage + \$.10
Privacy Statements	1 st class postage + \$.10

¹ Per participant per month on whom activity is performed.

² Increases in postage expense due to United States Postal Service postage increase will be a pass through cost

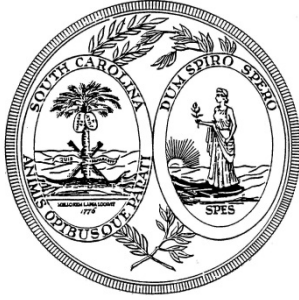
Special Project Fee	\$150.00 (per hour)
Removal/Deconversion Fee	\$40.00 (per borrower)
Manual Loan Conversion Fee	\$10.00 (per loan)
Sale/Internal Transfer Fee	\$3.00 (per loan)
Borrower Incentive Loan Program (BILP)	\$12,000 (one-time set-up)
BILP Annual Maintenance	\$1,000 (per year for each BILP)
Audit support	\$115.00 (per hour above 40 hrs per year)

Servicer Set-Up Overview

The servicer set-up consists of three separate and required I.T. functions:

1. De-Conversion of loans from the current licensed SLSS program.
2. Testing of data from de-conversion files to ensure they map correctly to the Firstmark Servicing System (STAR).
3. Set up of loan program within the STAR servicing system.

This effort is estimated at 1300 hours at the above Special Project Fee of \$150.00 (per hour). We will bill the actual hours needed for the effort as these are estimates without actual data review of the TLP program that would be converted.



South Carolina Commission on Higher Education

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Mr. Jeffrey M. Schilz
Interim President and Executive Director

August 9, 2017

Memorandum

TO: Mr. Paul Batson, Chair and Members,
Committee on Access & Equity and Student Services

From: Dr. Karen Woodfaulk, Director
Student Affairs Division

FY2016-17 Annual Report and Consideration of the FY2018-19 EIA Appropriations Request for the SC Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) at SC State University

Background and Commission Approval of the SC-PRRMT Expansion Plan of Action

During the 1986 legislative session, the General Assembly authorized the SC Commission on Higher Education (CHE) to award grants to the public and/or independent colleges and universities to improve the recruitment of teacher education candidates, allocating \$236,000 in Education Improvement Act (EIA) funds for this purpose. A consortium made up of a majority of teacher training institutions in the State submitted one combined proposal to establish the SC Teacher Recruitment Center. The proposed Center was approved by CHE and has been funded annually since FY1986-87. In FY1986-87, a separate appropriation to South Carolina State University (SCSU) was made by the General Assembly to improve the recruitment of minority teacher candidates. Since FY1986-87, continuing appropriations to SCSU have been made both through EIA and the General Fund. Beginning in FY1990-1991, appropriations for the SC Teacher Recruitment Center (now the Center for Educator Recruitment, Retention and Advancement [CERRA] located at Winthrop University) and the South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) at SC State University have been provided solely through EIA funds.

Beginning in FY1988-89, CHE was required by a proviso included in the Appropriations Act to monitor the use of these funds and to report on the “effectiveness of the programs” to the Senate and House Committee and to the Education Oversight Committee (EOC). The FY1990-91 Appropriations Act included a more comprehensive proviso which instructed CHE to “ensure that all funds are used to promote teacher recruitment on a

statewide basis...ensure the continued coordination of efforts among the... teacher recruitment projects... review the use of funds, and... have prior program and budget approval.” The proviso directing allocations and providing direction for CHE authority has continued each year. CHE is directed by the proviso to review the effectiveness of the programs annually and report findings and budget recommendations annually to Senate and House Education Committees, the State Department of Education (SDE) and EOC.

In FY2017-18, the proviso for the teacher recruitment programs - 1A.6. (SDE-EIA: CHE/Teacher Recruitment) Part IA, Section 1, VIII.E* states:

The South Carolina Commission on Higher Education shall distribute a total of ninety-two percent to the Center for Educator Recruitment, Retention, and Advancement (CERRA-South Carolina) for a state teacher recruitment program, of which at least seventy-eight percent must be used for the Teaching Fellows Program specifically to provide scholarships for future teachers, and of which twenty-two percent must be used for other aspects of the state teacher recruitment program, including the Teacher Cadet Program and \$166,302 which must be used for specific programs to recruit minority teachers: and shall distribute eight percent to South Carolina State University to be used only for the operation of a minority teacher recruitment program and therefore shall not be used for the operation of their established general education programs. Working with districts with an absolute rating of At-Risk or Below Average, CERRA will provide shared initiatives to recruit and retain teachers to schools in these districts. CERRA will report annually by October first to the Education Oversight Committee and the Department of Education on the success of the recruitment and retention efforts in these schools. The South Carolina Commission on Higher Education shall ensure that all funds are used to promote teacher recruitment on a statewide basis, shall ensure the continued coordination of efforts among the three teacher recruitment projects, shall review the use of funds and shall have prior program and budget approval. The South Carolina State University program, in consultation with the Commission on Higher Education, shall extend beyond the geographic area it currently serves. Annually, the Commission on Higher Education 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, the State Board of Education and the Education Oversight Committee by October first annually, in a format agreed upon by the Education Oversight Committee and the Department of Education.

In August, 2013 the Committee Chair and CHE staff met with SCSU officials to the address the responsibilities outlined in the proviso specific to SC-PRRMT including concerns raised by the Committee on Access & Equity and Student Services regarding costs to administer the SC-PRRMT, per student costs based on the overall budget, and the program’s recruitment efforts throughout the state. SCSU officials agreed to review the budget for possible ways to increase the number of students and sites. At its meeting on August 27, 2013, the Committee on Access & Equity and Student Services outlined the issues raised with SCSU regarding SC-PRRMT’s cost per student, the limited geographical areas served by the program, and the low percentage of graduates. A revised FY2014-15 budget and an Expansion Plan of Action was submitted to the Committee by SCSU. The SC-PRRMT budget and Expansion Plan was approved by the Commission on November 7, 2013. ** In addition, the Commission approved the Committee on Access & Equity and Student Services’ recommendation to place SC-PRRMT on conditional status.

*http://www.scstatehouse.gov/query.php?search=DOC&searchtext=Teacher%20Recruitment&category=BUDGET&year=2017&version_id=7&return_page=&version_title=Appropriation

** http://www.che.sc.gov/CHE_Docs/commission%20calendar&materials/Nov2013MtgMaterials/Agenda_Item_703A.pdf

***http://www.che.sc.gov/CHE_Docs/commission%20calendar&materials/November2014MtgMaterials/Agenda_Item_603A.pdf

SCSU submitted a revised FY2015-16 budget proposal for SC-PRRMT on October 15, 2014, which directed all funding to forgivable student loans only. No funds were to be used for administrative oversight of the program. At its meeting on November 6, 2014*** the Commission reviewed alternatives in consideration of the SC-PRRMT FY2015-16 revised proposed budget and approved the FY2015-16 budget in the amount of \$339,482 for a minority teacher recruitment program provided that the following conditions were met:

- a. All funds appropriated to SC-PRRMT in FY2015-16 are to be used to meet direct student costs. No funds shall be used for administrative oversight of the program.
- b. The program, in accordance with the proviso, shall recruit minority teachers throughout the state; and
- c. CHE shall retain approval for the budget and monitor the use of funds to ensure that all funds are used to meet direct student costs to promote minority teacher recruitment on a statewide basis.

