



# 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. Richard A. Jones, Jr.  
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  
  
Mr. Jeffrey M. Schilz  
Interim President and Executive Director

**Committee on Access & Equity and Student Services**  
**Thursday, February 1, 2018**  
**1:30 – 2:30 p.m.**  
**Palmetto Conference Room**

## AGENDA

- |   |                        |
|---|------------------------|
| 1. Introductions and Approval of Minutes  | Mr. Paul Batson, Chair |
| 2. SC Program for the Recruitment and Retention of Minority Teachers Quarter 2 Report <i>(For Approval)</i> | Dr. Karen Woodfaulk    |
| 3. Residency Public Law 114-315 Change Statutory Language <i>(For Information)</i>                          | Mr. Gerrick Hampton    |
| Other Business  | Mr. Paul Batson, Chair |
| 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  
Teleconference  
November 27, 2017  
10:00 a.m.**

**Members Present**

Mr. Paul Batson, Chair (Telephone)  
Dr. Bettie Rose Horne (Telephone)  
Mr. Richard A. Jones, Jr. (Telephone)  
Mr. Charles Munns (Telephone)

**Guests Present**

Ms. Jane Turner, Center for Educator Recruitment,  
Retention & Advancement (CERRA)  
Mr. Charles Sanders, SC Student Loan Corporation  
Mr. Ray Jones, SC Student Loan Corporation  
Mr. Trey Simon, SC Student Loan Corporation

**Staff Present**

Dr. Karen Woodfaulk  
Ms. Lorinda Copeland  
Mr. Kevin Glears  
Mr. Gerrick Hampton  
Ms. Devon Holliman  
Ms. Elizabeth Jablonski  
Mr. Michael Jackson  
Mr. Frank Myers  
Ms. Vickie Pratt  
Ms. Laverne Sanders  
Ms. Tanya Weigold  
Ms. Leslie Williams

**1.) Introductions and Approval of Minutes**

Chairman Paul Batson called the meeting to order. Ms. Elizabeth Jablonski introduced all in attendance and announced that the meeting was being held in compliance with the Freedom of Information Act. A **motion** was made (Munns), **seconded** (Horne), and **carried** to approve the minutes of October 26, 2017. Chairman Batson requested a motion to approve the agenda as presented. The **motion** was made (Horne), and **seconded** (Munns) to accept the agenda as presented.

**2.) SC Teachers Loan Program (For Approval)**

Ms. Jane Turner provided an overview of the present structure of the SC Teachers Loan Program and the proposed changes by the SC Teachers Loan Advisory Committee (TLAC). She stated that TLAC would like to expand loan forgiveness to all teachers who have a student loan and make the loan rate consistent for all borrowers.

Ms. Turner shared some general points about TLAC:

- TLAC does not anticipate a budget increase for FY2018-19, because students will be applying in the spring and the teacher loans will be earmarked and disbursed before the proposed changes are approved.
- The current rising seniors and juniors who currently have teacher loans are already included in the budget for FY2018-19. The amount that would be needed for the subsequent year is estimated at \$1 million.
- Any new applicants to the South Carolina Teachers Loan program are difficult to predict. Once the data is known the cost will be included in the FY2019-20 budget.

- The amount of funds collected in the SC Teachers Loan Program from students who do not go on to teach and obtain loan forgiveness goes into a revolving account. This account does not directly impact the budget or the loan disbursement.
- The cost savings is anticipated to be between \$45,000-\$60,000. There could be an additional cost savings as the program transitions the collection repayment and loan forgiveness accounts to a new loan servicer.

Dr. Karen Woodfaulk stated that the final recommendation is to replace the current statutory language that lists “SC Student Loan Corporation” as a name, and insert the term “approved vendor.”

Commissioner Charles Munns asked about the implication of the change to the prospective numbers of science and math teachers entering the teaching profession. He asked if there will be an increase or decrease in the number of science and math teachers, or would the number of teachers remain the same. Ms. Turner responded that there is a shortage of math and science teachers in South Carolina. She stated that TLAC anticipates that the proposed changes would encourage more students to consider enrolling into a teacher education program in addition to majoring in a discipline. She stated that math and science may be target areas where students are majoring in Biology, math or Chemistry. She noted that when students discover that they may possibly obtain additional loan funds or obtain full forgiveness of their teacher loan, they will be encouraged to add the teacher education program to their subject major.

Commissioner Richard Jones asked if there was a significant default rate in the S. C. Teachers Loan Program, and he inquired about how the program is marketed. Ms. Turner responded that the program has not been marketed very well. There is an overall decline in the number of students choosing to become teachers. She stated that the program needs an increased marketing effort. Mr. Charles Sanders, CEO, SC Student Loan Corporation, stated the Corporation has never hired an outside collection agency for defaulted loans. He stated that presently there are approximately \$8 million in defaulted loans. Mr. Sanders explained that prior to 2010 the Corporation was able to market the S.C. Teachers Loan Program when the other federal student loans were marketed. He stated that since the Corporation no longer handles federal student loan programs, it is a challenge just to specifically market the Teachers Loan Program since there are not any funds for marketing purposes.

The **motion** was made (Horne) to approve the following recommendations from TLAC, which would not take effect before July 1, 2019:

- 1) Increase the loan amount to \$7,500 for the junior and senior years while enrolled in a teacher education program, as well as when enrolled in a Master of Arts in Teaching program;
- 2) Base loan eligibility for the freshman and sophomore years solely on a declared intent to seek a teacher education degree;
- 3) Provide loan forgiveness to all future loan program participants who go on to teach in a S.C. public school, regardless of what school they teach in and what subject they teach, and set the loan forgiveness rate at 33.3 percent Or \$5,000 (whichever is greater) for each completed year of teaching;
- 4) Provide loan forgiveness at the 33.3 percent rate or \$5,000 (whichever is greater) for all loan recipients who are currently teaching in a S.C. public school, regardless of the teacher’s subject or school; and
- 5) Replace all references to the SC Student Loan Corporation to a language referencing an approved vendor.

The motion was **seconded** (Munns). The motion **carried**.

### **3.) SC National Guard College Assistance Program (For Approval)**

Captain Jacinda White provided the rationale for the recommendation to remove the 130 attempted credit hour maximum for the SC National Guard College Assistance Program (SCNG CAP). Captain White stated that removal of the 130 credit hour maximum would allow service members of the SC National Guard the opportunity to utilize the SCNG CAP lifetime maximum benefit. Captain White stated that one factor that impacts the 130 credit hour maximum is the Joint Services Transcript (JST). Required military training hours on the JST may transfer into academic degree course requirements or electives at the academic institution. If the credit hours transfer as electives, the hours count towards the 130 credit hour maximum. Captain White stated that another factor that impacts the 130 credit hour maximum is the required Reserve Officer Training Corps (ROTC) and Required Physical Education (RPED) courses at The Citadel. The additional ROTC and RPED courses for Cadets at The Citadel are counted towards the 130 credit hour maximum.

