



Committee on Student Services
10:00 am Thursday, March 6, 2025
Meeting held in-person and via Zoom

[Zoom](#)

Meeting ID: 876 3832 8119

AGENDA

- | | |
|--|--|
| 1. Introductions/Approval of Minutes | Dr. Hugh Mobley, Chair |
| 2. SC Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT)
a. Quarter 1 and 2 Reports (<i>For Information</i>) | Ms. Reinell Thomas-Myers
Executive Director, SC-PRRMT |
| 3. African American Teacher Loan Report (<i>For Information</i>) | |
| 4. Other Business | |
| 5. Adjournment | |

2025 Committee on Student Services Meeting Dates:

Thursday, May 1, 2025
Thursday, June 5, 2025
Thursday, August 7, 2025
Thursday September 4, 2025
Thursday, November 6, 2025
Thursday, December 4, 2025



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Minutes of the Committee on Student Services Meeting

January 23, 2025
1100 a.m.

Committee Members Attending

Commissioner Hugh Mobley, Chair
Commissioner Jenny Bryson
Commissioner Terrye Seckinger
Commissioner Paul Batson

Staff Members Present

Dr. Karen Woodfaulk
Dr. Gerrick Hampton
Ms. Kathryn Harris
Ms. Alfie Mincy
Ms. Kathy Rollins
Ms. Tanya Weigold
Ms. Fran Brune

Guests

Ms. Kelli Fookes, Coastal Carolina University
Dr. Samantha Hicks, Coastal Carolina University
Dr. Crystal Ratliff, SC Technical College System
Ms. Lakischa Brown, York Technical College
Ms. Nikisha Howze, York Technical College
Mr. Chris Paulson
Ms. Bridget Blackwell
Mr. Joshua Haugh
Mr. Walter Collins
Ms. Suzanne Riddle
Mr. Bob Hamill
Ms. April Baur, Presbyterian College
Ms. Amy Hansen Munoz, Greenville Technical College
Ms. Dawn W. Butts, Aiken Technical College

1. Introductions and Approval of Minutes

Ms. Fran Brune introduced the guests in attendance and confirmed that the meeting was held in accordance with the Freedom of Information Act. Chairman Hugh Mobley provided greetings and reiterated the purpose of the meeting to all in attendance.

Chairman Mobley called for a motion to approve the minutes of the Committee on Access & Equity and Student Services' November 7, 2024, meeting. A **motion** was made (Batson), **seconded** (Seckinger), and carried to approve the minutes.



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2. Committee on Student Services Charter Revision (For Approval)

Chairman Mobley explained that the purpose of the call meeting was to approve updates to the Committee on Student Services Charter. The changes to the charter reflect the updated name of the Committee on Student Services, outline the governance of items issued through statute or by provisos, and the resignation of Commissioner Sellers as stated by Chairman Mobley and Dr. Woodfaulk. A **motion** was made (Seckinger), **seconded** (Batson), and carried to approve the charter.

3. Other Business

There was no other business presented at the meeting.

4. Adjournment

There being no additional items before the Committee, Chairman Mobley adjourned the meeting at 11:05 a.m.





Minutes of the Committee on Student Services Meeting

February 6, 2025
11:00 a.m.

Committee Members Attending

Commissioner Jenni Bryson, Vice Chair
Commissioner Paul Batson

Guests

Dr. Gwynth Nelson, SCIII
Ms. Kimberly Smalls, SCIII
Mr. Willie Bradley, SCIII
Ms. Ayana Hernandez, SCIII
Ms. Kelli Fookes, Coastal Carolina University
Dr. Crystal Ratliff, SC Technical College System
Ms. Heather Swaminathan, Greenville Technical College
Mr. Joshua Haugh, The Citadel
Ms. Katie Harrison, SC Tuition Grants
Ms. Cheryl Caution-Parker, SCIII

Staff Members Present

Dr. Karen Woodfaulk
Dr. Gerrick Hampton
Ms. Kathryn Harris
Ms. Alfie Mincy
Ms. Kathy Rollins
Ms. Tanya Weigold
Ms. Fran Brune
Dr. Kristin Brooks
Ms. Christina Seale
Mr. Mark Swart
Ms. Leslie Williams
Mr. Chris Glenn

1. Introductions and Approval of Minutes

Ms. Fran Brune introduced the guests in attendance and confirmed that the meeting was held in accordance with the Freedom of Information Act. Vice Chair Jenny Bryson provided greetings and reiterated the purpose of the meeting to all in attendance as Chairman Hugh Mobley had an excused absence from the February Committee on Student Services Meeting.

As there was not a quorum, the approval of the January Committee on Student Services Call Meeting minutes will be postponed until the March Committee on Student Services meeting.