Table I. EIA Budget for FY2013-14, FY2014-2015, FY2015-2016, FY2016-2017, (Actuals) FY2017-18 (Budget Estimate) and Appropriations Request for FY2018-19

Table I. reflects the budget (actuals) from FY2013-14 through FY2016-17. The SC-PRRMT budget for FY2015-16, FY2016-17, and FY2017-18 submitted by SCSU and approved by the Committee and Commission, directed all funding to forgivable student loans. SCSU, per the approved Expansion Plan, was responsible for all administration costs for SC-PRRMT to include the establishment of additional sites throughout the state. The budget for FY17-18 was approved by the Committee on Access & Equity and Student Services on September 1, 2016, and subsequently by CHE on October 24, 2016 in the amount of \$339,482 towards forgivable teacher loan awards to new and current participants. The FY2018-19 budget includes a request to revise the FY2017-18 budget, previously approved by Committee on Access & Equity and Student Services and CHE to allow \$15,000 of the appropriation to be used towards personnel costs.

For FY2017-18, \$232,560.67 in collections, revenue and carried forward (estimates) will be used to augment yearly appropriations in SC-PRRMT's forgivable loan program. As reflected in the budget line item, the amount available for forgivable loans, including collections, revenue and carried forward is \$572,042 (estimate as of July 31,2017).

Table I. EIA Budget for FY2013-14, FY2014-2015, FY2015-2016, FY2016-2017, FY2017-2018 (Estimate) and FY2018-19 (Proposed)

	FY 2013-2014 Actual	FY 2014-2015 Actual	FY 2015-2016 Actual*	FY 2016-17 Actual*	FY 2017-2018 Estimated**	FY 2018-19 Proposed**
EIA	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00	\$399,482.00
+Personnel Services						
1. Salaries	146,388.57	119,053.04	-0-	-0-	\$15,000	\$15,000
2. Fringes	31,344.71	25,289.00	-0-	-0-	-0-	-0-
OTHER EXPENDITURES						
Office Support						
	1150.72	2,598.55	-0-	-0-	-0-	-0-
Postage	400.00	239.00	-0-	-0-	-0-	-0-
Equipment & Maintenance						
	750.00	261.50	-0-	-0-	-0-	-0-
Telephone (WATS LINE)	400.00	200.08	-0-	-0-	-0-	-0-
Printing <i>Newsletter/Annual Reports and other documents</i>	440.00	-0-	-0-	-0-	-0-	-0-
Forgivable Loans	155,063.00	182,826.00	-0-	-0-	324,482.00	324,482.00
Promotional Service <i>TV Ad, Website, Promotional/ Recruitment Materials</i>	-0-	402.49	-0-	-0-	-0-	-0-
Intervention/Workshops for Pre-Service Teachers	-0-	-0-	-0-	-0-	-0-	-0-
Travel <i>Regional meetings, Education Conferences, Partnership, CHE and EOC Meetings, and Recruitment Visitations and Exhibitions</i>	3,545.00	8,612.34	-0-	-0-	-0-	-0-
TOTAL OTHER EXPENDITURES	\$161,748.72	\$195,139.79	-0-	-0-	-0-	
TOTAL PROJECT EXPENDITURES	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00	
COLLECTIONS/REVENUE/ CARRIED FORWARD	\$170,771.68	\$193,247.14	\$193,247.14	\$222,560.67	\$232,560.67	
Total Appropriations /Collections/Revenue /Carried Forward	\$510,253.68	\$532,247.14	\$532,729.14	\$562,042.67	\$572,042.67	
APPROPRIATIONS REQUESTED	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
APPROPRIATIONS RECEIVED	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00	
+Personnel Services	Program Manager (1) Program Recruiter (1) Secretary (1) Adjunct Instructors (8)	Program Manager (1) Program Recruiter (1) Adjunct Instructors (8)	Program Manager (1) Adjunct Instructors (9)	Program Manager (1) Adjunct Instructors (15)	Program Manager (1) Adjunct Instructors (12)	Program Manager (1) Adjunct Instructors (12)

*FY2015-16, FY2016-17 and FY2017-18 approved budget directed all funding to student costs only. No funds were used for administrative oversight of the program.

**FY2017-18 and FY2018-19 include requests for \$15,000 for Personnel Services (salaries).

Forgivable Teacher Loans Awarded to Eligible SC-PRRMT Participants

To be eligible for a forgivable teacher loan, SC-PRRMT participants must be residents of South Carolina and possess a high school diploma or high school equivalent. In addition, eligible participants must be employed as academic or support staff in South Carolina's public school system and have a cumulative grade point average of 2.75 or above on a 4.0 scale in an Associate of Arts or Associate of Science degree at one of South Carolina's technical colleges

or in general education courses. Students must be admitted to SCSU, enrolled in the teacher education program of study full-time (12+ credit hours) or part-time (6+ credit hours) and agree to teach in South Carolina. Graduate students must be fully admitted and enrolled in the Master of Arts in Teaching (MAT) degree program at SCSU and have a cumulative grade point average of 3.00 or above.

FY2013-14

Fifty-two students participated in SC-PRRMT during FY2013-14. Six (6) freshmen, 3 sophomores, 5 juniors, 29 seniors and 9 MAT students were in the program. Fourteen (14) students graduated from the program during FY2013-14. All of 14 graduates majored in critical need subject areas and 12 of the 14 graduates were placed in critical geographic area schools. For FY2013-14, the average cumulative cost per graduate was \$10,068.78.

FY2014-15

Seventy students participated in SC-PRRMT during FY2014-15. Fourteen (14) freshmen, 10 sophomores, 10 juniors, 8 seniors and 13 MAT students were in the program. In addition, 15 students graduated from the program during FY2014-15. Of the 15 FY2014-15 graduates, four graduates majored in a critical need subject areas and 13 of the 15 graduates were placed in critical geographic area schools (87%). Some graduates majored in critical need subject areas and accept teaching positions in critical geographic schools. For FY2014-2015, the average cumulative cost per graduate was \$11,065 (increase of 9.9% from FY2013-14). The average forgivable loan award per SC-PRRMT participant was \$3,472.30 in the fall term and \$3,472.30 during the spring term.