Captain White stated that the question was asked as to why the 130 credit hour maximum should be removed. Captain White stated that the Federal Tuition Assistance (FTA) pays for the actual number of credit hours whereas the SCNG CAP covers the entire term. Captain White stated that it would be difficult for a service member in the SC Army National Guard to exceed the 130 credit hours that FTA pays. FTA only pays for a maximum number of credit hours per semester. The SCNG CAP covers the entire semester regardless of the number of full-time credit hours. Captain White stated that the removal of the 130 credit hour maximum would allow service members in the SC National Guard to be successful in completing the bachelor's degree without loans.

Commissioner Jones asked why the academic year maximum was different for the SC Air National Guard. Captain White responded that the SC Air National Guard does not receive FTA. The only education program available for the SC Air National Guard is the SCNG CAP. The SC Army National Guard has FTA (\$4,500 per academic year) and the SCNG CAP (\$4,500 per academic year). Captain White stated that the intent in providing the \$9,000 academic year maximum for the SC Air National Guard is to allow the opportunity for a comparable level of funding. Service members of the SC Air National Guard may elect not to use the entire \$9,000 each year. However, both branches of the SC National Guard have the same SCNG CAP lifetime maximum benefit.

Commissioner Munns **motioned** to approve the recommendation to remove the 130 attempted credit hours (or related quarter hours) maximum limit for participation in the SC National Guard College Assistance Program (SCNG CAP). The lifetime maximum award in the amount of \$18,000 shall remain for SCNG CAP participants. The motion was **seconded** Dr. Horne and the motion **carried**.

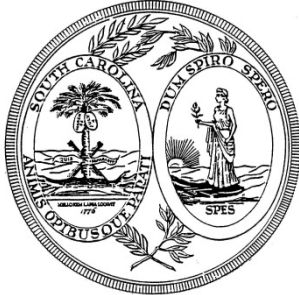
### **4.) Other Business**

Commissioner Batson asked Dr. Woodfaulk for a briefing on whether South Carolina penalizes individuals who are in default of student loans. Dr. Woodfaulk stated that Mr. Kevin Glears made contact with SC Department of Labor, Licensing and Regulation (LLR) and SC Department of Motor Vehicle (DMV) offices to see if board licenses and driver licenses are suspended for individuals in default. Mr. Glears reported that the LLR and SC DMV agencies are not monitoring individual licenses once they are established and at present, S.C. does not suspend board licenses or drivers licenses due to defaults.

A **motion** (Munns) was made, **seconded** (Horne), and **carried** to adjourn the meeting at 11:00 a.m.

Respectfully Submitted,

Laverne Sanders



# South Carolina Commission on Higher Education

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February 1, 2018

## **Memorandum**

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

From: Dr. Karen Woodfaulk, Director  
Student Affairs Division

### **SC Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) Quarterly Report (Quarter 2, 2018)**

#### **Historical Background**

- *SC-PRRMT Expansion Plan (Approved by the SC Commission on Higher Education, November 7, 2013)*
- *SC PRRMT FY2018-19 Budget (Approved by The Commission on Higher Education, August 9, 2017)*

#### ***SC-PRRMT Expansion Plan approved by the SC Commission on Higher Education, November 7, 2013***

The 2013 South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) Expansion Plan of Action Satellite Teacher Education Program Sites presented by S.C. State University (SCSU) and approved by the Commission on Higher Education (CHE) on November 7, 2013\* outlined the number of SC-PRRMT participants and additional sites to be established on an annual basis beginning FY2013-15 through FY2017-18.

The five-year Expansion Plan was presented to CHE on November 7, 2013 and included the objective to recruit 15 students beginning fall 2013 and 25 students during spring 2014. According to the Expansion Plan, in addition to two existing sites previously established by FY2012-13 (SCSU and Berkeley 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). Overall, this plan, according to SCSU officials, would increase the number of SC-PRRMT sites from two in FY2012-13 to 18 sites by FY2017-18. Enrollment projections, according to the Expansion Plan, were estimated to be an average of seven (7) students at each of the 18 sites. Follow up was presented CHE on November 6, 2014\*\*.

\* [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/Nov2013MtgMaterials/Agenda_Item_703A.pdf)

\*\*[http://www.che.sc.gov/CHE\\_Docs/commission%20calendar&materials/November2014MtgMaterials/Agenda\\_Item\\_603A.pdf](http://www.che.sc.gov/CHE_Docs/commission%20calendar&materials/November2014MtgMaterials/Agenda_Item_603A.pdf)

**SC PRRMT Budget Approved by The Commission on Higher Education, August 7, 2017**

The Committee on Access & Equity and Student Services met on August 9, 2017 to consider the FY2018-19 budget for SC-PRRMT. Several concerns were expressed by Committee members at the August 9<sup>th</sup> meeting (minutes of the 9/9/2017 meeting\*\*\*). The primary critical concerns were threefold: 1) SCSU's progress in meeting the mandates of proviso Part 1B Section 1A H630; 2) slow growth in the number of SC-PRRMT participants; and 3) lack of SC-PRRMT site expansions to be established from FY2013-14 through FY2017-18 as submitted in the SC-PRRMT Expansion Plan of Action Satellite Teacher Education Program Sites.

The Committee on Access & Equity and Student Services approved the FY2018-19 proposed budget on August 7, 2017 with four recommendations that were subsequently approved by CHE on September 7, 2017.

1. Reallocation of \$15,000 for administrative costs appropriated to SC-PRRMT in FY2017-18. Hold the possibility of additional administrative funds for FY2018-19 pending progress this year. 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;
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; and
4. SCSU submit an assessment of program growth and expansion for FY2018-19.

The Committee requested that SCSU provide information during FY17-18 as to how the four recommendations above are sufficiently addressed each quarter. In addition, the Committee members requested that SCSU officials provide information regarding costs to administer SC-PRRMT, cost per student, number of graduates, number of students in critical subject and geographical areas served by the program, and recruitment efforts throughout the state.

The SC-PRRMT Quarter 1 Report, which was submitted to the Committee on Access & Equity and Student Services on October 26, 2017, showed that the number of students who enrolled in the program increased from 27 participants in FY2012-13 to 68 participants in fall 2017. However, nine (9) sites were not established as projected in the Expansion Plan. Sites in Clarendon, Marion, and Marlboro Counties (scheduled to be established in FY2015-16), as well as Beaufort, Hampton, and Jasper Counties (scheduled to be established in FY2016-17) and Allendale, Bamberg and Barnwell Counties (scheduled to be established in FY2017-18) were not yet established. SCSU officials shared with Committee that as student interest in SCSU increases, the University is aggressively recruiting potential students for SC-PRRMT and would provide information about their recruitment visits for October – December 2017 in the Quarter 2 Report.