2. SC Institutes of Innovation and Information Reports (For Information)



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Dr. Karen Woodfaulk introduced Dr. Gwynth Nelson, Executive Director for SC Institutes of Innovation and Information, who gave an overview of the Quarter 2 and Annual Reports and the proposed budget for FY 25-26.

In December, Dr. Nelson and her team were invited to participate in the NC10 convening of its policy working group at Johnson C. Smith University in Charlotte, North Carolina by Dr. James Ford, Executive Director, and Dr. Jerry Wilson, Director of Policy and Advocacy, to present an overview of SCIII and their model for a statewide HBCU programming initiative. North Carolina State Senator Gladys Robinson has requested a follow-up meeting with SCIII.

SCIII has expanded their list of partnerships to include work with the National Information Warfare Center in creating additional opportunities for SCIII institutes at South Carolina's seven four-year HBCUs and the state's only two-year HBCU, Denmark Technical College. Ongoing conversations are being held with Advocates Planning Group regarding summer internships for students planning to pursue certified financial planning careers. New priorities include a collaboration with Dr. Barbara Adams, Director of the Business Science, Environmental Science, Communication Studies and Transportation (BECT) Institute at South Carolina University, to write grant proposals to receive additional funding for students and scholarships.

SCIII is looking to expand international opportunities for students by working with Dr. Carl Wright, the previous provost from Claflin University, who has created the SCIII Carolina Global Education Cluster. The SCIII Carolina Global Education Cluster will be a repository of all things global and international that will enable students to study abroad and obtain internships and scholarships. Additionally, SCIII is developing the South Carolina HBCU Smart Cities Program through the Pathway Community Foundation to transform student communities through investments, connections, and job creations. SCIII is also moving forward with a partnership with the Sisters of Charity Foundation that aims to foster the next generation of development and philanthropic professionals, focusing on African American male students.

Dr. Nelson reported the Business, Entrepreneurship, Science, and Technology (BEST) Institute at Benedict College was awarded \$20,000 in scholarships to select BEST scholars majoring in disciplines adjacent to the Institute. The scholarships are one-time awards funded by grants that can be applied for repeatedly. A grant for Voorhees University provided funding to train and certify four student community health workers to survey rural areas to assess health care needs in Denmark, SC and surrounding areas as part of SCIII's rural community development.

Dr. Nelson stated that the 2025 – 2027 SCIII Strategic Plan is nearly complete and will prioritize collaboration, marketing, and fundraising and will be shared with the commissioners after its approval. Dr. Nelson stated SCIII will co-sponsor the 2025 HBCU Engage Conference in Charleston, SC this March. Dr. Nelson will also serve as a panelist with a U.S. Department of Commerce representative to showcase SCIII's statewide accomplishments.



Commissioner Batson asked for clarification regarding where the BEST Scholarships at Benedict College came from and if they are currently in place. Dr. Nelson responded that the scholarship funding is currently in place at Benedict College and that funds were obtained through a grant received by Benedict College.

3. College Goal South Carolina and FAFSA Completion Update (For Information)

Dr. Karen Woodfaulk introduced Ms. Kathy Rollins, College Access Program Manager, to present the College Goal South Carolina and FAFSA Completion Update. Ms. Rollins gave an overview of CHE's FAFSA Completion Campaign and the ongoing College Goal events.

College Goal is South Carolina's FAFSA completion campaign that generally runs from October to March, however, with the delay of the 24-25 FAFSA, events ran from January to March last year. Virtual training sessions for host sites prior to College Goal events are provided via webinars and encourage feedback on event improvement and accessibility. A College Goal Toolkit is available on the CHE website that provides the most up-to-date resources from FAFSA and the Department of Education as well as templates and suggestions for promoting College Goal events created by CHE. Through data gathered from the National College Attainment Network (NCAN) and College Goal events, reports show a 5% decline in freshman enrollment nationally stemming from the delay in the FAFSA and processing issues. South Carolina hosted 67 College Goal events throughout the state and reported 526 attendees, 362 submitted FAFSA applications, and 56 volunteers from higher education institutions and partnering agencies. Ms. Rollins stated that South Carolina saw 32,000 completed FAFSA applications, marking 57% of the class of 2024, a 10% decline from the previous year. Ms. Rollins reported the 25-26 FAFSA completion rate is 3% higher than last year. There are 54 College Goal events currently scheduled with 86 volunteers and a projection of over 2,000 attendees.