FY2015-16

Sixty-six students participated in SC-PRRMT during FY2015-16. Twelve freshmen (12), 12 sophomores, 12 juniors, 22 seniors and 8 MAT students. Ten students graduated from the program and 8 were teaching in SC schools during FY2015-16 (again, some graduates majored in critical need subject areas and accepted teaching positions in critical geographic schools). For FY2015-2016, the average cumulative cost per graduate was \$13,962.40 (increase of 26.2% from FY2014-15). The average forgivable loan award in FY2015-16 per SC-PRRMT participant was \$5,143 in the fall term and \$5,143 during the spring term.

FY2016-17

Seventy-one students participated in SC-PRRMT during FY2016-17. Thirteen (13) freshmen, 13 sophomores, 12 juniors, 23 seniors and 9 MAT students. Thirteen (13) participants graduated from the program in FY2016-17 and 11 of the graduates were teaching in SC schools. Eight of the graduating participants majored in critical need subject areas and 13 (100%) were placed in geographic schools in SC. For FY2016-2017, the average cumulative cost per graduate was \$12,884 (7.72% decrease from FY2015-16). The average forgivable loan award was \$4,781 in the fall term and \$4,781 in the spring.

Expansion Plan (2013) Approved by the Commission on Higher Education

SC-PRRMT's Expansion Plan (2013) included the objective to recruit 15 students beginning in FY2013 and 25 students during spring 2014. According to the Expansion Plan, in addition to two sites in FY2012-13 (SCSU and Berkley County), the number of sites would increase each year by adding three new sites in FY2013-14, (Richland County District 1, Georgetown County and Williamsburg County), three new sites in FY2014-15 (Richland County District 2, Fairfield County and Florence County), four sites in FY2015-16 (Clarendon County, Horry County, Marion County and Marlboro County), three sites in FY2016-17 (Beaufort County,

Hampton County and Jasper County), and finally three sites in FY2017-18 (Allendale County, Bamberg County, and Barnwell County), thereby increasing the number of sites from two in FY2012-13 to 18 sites by FY2017-18. The projected number of students enrolled at each site was seven (average N=7) and classes were to be held at program sites in designated public schools.

+ Sites Counties per 2013 Expansion Plan	Established Sites	# of Students enrolled from County (FY2017-18)	Updates
Sites to be Established in FY2013-14			
South Carolina State Campus	SC State	20	
Berkley/Charleston	St. Stephen	20	
Richland District 1	* Richland Districts 1 and 2/Fairfield County On line (combined sites)	25	
Georgetown/Williamsburg	**Florence/Georgetown/Williamsburg and Horry Counties On line (combined sites)	20	
Sites Established in FY2014-2015			
Fairfield	* Richland Districts 1 and 2 /Fairfield County On line (combined sites)	*	
Richland District 2	* Richland Districts 1 and 2/Fairfield County On line (combined sites)	*	
Florence	** Florence/Georgetown/Williamsburg and Horry Counties On line (combined sites)	**	
***Sites to be Established Beginning FY2015-16			
Clarendon County			In progress
Horry County	**Florence/Georgetown/Williamsburg and Horry Counties On line (combined sites)	**	
Marion County			In progress
Marlboro County			In progress
FY2016-17 Counties			
Beaufort County			In progress
Hampton County			In progress
Jasper County			In progress
FY2017-18 Counties			
Allendale County			
Bamberg County			
Barnwell County			

+South Carolina Program for the Recruitment and Retention of Minority Teachers Expansion Plan of Action Satellite Teacher Education Program Sites pp.9-10, September 2013

**Combined sites include Richland One, Richland Two, and Fairfield County School Districts*

***Combined sites include Florence County, Georgetown School District and County, Williamsburg School District and County and Horry County*

**** Clarendon, Marion, Marlboro, Beaufort, Hampton and Jasper Counties are in progress. Sites have not been totally implemented.*

According to SCSU officials, SC-PRRMT combined sites with students from various areas in South Carolina. On-line classes were started as an innovative method to help reduce administrative cost and to assist with statewide recruiting efforts. Some of the combined sites in the various areas also have face-to face classes in central locations. The combined sites, according to SCSU, are Richland 1, Richland 2, and Fairfield County School Districts, and Florence County, Georgetown School District and County, Williamsburg School District and County and Horry County.

According the CHE approved Expansion Plan (2013), the Clarendon, Marion, Marlboro sites were to be established in FY2015-16, and Beaufort, Hampton Jasper County sites were to be established in FY2016-17. These sites have not been established according to the schedule in the Expansion Plan. According to SCSU, the establishment of Clarendon, Marion, Marlboro, Beaufort, Hampton and Jasper sites are in progress. Eight (8) students from Marion, Marlboro, Beaufort and Jasper Counties are presently taking on-line classes with the established sites. Due to the increase in administrative responsibilities in implementing new SC-PRRMT sites, **SCSU is requesting a revision of the FY2017-18 and the proposed FY2018-19 budget to reallocate \$15,000 of towards administrative costs.** The University will continue to fund travel, maintenance of program loans a, student tracking, collections, and all other costs necessary to establish the sites that have yet to be established according to the Expansion Plan.

The FY2015-16 and FY2016-17, and FY2017-18 budgets for SC-PRRMT directed all funding towards forgivable teacher loans. Concerns remain regarding the program's purpose according to the proviso. According to the Expansion Plan, there were twelve graduates in FY2012-13 and 14 graduates in FY2013-14. The number of graduates has not significantly increased since 2013. SC-PRRMT has increased the number of sites from two counties in 2013 to nine counties in FY2016-17 by using on-line teaching and other innovative methods of instruction. SC-PRRMT's limited number of sites for the delivery of coursework to non-traditional students, especially in rural areas, continues to be a challenge. Although the Expansion Plan approved by CHE called for the creation of additional sites, the program continues to make slow progress establishing sites around the state.

Given the constraints and challenges in attracting traditional and non-traditional students to the teaching profession, especially in the rural areas of the state, SC-PRRMT should make every effort to expand to Clarendon, Marion and Marlboro counties. Also, during the upcoming year, SC-PRRMT should develop sites in Beaufort, Hampton and Jasper counties. Partnerships with existing teacher recruitment programs throughout the state during FY2017-18 should continue in this statewide effort. Reallocation of funding for \$15,000 to address administrative costs will, according to SCSU, help in this effort. It should be emphasized that SC-PRRMT's important goal is to recruit and serve as many eligible student-teachers as financially possible and increase the number of teachers, including minority teachers throughout the state. SC-PRRMT plans to increase the number of participants in the program 120 during FY2017-18.

Review of forgivable teacher loan disbursements, loan repayments and debt collections should be continued throughout FY2016-17 and FY2017-18 to determine if funds are used efficiently and effectively to increase the number of minority teachers in the state per the proviso. Monitoring the effectiveness of this program throughout the current year and during FY2018-19 should include program reports that provide information about: 1) average cost per participant; 2) number of critical sites established throughout the state; 3) forgivable teacher loans amounts awarded to each participant; 4) annual revenue sources (debt collections, carry forward and any other sources; 5) number of graduates; and 6) number of graduates who entered the teaching profession in South Carolina (critical geographic/subject areas).