\*\*\* [http://www.che.sc.gov/CHE\\_Docs/accessequity/AE\\_and\\_Student\\_Services\\_Meeting\\_Materials\\_October\\_26\\_2017.pdf](http://www.che.sc.gov/CHE_Docs/accessequity/AE_and_Student_Services_Meeting_Materials_October_26_2017.pdf)

**+SC-PRRMT Expansion Plan of Action Satellite Teacher Education Program Sites per 2013 Expansion Plan**

<b>Sites/Counties per 2013 Expansion Plan*</b>	<b>Established Sites</b>	<b>Update: Enrollment Spring 2018</b>	<b>Status</b>
<b>Sites Established in FY2013-14</b>			
South Carolina State Campus	SC State	12	Established
Berkley/Charleston/Dorchester /Moncks Corner	St. Stephen	10	Combined sites
Richland District 1	* Richland Districts 1 and 2/Fairfield County On line (combined sites), Winnsboro	22	Combined sites.
Georgetown/Williamsburg/Horry	**Florence/Georgetown/ Williamsburg and Horry Counties On line (combined sites)	22	Combined sites.
<b>Sites Established in FY2014-2015</b>			
Fairfield	* Richland Districts 1 and 2 /Fairfield County On line (combined sites)		Combined sites. See Richland District 1 above.
Richland District 2	* Richland Districts 1 and 2/Fairfield County On line (combined sites)		Combined sites. See Richland District 1 above.
Florence	Florence/Georgetown/ Williamsburg and Horry Counties On line (combined sites)		Combined sites. See Georgetown/ Williamsburg/Horry above.
<b>Sites Scheduled to be Established FY2015-16</b>			
Clarendon County		0	
Horry County	**Florence/Georgetown/ Williamsburg and Horry Counties On line (combined sites)		Combined sites. See Georgetown/ Williamsburg/Horry above
Marion County	***Marion, Dillon and Barnwell Counties	10	Combined sites. Marion/Dillon and Barnwell Counties
Marlboro County		0	
<b>Sites Scheduled to be Established FY2016-17</b>			
Beaufort County		0	
Hampton County		0	
Jasper County		0	
<b>Sites Scheduled to be Established FY2017-18</b>			
Allendale County		0	
Bamberg County		0	
Barnwell County***			Combined sites. See Marion, Dillon and Barnwell above

+South Carolina Program for the Recruitment and Retention of Minority Teachers Expansion Plan of Action Satellite Teacher Education Program Sites pp.9-Quarter 2 Report, 2/1/ 2018.

\*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.

\*\*\*According to the Quarter 2 Report SC-PRRMT is in the process of finalizing registration for spring 2018 cohorts (page 16) to include Marion, Dillon and Barnwell Counties.

Beaufort, Clarendon, Marlboro, Beaufort, Hampton, Jasper, Allendale, and Bamberg sites have not been established in accordance with South Carolina Program for the Recruitment and Retention of Minority Teachers Expansion Plan of Action Satellite Teacher Education Program Site Expansion Plan. According to SCSU, some of the sites were combined through on-line and hybrid courses and/or students from some of these counties are attending the University.

## **SC-PRRMT Quarter 2 Report (Attachments I and II)**

According to the Expansion Plan, 120 students were projected to be enrolled in the program by FY2017-18. Based on the information provided in the SC-PRRMT Quarter 2 Report, there are 76 participants in the program as of spring, 2018 (23 seniors, 12 juniors, 11 sophomores, 23 freshmen and 7 MAT students).

The total funding for FY2017-18, including appropriations, collections and carried forward is \$562,042. Institutional, federal and state financial aid is first awarded to SC-PRRMT participants. If additional funds are needed, SC-PRRMT Forgivable Teacher Loans may be applied to meet the cost of attendance (tuition, fees, room board, etc.) According to SCSU officials, the FY2017-18 costs for tuition and fees for SC-PRRMT participants at SCSU is \$12,409 including a book allowance (\$600) and insurance costs (\$498 for 2017 fall term and \$571 for 2018 spring term). A total of \$311,363.00 for Forgivable Loans were awarded to SC-PRRMT participants for FY2017-2018 (fall and spring terms). The average Forgivable Teacher Loan awarded was \$4,097 (**page 13**).

The SC-PRRMT Quarter 2 Report shows that the program continues to recruit minorities, especially non-traditional students, into the program. The number of applicants has increased from the previous year (FY2016-17). There were 36 applicants in FY2016-17 and 10 students were eligible. During fall and spring terms FY2017-18, SC-PRRMT received a total of 58 applications (22 applications in the fall term and 36 applications in the spring. Twenty-seven (27) of the 58 applicants were determined to be eligible for the program. The Quarter 2 Report shows an increase in the number of applicants and eligible students. Twenty-one (21) Teacher Assistants, 4 transfer students and 2 Career Changers were determined to be eligible to participate in SC-PRRMT. However, since FY2016-17, the overall program pass rate of the Praxis Examination continues to be 30% which is a decrease in the overall pass rate of 45% in FY2013-14 (**page 15**).

The Quarter 2 Report shows that four students graduated in the fall term and five students are expected to graduate in the spring term for a total of 9 graduates. This number does not include the summer term 2018. The four participants who graduated in the fall are presently teaching in critical subject areas and have been placed in critical geographic areas in South Carolina (**page 11**).

Due to the critical importance of this program to help meet the needs of the state, at its meeting on October 26, 2017, the Committee on Access & Equity and Student Services requested a detailed plan for meeting the South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) Expansion Plan of Action as approved by CHE. The Committee requested the following information to be placed in the Quarter 2 Report:

- 1) According to the Expansion Plan, 120 students were projected to be enrolled in the program by FY2017-18. Based on the information provided in the SC-PRRMT Quarter 1 Report, the number of students who are enrolled in the program and the number of sites have not increased for fall, 2017. Provide an update regarding the number of student participants and established sites;
- 2) As this is the final year of the Expansion Plan, provide a detailed plan for meeting the Expansion Plan's projected goals by FY2017-18;
- 3) Provide budget justification that addresses the intended use of the SC-PRRMT funds for FY17-18 along with an assessment of SC-PRRMT's growth and expansion. The budget justification should address the intended use of these funds per the proviso; and
- 4) Provide an update for every site listed in the Expansion Plan.

SCSU officials provided responses to the above requests in the SC-PRRMT Quarter 2 Report (**Attachments I and II**).



According to SCSU officials, SC-PRRMT continues to carry out its mission to increase the pool of teachers in South Carolina. The total amount awarded to SC-PRRMT participants in Forgivable Loans for fall and spring terms (2017-18) is \$311,363. SCSU officials state in the Quarter 2 Report that they are committed to enhance the program's growth and expansion for FY2017-18 by increasing enrollment and establishing sites throughout the state. The SC-PRRMT Quarter 2 Report provides data to show that participants continue graduate from the program and enter the teaching profession. The majority of the participants are teaching in critical need areas around the state (**page 11**). The Report shows that nine (9) SC-PRRMT participants are expected to graduate by spring 2018. The second quarter data, as submitted by SCSU, continues to show limited expansion of sites around the state. According to the Quarter 2 Report, SC-PRRMT is in the process of finalizing spring 2018 registration in Marion, Dillon and Barnwell Counties (**page 16**). Sites in Clarendon, Marlboro, Beaufort, Hampton, Jasper, Allendale, and Bamberg have not been established per the Expansion Plan. SCSU officials explained that SC-PRRMT combined sites by using on-line and hybrid classes. Students who reside in some of these counties are taking on-line classes and/or attend SC State University (**Attachment II**).