Commissioner Batson asked about the experience with the newer FAFSA and what feedback we have received on the new form. Ms. Rollins stated that everything has been running smoothly and that the new FAFSA was tested for two months prior to opening with no issues. Commissioner Bryson asked if there are any anticipated changes to the FAFSA with the new incoming Secretary of Education. Dr. Woodfaulk responded that nothing has been mentioned at this point and that we hope things remain running smoothly. Dr. Woodfaulk thanked Ms. Rollins and Dr. Hampton for their efforts with the College Goal events and their help in making the events successful.

4. Other Business

There was no other business presented at the meeting.

5. Adjournment



There being no additional items before the Committee, the meeting was adjourned at 11:42 am.





Memorandum

March 6, 2025

TO: Dr. Hugh Mobley, Chair and Members
Committee on Student Services

From: Dr. Karen Woodfaulk, Director
Office of Student Affairs

SC Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) FY2024-25 Quarters I and II Report

Historical Background

- *SC-PRRMT Expansion Plan (Approved by the S.C. Commission on Higher Education, November 7, 2013)*
- *Recommendations from the Committee on Access & Equity and Student Services (Approved by The S.C. Commission on Higher Education, August 9, 2017)*

The South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) at South Carolina State University (SCSU) provides on-campus and teacher education coursework at off-campus sites (virtual) around the state to primarily recruit non-traditional students (teacher aids, paraprofessionals, career changers, etc.) into the teaching profession. For FY2024-25, the General Assembly (Proviso SDE-EIA: CHE/Teacher Recruitment) appropriated teacher recruitment funds in Part IA, Section 1, VIII.F. to SCSU to be used for the “operation of a minority teacher recruitment program.” The Commission on Higher Education (CHE), according to the proviso, “shall ensure that all funds are used to promote teacher recruitment on a statewide basis.” Also, SCSU “in consultation with the Commission on Higher Education, shall extend beyond the geographic area it currently serves.” **(Attachment I)**

CHE approved a recommendation from the Committee on Student Services (formerly named Committee on Access & Equity and Student Services) to have an Expansion Plan of Action** to increase the number of sites and participants in SC-PRRMT (November 7, 2013). According to the Expansion Plan, the number



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of SC-PRRMT sites would increase from two in FY2012-13 to 18 sites by FY2017-18. Enrollment projections were estimated to be an average of seven (7) students at each of the 18 sites.

Enrollment/Site Projections:

A total of 120 students were projected to be enrolled in the program by FY2017-18; and 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 three sites in FY2017-18 (Allendale County, Bamberg County, and Barnwell County) in addition to the two existing sites previously established by FY2012-13 (SCSU and Berkley County).

At the request of the Committee, SC-PRRMT was asked to address three primary areas in the program's quarterly reports:

- 1) SCSU's progress in meeting the mandates of proviso Part IA, Section 1, VIII.F.
- 2) Growth in the number of SC-PRRMT participants; and
- 3) SC-PRRMT site expansions as submitted in the approved SC-PRRMT Expansion Plan of Action.***

The SC-PRRMT Expansion Plan of Action as approved by CHE, and the program's progress in meeting the mandates of Proviso - Part IA, Section 1, VIII.F, costs to administer SC-PRRMT, budget justification including cost per student, number of graduates, number of students in critical subject and geographical areas served by the program, recruitment efforts throughout the state, and an update for sites listed in the Expansion Plan on a quarterly basis are provided in attached SC-PRRMT Quarters I and II Report.

(Attachment II)

*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/accessequity/AE_and_Student_Services_Meeting_Materials_October_26_2017.pdf

SC-PRRMT FY2024-25 Quarters I and II Report

One hundred twenty (120) students were projected to be enrolled in SC-PRRMT by FY2017-18* according to the SC-PRRMT Expansion Plan. The SC-PRRMT Quarters I and Quarter II Report (p. 5)

shows the number of eligible and ineligible applicants, the number of students who submitted incomplete applications, students enrolled in critical need subject areas and the retention of participants. Based on the information provided during Fall 2024, 25 students applied, and six students were eligible for entry into the program (ten students were ineligible and nine submitted incomplete applications). Twenty-two (22) freshmen, 25 sophomores, 16 juniors and 11 seniors were enrolled in Fall 2024 (Quarters I and II Report p.5).

At the beginning of the Spring 2025, 30 students applied, and ten were eligible for entry into the program (ten students were ineligible and ten submitted incomplete applications). The number of freshmen increased to 26. The number of sophomores and juniors remained at 25 and 16 respectively. However, the number of seniors decreased from 11 at the end Fall 2024 to seven at the beginning of Spring 2025 due to graduation. Among this group, four MAT students were enrolled in Fall 2025 and four are enrolled for Spring 2025. Six Teacher Assistants (TAs) were enrolled Fall 2024, and ten TAs were enrolled in Spring 2025. Among the participants, six students are enrolled in critical need subject areas (Quarters I and II Reports p.5).