Recommendation:

The Commission staff recommends to the Committee on Access & Equity and Student Services approval of the FY2018-19 SC-PRRMT budget in the amount of \$339,482 for minority teacher recruitment at SCSU provided that the following conditions are required:

1. Reallocation of \$15,000 for administrative costs appropriated to SC-PRRMT in FY2017-18 and FY2018-19. The amount available in collections, revenue and carried forward are to be used to meet direct student costs;
2. The program, in accordance with the proviso, shall recruit minority teachers throughout the state; and
3. CHE shall retain approval for the budget and monitor the use of funds, including revenue sources (collections, carry forward and any other sources) to ensure that SC-PRRMT is meeting the outcomes in the approved Expansion Plan (2013) to increase the number of minority teachers in the state. SC-PRRMT shall provide a report to CHE each quarter on the program's progress in meeting the goals outlined in the approved Expansion Plan.



South Carolina Program for the
Recruitment & Retention of Minority Teachers

Lift a Life...Teach

**2016-2017
ANNUAL REPORT**

**Prepared for: The South Carolina Commission on Higher Education
Submitted by: Reinell Thomas-Myers, Program Manager**

**South Carolina State University
Orangeburg, South Carolina
July 2017**

Mr. James E. Clark, President

***ANNUAL REPORT OF THE SOUTH CAROLINA PROGRAM FOR THE
RECRUITMENT AND RETENTION OF MINORITY TEACHERS***

2016-2017

***SOUTH CAROLINA STATE UNIVERSITY
EXECUTIVE SUMMARY***

MISSION STATEMENT: The South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) is an Education Improvement Act – funded program. SC-PRRMT 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 mission of the Program is to increase the pool of teachers in the State by making education accessible to non-traditional students (teacher assistants, 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 Department of Teacher Education, the Program is authorized by the South Carolina General Assembly to establish and maintain Satellite Teacher Education Program (off-campus) sites in twenty-one geographic areas of the State. SC-PRRMT also administers an EIA Forgivable Loan Program and participates in state, regional, and national teacher recruitment initiatives.

PROGRAM OBJECTIVES AND OUTCOMES 2016-2017



Objective 1

To increase the pool of teachers in South Carolina by targeting non-traditional students for enrollment in teacher education programs at South Carolina State University.

OUTCOME:

**TABLE 1
ENROLLMENT FIGURES FALL 2013 - SPRING 2017**

Year	Number
Enrollment 2013-2014	52
Enrollment 2014-2015	70
Enrollment 2015-2016	66
Enrollment 2016-2017	71
Mean	65

True to its mission, the Program continues to target non-traditional students for careers in teaching. In an effort to serve as many students as is financially feasible, the Program teams with Financial Aid and other programs with teaching missions to fund student participants. As shown in Table 1 above, the Program's average enrollment in Teacher Education Curricula is 65 for fall 2013-spring 2017.

Objective 2

On an annual basis, SC-PRRMT targets no less than 50% of SC-PRRMT program participants for majors in a state-declared critical need subject area or employment placement in a state-declared critical geographic school (graduation and employment placement data—annual and longitudinal).

OUTCOMES:

TABLE 2
STATE- DECLARED CRITICAL NEEDS

Year	Total Number of Graduates	Graduation in a Critical Need Subject Area	Placement in Critical Geographic School	Percentage of Graduates Teaching in State-Declared Subject Areas or Schools
2013-2014	14	2 (14%)	14 (100%)	100%
2014-2015	15	4 (27%)	15 (100%)	100%
2015-2016	10	6(60%)	8(80%)	100%
2016-2017	13	8(62%)	*11(85%)	100%

*Two(2) 2016-2017 graduates are not placed at the time of this report. However, we do anticipate placement by the beginning of the upcoming school year.

Program Graduates' Placement (Critical Needs)

Number of Graduates Placed in South Carolina Schools as of May 2017	220 (87%)
Number of Graduates in State-Declared Critical Need Subject Areas	81 (37%)
No. of Graduates Placed in Critical Geographic Schools	192 (81%)

Note: Some graduates major in critical need subject areas and accept jobs in critical geographic schools.

Objective 3

To ensure the success of EIA Forgivable Loan Program participants by monitoring their academic achievement/grade point averages (in the various teacher education majors), graduation and certification rates, and employment placement.

OUTCOMES:

- ♦ The Program continues to offer teacher education curricula and administer a Forgivable Loan Program. This past academic year 66 students participated in the program.
- ♦ Sixty (85%) undergraduate Program participants maintained their eligibility during the 2016-2017 Academic Year. Fifty-five(77%) achieved Dean's List status, earning cumulative grade point averages of 3.00 or better. One hundred percent of the Program's M.A.T. participants (6) maintained their eligibility.
- ♦ For academic year 2016-2017, Eighty-eight percent of program participants achieved a cumulative grade point average of 3.00 or above. The distribution was as follows:

3.75 – 4.00	(16)
3.50 – 3.74	(20)
3.00 – 3.49	(24)

- ♦ For the 2016-2017 Academic Year, 13 students graduated; all 13 (100%) met certification requirements.
- ♦ Of the Program's ten 2016-2017 graduates, to date, 13 (100%) have gained employment in a South Carolina Public school. All are teaching in a critical geographic school and/or state-declared critical need subject area.
- ♦ Program graduates continue to further their education after graduation. Many have obtained additional certification, master's degrees, doctoral degrees, and national board certification. A number of program graduates have acquired positions as principals, assistant principals, district administrators, and certified counselors.
- ♦ The teaching experience of graduates range from 1 to 23 years.
- ♦ One hundred and Fifty-three (74%) of the Program's placed graduates have gained 5 to 23 years teaching experience, and the mean years of teaching for all graduates is 19.5 years.

***THE SUPPORT OF STATEWIDE RECRUITMENT AND
RETENTION EFFORTS***

- ♦ The Program Manager assisted with the development of a comprehensive Recruitment plan for the Department of Education FY 2015-1016.
- ♦ SC-PRRMT, in collaboration with CERRA and the Call Me Mister Program, developed a Statewide Partnership Plan for Teacher Recruitment, and presented it to the Access and Equity Committee of the South Carolina Commission on Higher Education. The Partnership remained ongoing for 2016-2018.
- ♦ Program recruitment activities for AY 2016-2017 also included: recruitment exhibitions and participation in fall open house, Youth Day, and spring open house at SC State University, freshman orientation, mailings and responses to program inquiries, visits to school districts, technical colleges, and participation and recruitment exhibitions at college fairs, career day, and SC State's Alumni Showcase. Recruitment activities/events included the following:

Berkeley County Schools
Freshman University Fair (SC State)
Georgetown County Schools
Marlboro County Schools
SCSU Open House (Spring and Fall)
Piedmont Technical College
Richland County School District One
Technical College of the Low Country