The SC-PRRMT quarterly reports, as requested by the Committee on Access and Equity and Student Services, provided for a system of "checks and balances" every three months to closely monitor the progress of the program. According to SCSU officials, there has been some progress in meeting the Expansion Plan priorities. The current five-year average number of graduates is 12 (FY2013-14 to FY2017-18 excluding 2018 summer graduates). Also in previous years (FY2014-15 and FY2016-17), 10 students entered the program on an annual basis. During the most recent fall and spring terms (FY17-18), the number of students around the state recruited into SC-PRRMT increased to 23 students entering the program.

The Committee on Access & Equity and Student Services requested SCSU provide a comprehensive strategic plan to increase the number of SC-PRRMT participants and sites to include detailed information about how SC-PRRMT will meet the mandates of proviso Part 1B Section 1A H630 and the goals of SCSU's SC-PRRMT Expansion Plan. The strategic plan, as provided by SCSU, has a primary focus of participating in recruitment events through the school districts and teacher career fairs to be held around the state during FY2017-18) (**Attachments I and II**).



South Carolina Program for the  
Recruitment & Retention of Minority Teachers

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*Lift a Life...Teach*

SC- PRRMT Quarterly Report

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

South Carolina State University  
Orangeburg, South Carolina 29117  
January 15, 2018  
Dr. James Clark, President

## 1) Proviso and Mission Statement of SC-PRRMT

**PROVISO 1A.6:** (SDE-EIA: CHE/Teacher Recruitment) of the funds appropriated in Part IA, Section 1, VIII.E. for the Teacher Recruitment Program, 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.

With the funds appropriated CERRA shall also appoint and maintain the South Carolina Teacher Loan Advisory Committee. The Committee shall be composed of one member representing each of the following: (1) Commission on Higher Education; (2) State Board of Education; (3) Education Oversight Committee; (4) Center for Educator Recruitment, Retention, and Advancement; (5) South Carolina Student Loan Corporation; (6) South Carolina Association of Student Financial Aid Administrators; (7) a local school district human resources officer; (8) a public higher education institution with an approved teacher education program; and (9) a private higher education institution with an approved teacher education program. The members of the committee representing the public and private higher education institutions shall rotate among those institutions and shall serve a two-year term on the committee. The committee must be staffed by CERRA, and shall meet at least twice annually. The committee's responsibilities are limited to: (1) establishing goals for the Teacher Loan Program; (2) facilitating communication among the cooperating agencies; (3) advocating for program participants; and (4) recommending policies and procedures necessary to promote and maintain the program.

**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.

**Table 1**

- 2) Program history of SC-PRRMT and Program Outcomes - ten year data scan (Beginning FY 2004 to FY2014) or five year data scan (Beginning FY2013 – FY2018):
  - a. State appropriations and carried forward funding each year

**Program History of SC-PRRMT and Program Outcomes  
FY2013 – FY2018  
Budget for FY 2013-2014, FY 2014-2015, FY 2015-2016, 2016-2017 and 2017-2018**

Year	FY 2013-2014	FY 2014-2015	FY 2015-2016	FY 2016-2017	FY 2017-2018
<b>APPROPRIATIONS REQUESTED</b>	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
<b>APPROPRIATIONS RECEIVED</b>	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
<b>Total Collections Revenue/Carried Forward</b>	\$170,771.68	\$193,247.14	\$198,253.10	\$222,560.67	\$222,560.67
<b>Total (Appropriations Received / Collections Revenue/Carried Forward)</b>	\$510,253.68	\$532,729.14	\$537,735.10	\$562,042.67	\$562,042.67
<b>Collections Revenue used if needed for additional Forgivable Loans.</b>					

2) cont. Program history of SC-PRRMT and Program Outcomes - ten year data scan (Beginning FY 2004 to FY2014) or five year data scan (Beginning FY2013-2018):

- b. Number of geographical sites established each year since 2012-2013 (Use information provided in the approved Expansion Plan)
- c. Number of participants per site each year (include breakdown of freshmen, sophomores, juniors, seniors and MATs (do not include graduates – see Graduation Rates below)

**TABLE 2**

**Geographical Site and Number of Participants**

<b>Year</b>	<b>FY 2013-2014</b>	<b>FY 2014-2015</b>	<b>FY 2015-2016</b>	<b>FY 2016-2017</b>	<b>FY 2017-2018 Fall 2017</b>	<b>FY 2017-2018 Spring 2018</b>
<b>Sites</b>	Moncks Corner Berkeley Richland Dist. #1 Fairfield SC State	Moncks Corner Berkeley Richland Dist. #1 Fairfield Georgetown Williamsburg/Florence Horry SC State	Moncks Corner Berkeley Richland Dist. #1 Fairfield Georgetown Williamsburg/ Florence Horry SC State	Moncks Corner Berkeley Richland Dist. #1 Richland Two Fairfield Winnsboro Georgetown Williamsburg/Florence Horry SC State	Moncks Corner/ Berkeley/Charleston Richland Dist. # 1 Richland Two Fairfield Winnsboro Georgetown Williamsburg/Florence Horry SC State	Moncks Corner/ Berkeley/Charleston Richland Dist. # 1 Richland Two Fairfield Winnsboro Georgetown Williamsburg Florence Horry Barnwell Marion Dillon SC State
<b>No. of Participants</b>	<b>52</b> Seniors =14 Juniors = 7 Sophomores = 6 Freshmen = 8 MAT= = 17	<b>70</b> Seniors =11 Juniors =18 Sophomores =16 Freshmen =12 MAT =13	<b>66</b> Seniors =15 Juniors =15 Sophomores=12 Freshmen =19 MAT =5	71 Seniors =24 Juniors =12 Sophomores =13 Freshmen =13 MAT =9	68 Seniors =23 Juniors =12 Sophomores =13 Freshmen =13 MAT =7	76 Seniors =23 Juniors =12 Sophomores = 11 Freshmen = 23 MAT =7

3) Participants:

Student Demographics and Retention

- 1) Number applied/Number eligible
- 2) Applied and Entry level profile - number of entering non-traditional (Teaching Assistants, transfer from 2-year, career changers, etc.)
- 3) Participants majoring in critical needs areas. Critical Need Subject areas (2012-2017 for five year reporting)
- 4) Retention of participants each year (freshmen to sophomore, sophomore to junior, junior to senior)
- 5) Basic skills examination during PRAXIS pass rate per year

**TABLE 3**  
**Student Demographics and Retention**

YEAR	FY 2013-2014	FY 2014-2015	FY 2015-2016	FY 2016-2017	FY 2017-2018 Fall 2017	FY 2017-2018 Spring 2018
<b>1) Number Applied Number eligible</b>	65 Applied 21 Eligible	48 Applied 10 Eligible	25 Applied 10 Eligible	36 Applied 10 Eligible	22 Applied 13 Eligible	36 Applied 14 Eligible
<b>2) Teacher Assistants(TA) Transfer(T) Career Changers(CC)</b>	7 (TA) 11(TA &T) 3 (T)	4(TA) 4(TA&T) 2(T)	8(TA) 2(T)	8 (TA) 2 (T)	15 (TA) 4 (T) 3 (CC)	11 (TA) 2 (T) 1(CC)
<b>3) Critical Need Subject Areas</b>	16	5	10	5	10	14
<b>4) Retention of Participants</b>	<b>52</b>  Seniors =14 Juniors = 7 Sophomores= 6 Freshmen = 8 MAT= 17	<b>70</b>  Seniors =11 Juniors =18 Sophomores =16 Freshmen =12 MAT =13	<b>66</b>  Seniors =15 Juniors =15 Sophomores=12 Freshmen =19 MAT =5	<b>71</b>  Seniors =24 Juniors =12 Sophomores =13 Freshmen =13 MAT =9	<b>68</b>  Seniors =23 Juniors =12 Sophomores =13 Freshmen =13 MAT =7	<b>76</b>  Seniors =23 Juniors =12 Sophomores = 11 Freshmen = 23 MAT =7
<b>5) Praxis Rate</b>	45%	35%	35%	30%	30%	30%