***EIA BUDGET
PROPOSED BUDGET
FY 2018-2019***

BUDGET REQUEST \$339,482.00

Personnel Services	\$ 15,000.00
Forgivable Loans	\$324,482.00
TOTAL PROJECT APPROPRIATIONS	\$339,482.00

**Justification for Re-Allocation \$15,000.00 Administrative Cost
AY 2018-2019**

The SC-PRRMT is funded through SC Commission on Higher Education. Originally four(4) individuals were employed with the SC-PRRMT Program with specific duties, which were as follows: Director, Recruiter, Accountant and Administrative Assistant. All of the positions are now phased out, except for the establishment of the Program Managers position. SC-PRRMT enrollment of students and sites have increased over the past few years. In order for SC-PRRMT to continue the charge given by SC Commission on Higher Education, we're requesting re-allocations of funds for SC-PRRMT \$15,000.00 Administrative cost, thus increasing sites and to assist with the teacher shortage in South Carolina

The Program Manager duties and responsibilities have increased tremendously. The Program Manager performs all aforementioned duties and responsibilities which are essential positions in the SC-PRRMT Program. The Program Manager executes the day-to-day operations of the SC-PRRMT, provides leadership in implementing program initiatives and expansion, promotes collaborative efforts with a wide variety of constituencies as related to teacher recruitment and retention issues. The Program Manager also administers EIA Forgivable Loan Program, African American Teacher Loan Program, collects, analyzes, and builds the program's data base. Provides fiscal management and monitoring of Program's budget. Monitors the recruitment and retention initiatives of the Program and works collaboratively with other state recruitment agencies.

SC-PRRMT continues to carry out the mission to increase the pool of teachers in South Carolina through the Minority Teacher Recruitment Program.

Budget for FY FY 2014-2015, FY 2015-2016, 2016-2017 and Current FY 2017-2018.

Funding Source	FY 2014-2015 Actual	FY 2015-2016 Actual	FY 2016-2017 Actual	Current 2017-2018 Estimated
EIA	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
General Fund	-0-	-0-	-0-	-0-
Lottery	-0-	-0-	-0-	-0-
Fees	-0-	-0-	-0-	-0-
Other Sources	-0-	-0-	-0-	-0-
Grant	-0-	-0-	-0-	-0-
Contributions, Foundation	-0-	-0-	-0-	-0-
Other (Specify)	-0-	-0-	-0-	-0-
Carry Forward from Prior Yr.	-0-	-0-	-0-	-0-
TOTAL	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
Expenditures	FY 2014-2015 Actual	FY 2015-2016 Actual	FY 2016-2017 Actual	Current 2017-2018 Estimated
Personnel Service	119,053.04	-0-	-0-	\$15,000.00
Contractual Services	402.49	-0-	-0-	-0-
Supplies and Materials	3,037.63	-0-	-0-	-0-
Fixed Charges	261.50	-0-	-0-	-0-
Travel	8,612.34	-0-	-0-	-0-
Equipment	-0-	-0-	-0-	-0-
Employer Contributions	25,289.00	-0-	-0-	-0-
Allocations to Districts/Schools/ Agencies/Entities	-0-	-0-	-0-	-0-
Other: Forgivable Loans	182,826.00	-0-	-0-	324,428.00
Balance Remaining	-0-	-0-	-0-	-0-
TOTAL	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
TOTAL Collections/Revenue Carried Forward	\$193,247.14	\$193,247.14	\$222,560.67	\$232,560.67
TOTAL (Appropriations Received/Collections Revenue/Carried Forward)	\$532,729.14	\$532,729.14	\$572,042.67	\$572,042.67
Expenditures	FY 2014-2015 Actual	FY 2015-2016 Actual	FY 2016-2017 Actual	Current 2017-2018 Estimated
Personnel Service	Program Manager (1)	Program Manager(1)	Program Manager(1)	Program Manager(1)
	Program Recruiter (1)	Program Recruiter Position deleted by SC State Administration	Program Recruiter Position deleted by SC State Administration	Program Recruiter Position deleted by SC State Administration
	Secretary(-0-)	Secretary(-0-)	Secretary(-0-)	Secretary(-0-)
	Adjunct Instructors(9))	Adjunct Instructors (8)	Adjunct Instructors (6)	Adjunct Instructors (6)

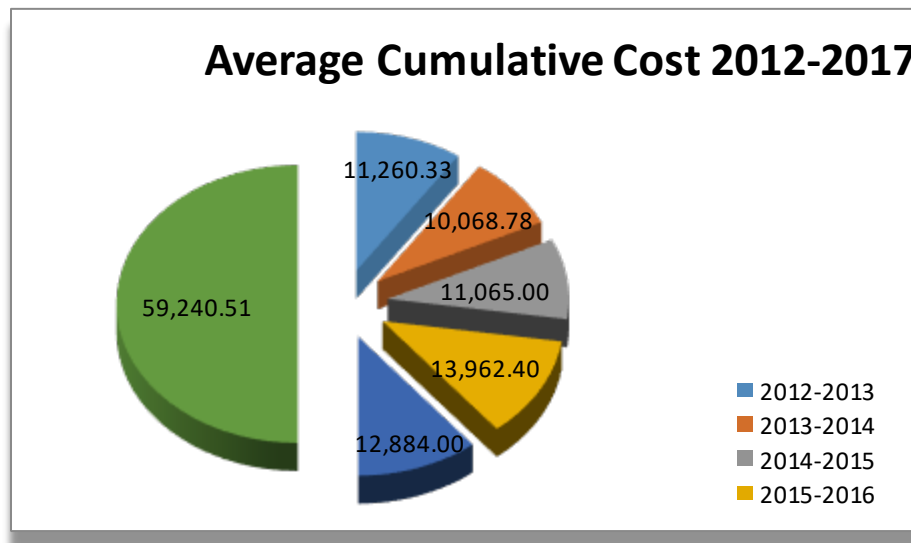
Collections Revenue used if needed for additional Forgivable Loans.