(4) Forgivable Loans Awarded to Participants Each Year:

- 1) Remaining need after federal/scholarship/gift aid is awarded- See Table 4 (Pages 6-8)
- 2) Per student Forgivable Loan awards – See Table 5 (Pages 9– 10)
- 3) Number of participants in loan repayment (amount). – See Table 5 (Page 11TABLE)

**Table 4**

<b>1)Financial Aid Disclosure Information</b>	
<b>FY 2017-2018</b>	
<b>N=76</b>	
1.	\$ 5,447.00
2.	4,300.00
3.	1,841.00
4.	4,300.00
5.	3,919.00
6.	1,088.00
7.	1,000.00
8.	1,000.00
9.	3,919.00
10.	3,000.00
11.	2,589.00
12.	2,637.00
13.	4,919.00
14.	1,450.00
15.	3,419.00
16.	3,419.00
17.	4,919.00
18.	4,919.00
19.	1,955.00
20.	1,329.00
21.	3,156.00
22.	1,329.00
23.	1,329.00
24.	1,329.00
25.	3,029.00
26.	1,150.00
27.	1,919.00
28.	1,000.00
29.	-0-

**1)Financial Aid Disclosure Information (cont.)**

FY 2017-2018

Spring 2018

N=76

30. 1,919.00  
31. 1,919.00  
32. 1,919.00  
33. 1,919.00  
34. 1,919.00  
35. 1,919.00  
36. 1,919.00  
37. 1,919.00  
38. 1,000.00  
39. 2,529.00  
40. 3,919.00  
41. 3,588.00  
42. 1,530.00  
43. 1,919.00  
44. 1,919.00  
45. 1,919.00  
46. 1,919.00  
47. 1,919.00  
48. 1,919.00  
49. 1,919.00  
50. 2,000.00  
51. 3,919.00  
52. 3,389.00  
53. 3,019.00  
54. 3,195.00  
55. 3,000.00  
56. 2,900.00  
57. 2,800.00  
58. 2,400.00  
59. 2,400.00  
60. 1,919,00  
61. 1,919.00  
62. 1,400.00  
63. -0-  
64. -0-  
65. 2,000.00  
66. 3,919.00  
67. 1,000.00  
68. 2,920.00



**1) Financial Aid Disclosure Information (cont.)**

FY 2017-2018

Spring 2018

N=76

69. -0-

70. -0-

71. -0-

72. -0-

73. -0-

74. -0-

75. -0-

76. -0-

**Table 5**  
**FORGIVABLE LOANS AWARDED TO PARTICIPANTS**

**2) Forgiveable Loan Award**

FY 2017-2018

N=76

1. \$6,391.00
2. 2,029.00
3. 4,488.00
4. 2,029.00
5. 2,410.00
6. 5,241.00
7. 5,329.00
8. 5,329.00
9. 2,410.00
10. 3,329.00
11. 3,740.00
12. 3,692.00
13. 1,410.00
14. 6,189.00
15. 2,910.00
16. 2,910.00
17. 1,410.00
18. 1,410.00
19. 4,374.00
20. 5,000.00
21. 2,763.00
22. 1,329.00
23. 1,329.00
24. 1,329.00
25. 3,300.00
26. 5,329.00
27. 6,138.00
28. 5,329.00
29. 6,395.00
30. 4,410.00
31. 4,410.00
32. 4,410.00
33. 4,410.00
34. 4,410.00
35. 4,410.00

**2) Forgivable Loan Award (cont.)**

**FY 2017-2018**

**N=76**

36. 4,410.00  
37. 4,410.00  
38. 4,976.00  
39. 3,390.00  
40. 2,000.00  
41. 2,331.00  
42. 4,390.00  
43. 4,410.00  
44. 4,410.00  
45. 4,410.00  
46. 4,410.00  
47. 4,410.00  
48. 4,410.00  
49. 4,410.00  
50. 3,000.00  
51. 4,410.00  
52. 2,530.00  
53. 2,900.00  
54. 2,724.00  
55. 2,000.00  
56. 3,000.00  
57. 3,100.00  
58. 3,500.00  
59. 3,500.00  
60. 4,410.00  
61. 4,410.00  
62. 4,500.00  
63. 6,329.00  
64. 6,000.00  
65. 3,500.00  
66. 4,410.00  
67. 5,000.00  
68. 3,000.00  
69. 6,329.00  
70. 6,329.00  
71. 6,329.00  
72. 6,329.00  
73. 6,329.00  
74. 6,329.00  
75. 6,329.00  
76. 6,329.00

<b>FY 2017-2018</b>
<b>TOTAL \$311,363.00</b>

Graduation Rates: **See Table 6 below**

- 1) Number of graduates each year per site
- 2) Graduates placed in critical needs/geographic areas
- 3) Certification subject/employment, SC Public Schools
- 4) Placement of graduates (position – elementary, middle, high, media specialist, guidance counselor, speech therapist, principal, administrator, other)
- 5) Retention after five years

**TABLE 6  
Graduation Rates**

YEAR	FY 2013-2014	FY 2014-2015	FY 2015-2016	FY 2016-2017	FY 2017=2018 Fall 2017	FY 2017=2018 Spring 2018
<b>1) No. of Graduates</b>	<b>14</b>	<b>15</b>	<b>10</b>	<b>13</b>	<b>4</b>	<b>5 (Projected)</b>
<b>2) Graduates in Critical Needs Subject Area (CNSA) Geographic Areas(GA)</b>	2=CNSA 14=GA	4=CNSA 13=GA	8=CNSA 9=GA	13=CNSA 11=GA	4=CNSA 4=GA	5=CNSA
<b>3) Cert. Subject/Employment</b>	100%	100%	100%	100%	100%	
<b>4) Placement of Graduates</b>	14	15	10	13	4	
<b>5) Retention After 5 years</b>	N/A	N/A	N/A	N/A	N/A	

Other:

- 1) **Plans to establish a mentoring program** – PRRMT has no plan to start a mentoring program, once the participants graduate from SC State University and become employed, the School districts offer mentoring programs for their beginning teachers with the intent of ensuring teachers have every opportunity to attain success.
  - 2) **Partnership: CERRA and Call Me Mister – Innovative Ways to Recruit Teachers:** Per conversation with Dr. Woodfaulk she will initiate a meeting with CERRA (Jane Turner), Call Me Mister (Dr. Roy Jones, and PRRMT (Reinell Thomas-Myers).
- I. Please provide the following updated information regarding the total number of students participating in SC-PRRMT effective fall term 2017&spring 2018
- Total number of seniors
    - Total number of juniors
    - Total number of sophomores
    - Total number of freshmen
    - Total number of MAT students