EIA Forgivable Loan Program

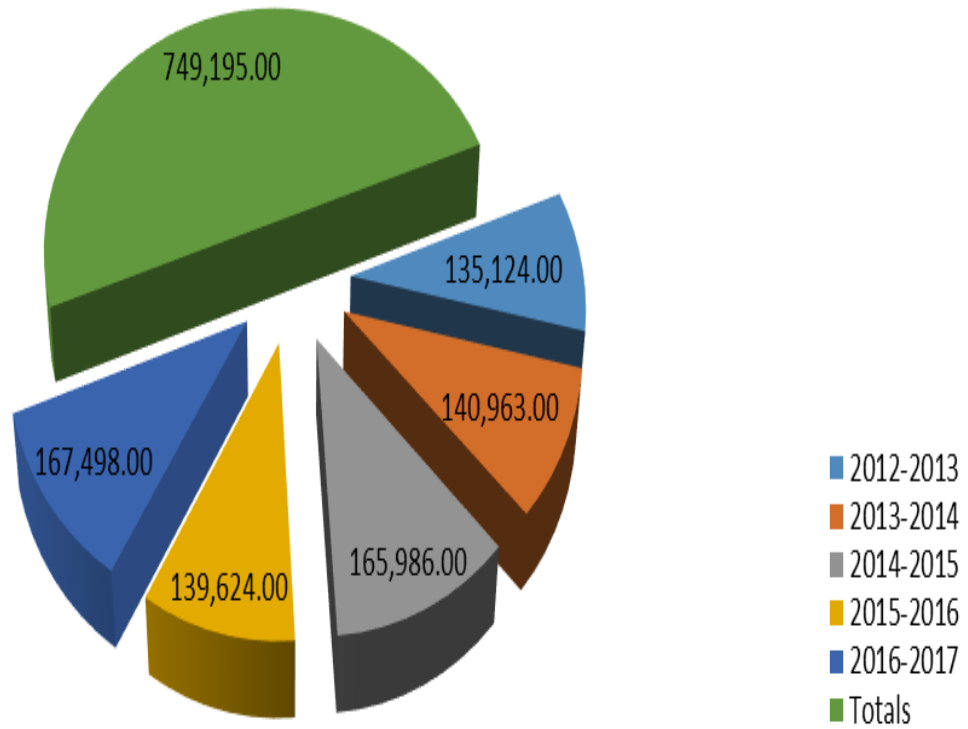
Annual program costs for the SC-PRRMT program – total amount of funds expended on the program, including all aid and administrative costs, to graduate and place each student in FY 2012-2013, FY 2013-2014, FY 2014-2015, 2015-2016 and FY 2016-2017

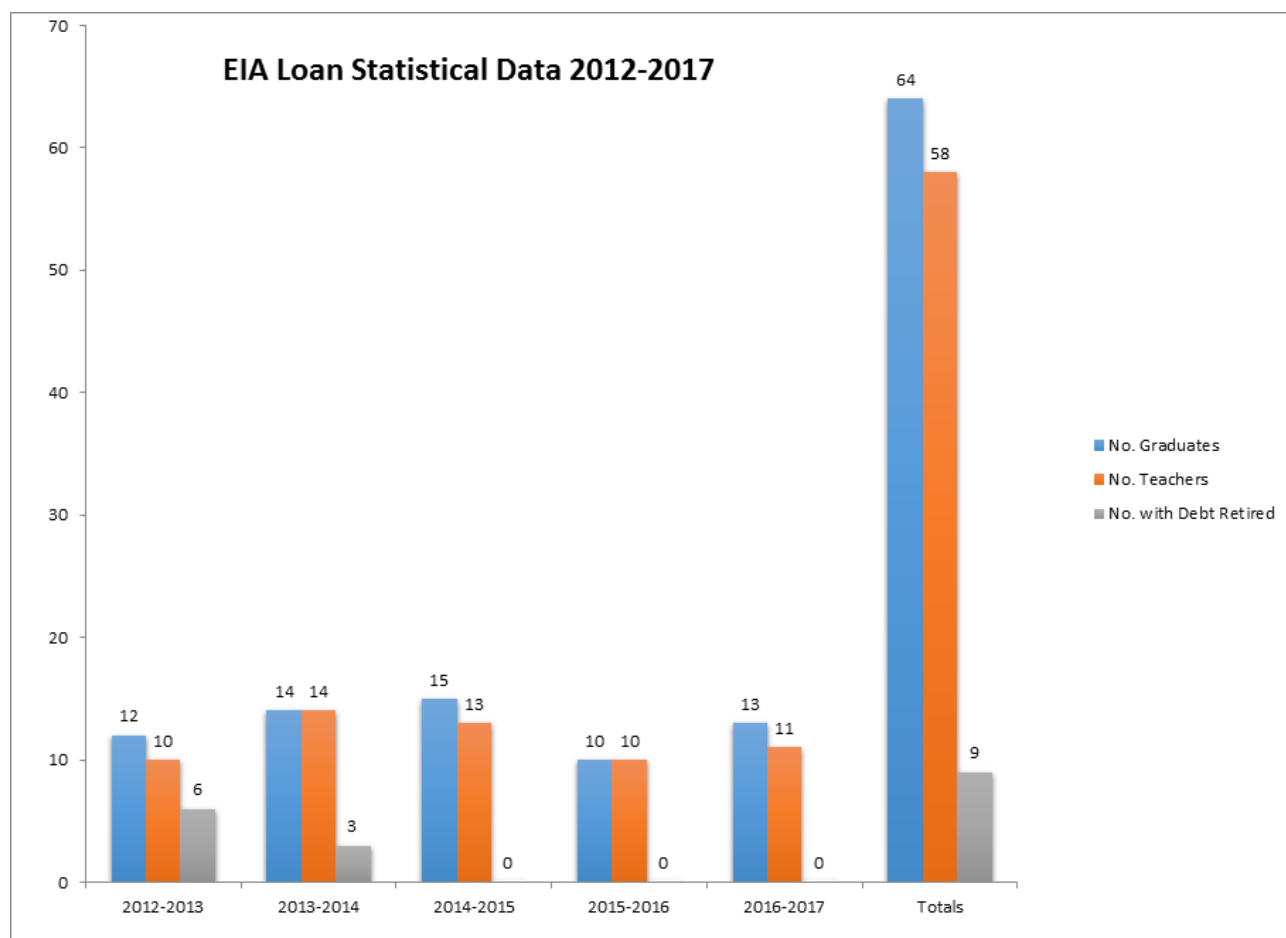
	No. Graduates	No. Teachers SC	Total Amount Disbursed	No. With Debt Retired	Average Cumulative Cost Per Graduate for the Specified Years
2012-2013	12	10	135,124.00	6	11,260.33
2013-2014	14	14	140,963.00	3	10,068.78
2014-2015	15	13	165,986.00	0	11,065.00
2015-2016	10	10	139,624.00	0	13,962.40
2016-2017	13	*11	167,498.00	0	12,884.00
Total	64	58	\$ 749,195.00	9	\$59,240.51

*Two(2) 2016-2017 graduates are not placed at the time of this report. However, we do anticipate placement by the beginning of the upcoming school year.



EIA Forgivable Loan Total Amounts Disbursed 2012-2017





Total number of participants per year by gender and race/ethnicity.

Distribution of Participants

Years	BF	WF	Asian/			Asian/		Number of Participants
			His. F	BM	WM	His. M.	M.	
2012-2013	20	3	1	2	1	0		27
2013-2014	40	1	1	9	1	0		52
2014-2015	52	3	1	14	0	0		70
2015-2016	43	6	1	16	0	0		66
2016-2017	47	8	3	13	0	0		71

The South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) is a self-supporting program. Program responsibilities/disbursements include:

- ♦ forgivable loan awards for students
- ♦ classes for the Praxis exam. Students must pass all parts of the Praxis Core examination to enter the Teacher Education program
- ♦ refresher courses to help students re-enter college and assist them in passing the Praxis examination. Some students would benefit from one-on-one tutoring. The population is non-traditional students, mainly instructional assistants and transfer students
- ♦ longer enrollment time. Classes are offered in the evenings. Non-traditional students sometimes take a semester or two longer than traditional students to complete their program
- ♦ all program materials, supplies, and equipment
- ♦ part-time personnel/instructors
- ♦ program marketing and recruitment
- ♦ normal operating costs

Budget reductions limit the number of students the program can award assistance, as well as the number of Satellite Teacher Education Program sites the PRRMT can maintain.

Contractual services for equipment and maintenance have been reduced or eliminated.

The program has cancelled its television ads used for marketing and recruitment.

Many of the students do not qualify for other types of financial aid and must receive full funding to participate in the program.

The Summer Institute, which focuses on workshops, seminars, and classes to help prepare students for the Praxis exam has been suspended.

Staff can no longer attend or participate in professional development and educational conferences and seminars.

SC-PRRMT APPROPRIATIONS REQUESTS AND ACTUAL BUDGET
Budget for FY 2015-2016, 2016-2017, 2017-2018 and Proposed FY 2018-2019

	FY 2015-2016 Actual	FY 2016-2017 Actual	FY 2017-2018 Actual	FY 2018-2019 Proposed Budget
Revenue				
Amount in Collections	\$193,247.14	\$222,560.67	\$232,560.67	\$232,560.67
Carried Forward Funds	-0-	-0-	-0-	-0-
Total Collections/Carried Forward	\$193,247.14	\$222,560.67	*\$232,560.67	\$232,560.67
Expenditures				
+Personnel Services				
1. Salaries	-0-	-0-	\$15,000.00	\$15,000.00
2. Fringes	-0-	-0-	-0-	-0-
OTHER EXPENDITURES				
Telephone (WATS LINE)	-0-	-0-	-0-	-0-
Forgivable Loans	\$339,482.00	\$339,482.00	\$324,482.00	\$324,482.00
TOTAL OTHER EXPENDITURES	\$339,482.00	\$339,482.00	\$339,482.00	\$15,000.00
TOTAL PROJECT EXPENDITURES	-0-	-0-	-0-	-0-
TOTAL PROJECT APPROPRIATIONS	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
APPROPRIATIONS REQUESTED	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
APPROPRIATIONS CUTS	-0-			
APPROPRIATIONS RECEIVED	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
Total Collections Revenue/Carried Forward Collections Revenue used if needed for additional Forgivable Loans.	\$193,247.14	\$222,560.67	*\$232,560.67	-0-
Total (Appropriations Received / Collections Revenue/Carried Forward)	\$532,729.14	\$562,042.67	\$572,042.67	
+Personnel Services	Program Manager (1) Program Recruiter (-0-) Secretary(-0-) Adjunct Instructors (9)	Program Manager (1) Program Recruiter (-0-) Secretary(-0-) Adjunct Instructors (15)	Program Manager (1) Program Recruiter (-0-) Secretary(-0-) Adjunct Instructors (12)	Program Manager (1) Program Recruiter (-0-) Secretary(-0-) Adjunct Instructors (12)

* As of July 2017.

PRRMT

Expansion Plan of Action

South Carolina Program for the Recruitment and Retention of Minority Teachers

Reinell Thomas-Myers, Program Manager

August 2017

To continue to address the state's teacher shortage, as part of its overall expansion initiatives PRRMT plans to expand into, establish, and maintain Satellite Teacher Education Program (off-campus) sites in the Midlands, PeeDee and Piedmont areas. Expanding into these areas will increase enrollment, thereby increasing the number of graduates.

Although these areas are critical geographic areas of the state, programs offered at these sites will include at least three state-declared critical need subject areas. Enrollees (non-traditional students) meeting entry and award requirements will be given a forgivable loan award to assist with expenses while obtaining a baccalaureate degree in teacher education. Awards are used to help cover tuition, fees, and educational materials.

The program plans to continue to produce quality teachers for South Carolina's teaching force. The return on the investment to educate these non-traditional students has a positive outcome. Our graduates, the majority of whom are paraeducators-to-teachers, have been placed in 43 school districts throughout the state. Their commitment to both the teaching profession and the communities in which they live is evidenced by the longevity of their continued employment beyond their contractual teaching requirements.

To aid in this expansion, PRRMT will continue to market and promote the teaching profession and its benefits to South Carolina school districts and personnel by developing promotional materials to increase statewide awareness, and to establish partnerships with the major targeted areas. Current budget allocations limit the number of Satellite Teacher Education Program sites PRRMT can establish and maintain, as well as the number of students the program can award assistance. **To expand to additional sites for AY 2017-2018 and subsequent years, the program will need additional funding.**

Mission: The South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) 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 mission of the program is to increase the pool of teachers in the State by making education accessible to non-traditional students (teacher assistants, 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.

A Purpose Number 1

To increase the pool of teachers in the State.

B. Specific Objective Number 1

To increase enrollment by expanding beyond the geographic areas it currently serves, to increase on-line classes offered, and to implement classes by video conference. Increasing enrollment will increase graduation rates. Based on the matriculation of the population of students served by the program, to experience maximum effects using this mode of delivery, approximately five years of implementation is needed.

C. Performance Evaluation Measure: Increased enrollment resulting in an increase in the number of graduates.

Ongoing (Fall 2013 – Spring 2019)

1.1 Recruitment and expansion activities remain ongoing (Fall 2013 – Spring 2019).

For AY 2016-2017 the program had established sites and offered classes to students in Berkeley, Columbia (Richland County), Fairfield, Florence, Horry, Georgetown, and Williamsburg counties. Interest meetings will be scheduled 2017-2018 in Beaufort, Bamberg, Allendale Chesterfield, Marion, Marlboro, Newberry.

In order to expand into different areas of the state, PRRMT's original plan listed several areas/counties in which the program plans to establish off-campus sites. To clarify the locations and the number of sites, the counties have been collapsed into regions. establish sites in each region. Below is a breakdown of the regions:

Region 1 – Columbia (Richland County), Fairfield, Lexington, Newberry

Region 2 – Berkeley, Charleston, Dorchester

Region 3 – Chesterfield, Dillon, Florence, Marion, Marlboro

Region 4 – Georgetown, Horry, Williamsburg

Region 5 – Abbeville, Aiken, Barnwell, Edgefield, Laurens, McCormick, Saluda

Region 6 – Allendale, Bamberg, Calhoun, Orangeburg

Region 7 – Beaufort, Colleton, Hampton, Jasper

Region 8 – Clarendon, Kershaw, Lee, Sumter

Region 9 – Chester, Lancaster, Union, York

Region 10 – Anderson, Cherokee, Greenville, Oconee, Pickens, Spartanburg

- a. Contact district personnel and set up initial visit
- b. Provide marketing materials to district to determine interest
- c. Meet with instructional assistants (teacher aides)
- d. Disseminate and assist in the completion of necessary admissions and financial aid documents
- e. Follow-up with applicants and district personnel – to include telephone calls, mailings, etc.
- f. Emphasis will be placed on enrolling participants in state-declared critical need subject areas
- g. Analyze applicants transcripts to determine eligibility
- h. Process students for enrollment

1.2 Maintain current sites and establish additional sites.

Selected sites and areas will be charged with assisting to locate qualified instructors in the area.