**Fall 2017 N=68**

Graduates as of fall 2017	4
Seniors	23
Juniors	12
Sophomores	13
Freshmen	13
MAT	7

**Spring 2018**

Graduates as of Spring 2018	5 projected
Seniors	23
Juniors	12
Sophomores	11
Freshmen	23
MAT	7

- II. Please provide the number of applicants who applied for fall 2017/spring 2018 and the number who were accepted.  
Fall 2017— 22 - Applied/ 13 -Accepted  
Spring 2018—36 Applied/14 Accepted (as of January 12, 2018)

III. Please provide the average award per student for the first quarter of FY2017-2018 (fall 2017) and (spring 2018)  
 Fall 2017 & spring 2018  
 N= 76  
 Forgivable Loan awards = \$ 311,363.00  
 Forgivable Loan awards average= \$4,097.00

IV. Five sites were established for FY2015-2016 - Moncks Corner, Berkeley, Richland District 1, Fairfield, Georgetown, Williamsburg/Florence, and Horry. As of the second quarter of FY2017-2018 were any more sites established? Yes  
 See \* Below **Please** identify any combined sites.

Sites	Fall 2017 Participants N=68
Moncks Corner/Berkeley/Charleston	15
Richland Dist. #1/Fairfield/Winnsboro	23
Georgetown/Williamsburg/Florence/Horry	20
SC State	10

Sites	Spring 2018 Participants N=76
Moncks Corner/Berkeley/Charleston	10
Richland Dist. #1/Fairfield/Winnsboro	22
Georgetown/Williamsburg/Florence/Horry	22
Marion/Dillion/Barnwell	10
SC State	12

**Four Recruitment fairs fall 2017**

- 1) Allendale, Barnwell School Districts 19 and 45, Bamberg School Districts One and Two, Calhoun County, and Orangeburg School Districts 3,4 and 5
- 2) Beaufort and Jasper School Districts
- 3) Marion, Dillon and Clarendon School Districts
- 4) Richland School Districts One and Two

- V. The chart in the Quarterly Report (below) does not show the number of students retained in the program. Of the freshmen cohort who entered the program in FY 2012, please provide the number/% who graduated from that cohort four years later);
- provide the same for the sophomore cohort and the number/% of the original cohort who graduated three years later;
  - the junior cohort and the number/% of the original cohort who graduated two years later;
  - the senior cohort and the number/5 of the original cohort who graduated one year later;
  - the MAT cohort and the number/5 of the original cohort who graduated two years later;
- (if applicable, please use CHE methodology for reporting enrollment of part time students)

**The Student Demographics and Retention Table 1A below provides the total number of students that were retained each year in the Minority Teacher Recruitment Program. Additionally, we have included the Graduation Rates Table 2A, which shows the total number of graduates each year.**

**The retention number is a cumulative total of all students presently enrolled in the Program. This information is an actual accounting of our retention and graduation numbers.**

**We are open to any suggestions for future data reporting.**

**TABLE 1A**  
**Student Demographics and Retention**

<b>YEAR</b>	<b>FY 2013-2014</b>	<b>FY 2014-2015</b>	<b>FY 2015-2016</b>	<b>FY 2016-2017</b>	<b>FY 2017-2018 Fall 2017</b>	<b>FY 2017-2018 Spring 2018</b>
<b>1) Number Applied Number eligible</b>	65 Applied 21 Eligible	48 Applied 10 Eligible	25 Applied 10 Eligible	36 Applied 10 Eligible	22 Applied 13 Eligible	36 Applied 14 Eligible
<b>2) Teacher Assistants(TA) Transfer(T) Career Changers(CC)</b>	7 (TA) 11(TA &T) 3 (T)	4(TA) 4(TA&T) 2(T)	8(TA) 2(I)	8 (TA) 2 (I)	10 (TA) 2 (T) 1 (CC)	11 (TA) 2 (T) 1(CC)
<b>3) Critical Need Subject Areas</b>	16	5	10	5	10	14
<b>4) Retention of Participants</b>	<b>52</b>  Seniors =14 Juniors = 7 Sophomores= 6 Freshmen = 8 MAT= 17	<b>70</b>  Seniors =11 Juniors =18 Sophomores =16 Freshmen =12 MAT =13	<b>66</b>  Seniors =15 Juniors =15 Sophomores=12 Freshmen =19 MAT =5	<b>71</b>  Seniors =24 Juniors =12 Sophomores =13 Freshmen =13 MAT =9	<b>68</b>  Seniors =23 Juniors =12 Sophomores =13 Freshmen =13 MAT =7	<b>76</b>  Seniors =23 Juniors =12 Sophomores = 11 Freshmen = 23 MAT =7
<b>5) Praxis Rate</b>	45%	35%	35%	30%	30%	30%

**TABLE 2A**  
**Graduation Rates**

<b>YEAR</b>	<b>FY 2013-2014</b>	<b>FY 2014-2015</b>	<b>FY 2015-2016</b>	<b>FY 2016-2017</b>	<b>FY 2017-2018 Fall 2017</b>	<b>FY 2017-2018 Spring 2018</b>
<b>1) No. of Graduates</b>	<b>14</b>	<b>15</b>	<b>10</b>	<b>13</b>	<b>4</b>	<b>5 (Projected)</b>
<b>2) Graduates in Critical Needs Subject Area (CNSA) Geographic Areas(GA)</b>	2=CNSA 14=GA	4=CNSA 13=GA	8=CNSA 9=GA	13=CNSA 11=GA	4=CNSA 4=GA	5=CNSA
<b>3) Cert. Subject/Employment</b>	100%	100%	100%	100%	100%	
<b>4) Placement of Graduates</b>	14	15	10	13	4	
<b>5) Retention After 5 years</b>	N/A	N/A	N/A	N/A		



- 1) According to the Expansion Plan, 120 students were projected to be enrolled in the program by FY2017-18. Based on the information provided in the SC-PRRMT [Quarter 1 Report](#), the number of students who are enrolled in the program and the number of sites have not increased for fall, 2017. Please provide an update regarding the number of student participants and established sites.

<b>Contacted Districts/Recruitment trips</b>	<b>Actual Recruitment Visit</b>	<b>No. of attendees</b>	<b>No. of Applications</b>	<b>No. of accepted</b>
Bamberg, Barnwell, Calhoun and Orangeburg School Districts	YES	25	8	3
Beaufort	District did not confirm	N/A	N/A	N/A
Barnwell	YES	15	5	2
Clarendon	YES	2	-0-	-0-
Jasper	YES	5	-0-	-0-
Marion, Dillion and Florence #3	YES	35	23	10 as of 1.12.2018

<b>Cohorts/Sites</b>	<b>Locations&amp; County</b>	<b>Spring 2018 Participants N=76</b>
Moncks Corner Berkeley Charleston	St. Stephens Elementary School(Berkeley County)	10
Richland District One Richland District Two Fairfield Winnsboro	Olympia Learning Center (Richland County)	22
Georgetown Williamsburg Florence Horry	St. Luke Senior Citizen Center (Georgetown County)	22
*Marion Dillion Barnwell	Academy for Careers and Technology(Marion County)	10
SC State	SC State Campus	12

- 2) As this is the final year of the Expansion Plan, please provide a [detailed plan](#) for meeting the Expansion Plan’s projected goals by FY2017-18.

SC-PRRMT will continue to recruit and expand sites in the following School Districts:

- 1) Marion, Clarendon, Barnwell, Bamberg
- 2) Moncks Corner/Berkeley/Charleston
- 3) Richland School Districts One and Two/Fairfield/Winnsboro
- 4) Marlboro
- 5) Georgetown/Williamsburg/Florence/Horry
- 6) Colleton
- 7) Hampton I & II
- 8) Jasper

### **Plan of Action**

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

#### **Maintain current sites and establish additional sites.**

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

- Coordinate with district personnel to determine infrastructure currently in place
- Review participants transcripts to determine courses needed
- Prepare a schedule of classes
- Contract instructors
- Implement instruction by virtual delivery
- Online classes
- Video Conferencing
- Combine sites for classes

### **Plan of Action (cont.)**

- Although video conferencing reduces teacher costs, an on-site technician will be needed at each location to provide technical support.

#### **Facilities Usage Fee**

- Coordinate with School Districts
- Budget reductions limit the number of satellite teacher education program sites PRRMT can maintain.

#### **Award Forgivable Loan.**

- Determine if student meets the requirements for a forgivable loan award.
- Awards will be based on need, so that funds may reach more participants.
- 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.

#### **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.

#### **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.

- 3) Provide budget justification that addresses the intended use of the SC-PRRMT funds for FY17-18 along with an assessment of SC-PRRMT's growth and expansion as requested by Committee on Access & Equity and Student Services. The budget justification should also address the intended use of these funds per the proviso (any explanation that would address costs for this program would be helpful).

SC-PRRMT intends to use the 2017-2018 funding for the following:

\$15,000.00 Administrative cost

324,482.00 for Forgivable Loans for students cost of attendance for fall 2017, spring 2018 and summer 2018. As a result of the Program's growth and expansion a detailed assessment analysis will be determined. Thus establishing the feasibility of using the remaining carry over funding (\$222,560.67) from the collections will be used for Forgivable Loans for students when additional sites are established fall 2018 and spring 2019.

- 4) Also, Chairman Batson asked for an update for every site listed in the Expansion Plan (see attached minutes).

The following listing below with strikes identifies School Districts we are presently serving. Students from Allendale, Clarendon, Aiken, Bamberg, Calhoun and Sumter counties take on-line classes and attend classes at SC State.

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

\*Beaufort School district did not confirm, we will contact Beaufort School District spring 2018.

### **Spring 2018 Recruitment Visits**

Marion, Clarendon, Barnwell, Bamberg

Moncks Corner/Berkeley/Charleston

Richland School Districts One and Two/Fairfield/Winnsboro

Marlboro, Georgetown/Williamsburg/Florence/Horry

Beaufort, Colleton, Hampton I & I and Jasper

### **2018-2019**

Lexington, Newberry, Abbeville, Aiken, Edgefield, Laurens, McCormick, Saluda

Kershaw, Lee, Sumter, Chester, Lancaster, Union, York

Anderson, Cherokee, Greenville, Oconee, Pickens, Spartanburg

- 1) I would ask that you review the minutes of the October 26, 2017 Committee on Access and Equity and Student Services meeting. A detailed plan for meeting The 2013 South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) Expansion Plan of Action Satellite Teacher Education Program Sites as approved by the Commission on November 7, 2013 is not provided in the Quarter 2 Report. The information provided is to have recruitment fairs in the spring and summer. How will this strategy increase the number of students to 120 by the FY2017-18?

SC-PRRMT will continue to recruit and expand sites in the following School Districts:

- 1) Marion, Clarendon, Barnwell, Bamberg
- 2) Moncks Corner/Berkeley/Charleston
- 3) Richland School Districts One and Two/Fairfield/Winnsboro
- 4) Marlboro
- 5) Georgetown/Williamsburg/Florence/Horry
- 6) Colleton
- 7) Hampton I & II
- 8) Jasper

## Plan of Action

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

**Maintain current sites and establish additional sites.**

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

- Coordinate with district personnel to determine infrastructure currently in place
- Review participants transcripts to determine courses needed
- Prepare a schedule of classes
- Contract instructors
- Implement instruction by virtual delivery
- Online classes
- Video Conferencing
- Combine sites for classes

## **Plan of Action(cont.)**

- Although video conferencing reduces teacher costs, an on-site technician will be needed at each location to provide technical support.

### **Facilities Usage Fee**

- Coordinate with School Districts
- Budget reductions limit the number of satellite teacher education program sites PRRMT can maintain.

### **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.

### **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.

### **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.

- 2) A detailed update of every site is not provided in the Quarter 2 Report. The response (page 18) only provides the names of the sites established. According to the Quarter 2 Report, "SC-PRRMT is in the process of finalizing registration for Marion/Dillion and Barnwell (page 16)." Please provide the status and number of participants in each site location and county:

SC-PRRMT combine sites consist of Face-to-Face, Hybrid and On-Line classes. SC-PRMMT combined sites because of budget reduction. See the five (5) Cohort Sites listed in the chart below.

<b>Cohorts/Sites</b>	<b>Locations &amp; County</b>	<b>Spring 2018 Participants N=76</b>
1) Moncks Corner Berkeley Charleston	St. Stephens Elementary School (Berkeley County)	10
2 ) Richland District One Richland District Two Fairfield Winnsboro	Olympia Learning Center (Richland County)	22
3) Georgetown Williamsburg Florence Horry	St. Luke Senior Citizen Center (Georgetown County)	22
4) Marion Dillion Barnwell	Marion High School (Marion County)	10
5) SC State	SC State Campus Orangeburg County)	12

3) The SC-PRRMT Quarter 2 Report shows that there are 10 participants at a site established for Dorchester/Berkeley and Charleston Counties, 22 participants at a site established for Richland district 1, Fairfield and Winnsboro, 21 participants at a site established for Georgetown, Williamsburg, Florence and Horry Counties and 12 participants at SC State University for a total of 65 participants. Page 16 of the report states that “SC-PRRMT is in the process of finalizing registration for spring 2018 cohorts in Marion, Dillon and Barnwell counties.” Please provide the status of the 11 students reported in the total but have not yet finalized their registration for the spring term.

11= Ten (10) students spring 2018 Marion/Dillon/Barnwell School Districts  
One (1) 1 student added to Georgetown/Williamsburg/Florence/Horry School Districts

<b>Sites</b>	<b>Spring 2018 Participants N=76</b>
Moncks Corner/Berkeley/Charleston	10
Richland Dist. #1/Fairfield/Winnsboro	22
Georgetown/Williamsburg/Florence/Horry	22
Marion/Dillion/Barnwell	10
SC State	12

4) Pages 7-8 of the report shows that 76 forgivable loans were awarded. Please provide an explanation as to why there are 76 awards. At present 11 remain to be confirmed and there are 5 students in the senior class of 18 who are projected to graduate. Again are these duplicate numbers?