- a. Coordinate with district personnel to determine infrastructure currently in place
- b. Review participants transcripts to determine courses needed
- c. Prepare a schedule of classes
- d. Contract instructors
- e. Implement instruction by virtual delivery

- 1). Online classes
- 2). Video Conferencing
- 3). Combine sites for classes
- f. Although video conferencing reduces teacher costs, an on-site technician will be needed at each location to provide technical support.
- g. Facilities Usage Fee
- h. Budget reductions limit the number of satellite teacher education program sites PRRMT can maintain.

1.3 Award Forgivable Loan.

Determine if student meets the requirements for a forgivable loan award.

So that funds may reach more participants, awards will be based on need.

The served population is non-traditional students and many do not qualify for other types of financial aid.

Budget reductions also limit the number of students the program can award assistance.

1.4 Increase the number of program graduates.

The increase in the number of Satellite Teacher Education Program sites, the increase in online courses, and the implementation of classes by video conferencing is expected to increase student enrollment.

Full implementation in the expanded areas using this mode of delivery and the increase in enrollment will result in an increase in the number of program graduates.

Although the matriculation of this population sometimes takes a semester or two longer than traditional students, with the expansion, the number of graduates will increase.

1.5 Monitor student progress by visiting established sites.

Maintain copies of participant transcripts, and state required examination scores.

Schedule intervention workshops.

Coordinate with districts to offer workshops and enhancement seminars.

Enrollment Projections

Table 1
Satellite Teacher Education Program Sites

	Projected	Actual	
2015 - 2016	80	66	Berkeley - 17 Florence/Georgetown/Williamsburg - 15 Richland One - 20 SC State Campus - 14
2016 - 2017	100	71	Berkeley/Charleston - 19 Florence/Georgetown/Williamsburg/Horry - 15 Richland One and Richland Two- -22 SC State Campus - 15
2017 - 2018	120		Berkeley/Charleston - 20 Florence/Georgetown/Williamsburg/Horry - 20 Richland One and Richland Two- -25 SC State Campus - 20 Additional Sites (Projected) -35

Table 2
Projected Graduation Rates

	Total Number of Graduates for all PRRMT Sites	Actual Number of Graduates for PRRMT
2015 – 2016	18 – 20	10
2016 – 2017	20 – 22	13
2017 – 2018	22 – 24	

Table 3

**Classification of Participants
as of May 2017 – AY 2016-2017**

Seniors	24
Juniors	12
Sophomores	13
Freshmen	13
MAT	9

Thirteen(13) participants graduated 2016-2017.

Mission: The South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) 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 mission of the program is to increase the pool of teachers in the State by making education accessible to non-traditional students (teacher assistants, 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.

A. Purpose Number 2

To increase the pool of teachers in the State.

B. Specific Objective Number 2

To increase the pool of teachers in the State by targeting teacher aides, technical college transfer students, and career path changers for employment in the teaching profession.

C. Performance Evaluation Measure:

Recruitment and Retention data, as well as graduation data will demonstrate progress toward increasing the state's pool of teachers from the targeted population. Files on participants and workshops will be maintained, as well as printed copies of marketing materials and annual reports. **Quantitative** measures include: a) Praxis (Content Area) scores, b) PLT (Principles of Learning and Teaching) scores, c) Graduation rates, d) Employment Placement rates, and e) Retention rates. **Qualitative** measures include: a) Demographic data on program participants (e.g. gender, race/ethnicity) b) Program participants' Academic Data (e.g. grade point averages /honors), and c) Employer/employee feedback through surveys.

MILESTONES	TIME FRAME
2.1 Recruit teacher aides and career path changers from targeted school districts throughout the State. Distribute information.	Ongoing
2.2 Continue to implement the Department of Education's Recruitment plan. This will generate increases in the number of non-traditional applicants. Increased applicants will yield increases in the number of graduates.	Ongoing
2.3 Assists prospective applicants with completing necessary documents for admission to the university and completion of financial aid forms.	July 1- April 30 for upcoming AY
2.4 Collaborate with South Carolina State's Office of Admissions and Recruitment and SCSU's Transfer Coordinator to identify students interested in pursuing a degree in teacher education.	July 1 – April 30 for upcoming AY
2.5 Analyze applicant application and transcript. Process application and forward to Office of Admissions.	July 1 – April 30 for upcoming AY
2.6 Develop a schedule of classes to be offered at established sites.	May 30 for upcoming AY
2.7 Coordinate with school district personnel to determine infrastructure for identified sites.	June 1 for upcoming AY
2.8 Provide incentives for education by administering a forgivable loan program.	August 15 – June 30 annually

2.9 Work with those students who do not currently meet the requirements for a forgivable loan award to determine other options.	Ongoing
2.10 Offer off-campus courses and make distance education courses accessible to program participants. Summer classes will be held on SCSU's campus.	August – fall semester January – spring semester June – summer session
2.11 Monitor student progress by attaining copies of transcript from the Office of Records and Registration.	December 15 for fall semester May 15 for spring semester
2.12 Maintain copies of Praxis I/Praxis Core, Praxis II, and PLT scores of participants.	Ongoing
2.13 Schedule Intervention Workshops for Praxis I/Praxis Core.	August – fall semester January – spring semester June – summer session
2.14 Track employment placement of graduates. Maintain records of graduation and placement.	Ongoing
2.15 Prepare program reports.	September 1 annually October 1 annually

Mission: The South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) 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 mission of the program is to increase the pool of teachers in the State by making education accessible to non-traditional students (teacher assistants, 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.

A Purpose Number 3

To increase the pool of teachers in the State.

B. Specific Objective Number 3

To increase awareness of the dearth of minority teachers in SC teaching force by participating in state-wide initiatives that focus upon teacher recruitment and issues in educating minorities.

C. Performance Evaluation Measure: Published newsletter, Conference printed programs, correspondence.

MILESTONES	TIME FRAME
3.1 Promote the PRRMT and the Teaching Profession by publishing promotional brochures, flyers, newsletters, and digital presentations.	Ongoing
3.2 Attend, make presentations or set up exhibition booth at the annual conferences of the South Carolina Alliance of Black School Educators (SCABSE) and the South Carolina Education Association.	January/spring each annual year providing funds are available
3.3 Participate in forums, organizations, and meetings focused on minority teacher recruitment, teacher recruitment in general, and critical needs of the state, as related to education.	Ongoing

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