Confirmed via telephone w/ Dr. Woodfaulk.

5) Table 1A and page 12 state that 22 students applied in fall and 13 students were eligible, In Spring 36 students applied and 14 were eligible. To be clear, please confirm that the numbers in the last two columns Table 1A are unduplicated.

Confirmed via telephone w/ Dr. Woodfaulk

6) Table 1A indicates that SC-PRRMT lost two sophomore students in the spring 2018 term. However, the program increased the number of freshmen from 13 participants in the fall to 23 students in the spring (increase of 10 participants). Does this number include the 11 students in Question 1? Again, please provide the status of the 11 students reported in the total but have not yet finalized their registration for the spring.

Confirmed via telephone w/ Dr. Woodfaulk.

7) Page 156 states that there are 76 students in the Spring 2018 cohort, However, the numbers in Table 2A indicate that there are 71 participants in the program as of spring, 2018 (18 seniors, 12 juniors, 11 sophomores, 23 freshmen and 7 MAT students). Please clarify. Do not include students who are graduates or will be graduating since they are already counted in your numbers.

Confirmed via telephone w/ Dr. Woodfaulk.

8) Page 11 indicates that a total of \$311,363. In Forgivable Loans were awarded FY2017-2018. Is this the total amount for fall and spring?

Confirmed via telephone w/ Dr. Woodfaulk.

9) Page 13 states that the average Forgivable Teacher Loan awarded was \$4,097 (page 13) Please provide the methodology for arriving at this average amount.

Confirmed via telephone w/ Dr. Woodfaulk.

10) Did 36 persons apply for the FY2018 spring term for a total of 58 applicants for the fall and spring terms (22 + 36)? Twenty-seven of the 58 applicants were determined to be eligible for the program (13 in the fall and 14 in the spring) Page 15 – correct?

Confirmed via telephone w/ Dr. Woodfaulk.



- 11) Four students graduated in the fall term and five students are expected to graduate in the spring term for a total of 9 graduates (this number does not include the summer term 2018). Please confirm.

Confirmed via telephone w/ Dr. Woodfaulk.

- 12) Committee requested the following information to be placed in the Quarter 2 Report. **Please confirm that SCSU has provided the responses to the questions in the Quarter 2 report and provide location of said responses (page/table) in the report.**

According to the Expansion Plan, 120 students were projected to be enrolled in the program by FY2017-18. Based on the information provided in the SC-PRRMT Quarter 1 Report, the number of students who are enrolled in the program and the number of sites have not increased for fall, 2017. Provide an update regarding the number of student participants and established sites (see questions 1 and 2 above).

See question 1 for response to this question

- a) As this is the final year of the Expansion Plan, provide a detailed plan for meeting the Expansion Plan’s projected goals by FY2017-18;

**Strategy to increase the number of enrollment to 120 by 2017-2018**

The 120 projection was a target in the MTR Expansion plan (2013-2018). Enrollment numbers were projections. SC State experienced a period of lost trust followed by SACSCOC probation. We are pleased that we are beyond those difficult years. We have aggressively and will continue to increase our student enrollment. Our recruitment efforts are as follows:

**2016-2017**

<b>Contacted Districts/Recruitment trips</b>	<b>Actual Recruitment Visit</b>	<b>No. of attendees</b>	<b>No. of Applications</b>	<b>No. of accepted</b>
Berkeley	YES	25	11	3
Georgetown	YES	20	10	10
Marlboro	YES	15	13	-0-
Richland One	YES	18	12	5

**Fall 2017**

<b>Contacted Districts/Recruitment trips</b>	<b>Actual Recruitment Visit</b>	<b>No. of attendees</b>	<b>No. of Applications</b>	<b>No. of accepted</b>
Bamberg, Barnwell, Calhoun and Orangeburg School Districts	YES	25	8	3
Beaufort	District did not confirm	N/A	N/A	N/A
Barnwell	YES	15	5	2
Clarendon	YES	2	-0-	-0-
Jasper	YES	5	-0-	-0-
Marion, Dillion and Florence #3	YES	35	23	10 as of 1.12.2018

**Spring 2017**

<b>Contacted Districts/ Projected Recruitment trips</b>	<b>Actual Recruitment Visit</b>	<b>No. of attendees</b>	<b>No. of Applications</b>	<b>No. of accepted</b>
Marion				
Beaufort				
Bamberg				
Barnwell				
Clarendon				
Marlboro				
Moncks Corner/Berkeley/Charleston				
Marion, Dillion and Florence #3				
Colleton				
Hampton I & II				
Jasper				

We met with success in the sites and have established a more comprehensive recruitment schedule throughout spring 2018.

- b) Provide budget justification that addresses the intended use of the SC-PRRMT funds for FY17-18 along with an assessment of SC-PRRMT’s growth and expansion. The budget justification should address the intended use of these funds per the proviso.

SC-PRRMT intends to use the 2017-2018 funding for the following:  
 \$15,000.00 Administrative cost  
 \$324,482.00 for Forgivable Loans for students cost of attendance for fall 2017, spring 2018 and summer 2018. As a result of the Program’s growth and expansion a detailed assessment analysis will be determined. Thus establishing the feasibility of using the remaining carry over funding (\$222,560.67) from the collections will be used for Forgivable Loans for students when additional sites are established fall 2018 and spring 2019.

<b>Personnel Services</b>	\$ 15,000.00
<b>Forgivable Loans</b>	\$324,482.00
<b>TOTAL PROJECT APPROPRIATIONS</b>	<b>\$339,482.00</b>
<b>Collections</b>	<b>\$220,560.67</b>

**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 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.

d) Provide an update for every site listed in the Expansion Plan

The following listing below with strikes identifies School Districts we are presently serving. Students from Allendale, Clarendon, Aiken, Bamberg, Calhoun and Sumter counties take on-line classes and attend classes at SC State.

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

\*Beaufort School district did not confirm, we will contact the Beaufort School District spring 2018.

Spring 2018

Marion, Clarendon, Barnwell, Bamberg

Moncks Corner/Berkeley/Charleston

Richland School Districts One and Two/Fairfield/Winnsboro

Marlboro

Georgetown/Williamsburg/Florence/Horry

Beaufort

Colleton

Hampton I & II

Jasper

Fall 2018 and spring 2019 recruitment visits

Lexington, Newberry, Marlboro, Abbeville, Aiken, Edgefield, Laurens

McCormick, Saluda, Kershaw, Lee, Sumter, Chester, Lancaster, Union, York

Anderson, Cherokee, Greenville, Oconee, Pickens, Spartanburg

**SC-PRRMT Established Sites**

<b>Cohorts/Sites</b>	<b>Locations &amp; County</b>	<b>Spring 2018 Participants N=76</b>
Moncks Corner Berkeley Charleston	St. Stephens Elementary School(Berkeley County)	10
Richland District One Richland District Two Fairfield Winnsboro	Olympia Learning Center (Richland County)	22
Georgetown Williamsburg Florence Horry	St. Luke Senior Citizen Center (Georgetown County)	22
*Marion Dillion Barnwell	Marion High School (Marion County)	10
SC State	SC State Campus	12