Enrollment in the program decreased from 87 participants in FY2020-21 to 78 participants beginning Fall 2024. The number of participants (78) currently enrolled in Spring 2025 has remained the same as the previous year. The five-year average number of participants enrolled in SC-PRRMT from FY2020-21 to FY2024-25 is 76. This number does not reflect enrollment for the upcoming Summer 2025 terms (Quarters I and II Report p.5).

Four SC-PRRMT participants graduated at the end of Fall 2024, and the program anticipates one SC-PRRMT participant will graduate at the end of Spring 2025. All graduates majored in critical geographic regions/needs subject areas, earned teacher certification, and are employed as teachers (Quarters I and II Report pp.9-14).

Year	Number of SC-PRRMT Participants (End of Year Totals)*
FY2020-21	87
FY2021-22	67
FY2022-23	70
FY2023-24	78
FY2024-25 (fall)	78
FY2024-25 (spring)*	78

** Does not include the number of SC-PRRMT participants enrolled for upcoming Summer 2025.*

Graduation Rates of SC-PRRMT Participants:

Year	Number of SC-PRRMT Graduates Participants (End of Year Totals)*
FY2020-21	7
FY2021-22	3
FY2022-23	8
FY2023-24	7
FY2024-25 (fall)	4
FY2024-25 (spring)*	1

**One participant is projected to graduate at the end of Spring 2025.*

Participation in the program has increased since FY2012-13 (from a total of 27 participants in the entire program in FY2012-13 to 78 participants beginning Spring 2025. However, SC-PRRMT has not yet met the projected enrollment in the 2013 Expansion Plan. According to the 2013 Expansion Plan, 120 students were projected to be enrolled in SC-PRRMT by FY2017-18.* The SC-PRRMT Plan of Action - Recruitment & Expansion FY2024-2025 provides specific outcomes to address enrollment in SC-PRRMT and are aligned with SCSU's Strategic Plan (Quarters I and II Report pp. 17-21).

Tuition/Fees

Tuition and fees for Fall 2024 at SCSU were \$6,118 (\$5,530 tuition and fees, \$350 for books/resources, and \$238 insurance costs). SC-PRRMT awarded \$176,656 for Fall 2024 (average award per student for Fall 2024 was \$2,264). Tuition and fees for Spring 2025 were \$6,316 (\$5,530 tuition and fees, \$350 for books/resources, and \$436 for insurance costs). SC-PRRMT awarded \$128,656 for Spring 2025 (average award per student for Spring 2025 was \$1,649). For FY2024-25, after other federal/scholarship/gift aid was applied, the award met the remaining need of each SC-PRRMT participant (Quarters I and II Report pp. 9-10).

Program Sites

The Expansion Plan, according to SCSU officials, projected an increase in the number of SC-PRRMT sites from two sites in FY2012-13 to 18 sites by FY2017-18. The Expansion Plan included sites in Clarendon, Marion, and Marlboro Counties (originally scheduled to be established in FY2015-16), as well as Beaufort,

Hampton, and Jasper Counties (originally scheduled to be established in FY2016-17), and Allendale, Bamberg, and Barnwell Counties (originally scheduled to be established in FY2017-18).

Through online/hybrid instruction and on-site facilitators, geographic areas were combined and to date, a total of 13 regional SC-PRRMT sites been established: 1) South Carolina State; 2) Anderson, Moncks Corner, Berkeley, and Charleston; 3) Richland District #1 and #2, Fairfield and Winnsboro Counties; 4) Florence County, Georgetown School District and County, Williamsburg School District/County, and Horry County; 5) Clarendon, Hampton, Marlboro, and Jasper Counties; 6) Marion, Dillon, Barnwell, and Bamberg Counties; 7) Lee County; 8) Lexington District #4; 9) Laurens School District #55/Newberry County; 10) Lancaster County/Fort Mill School Districts; 11) Cherokee/Greenville Counties; 12) Sumter; and 13) Abbeville (Quarters I and II Report, p.15).

The chart below shows the sites that were to be established by FY2023-14, FY2014-15, FY2015-16, FY2016-17, FY2017-18, per the Expansion Plan, and regional SC-PRRMT sites that are currently established effective FY2019 through FY2025 (Quarters I and II Report, pp.15-16).

Sites/Counties per Expansion Plan

+Sites/Counties per Expansion Plan	Established/Combined Sites	# of Students Enrolled Fall 2024 N=78	# of Students Enrolled Spring 2025 N=78	Status
+Sites to be established in FY2013-14				
South Carolina State Campus	SC State	4	4	Established
Berkeley/Charleston/Moncks Corner	Anderson/Berkeley/Charleston/Moncks Corner	7	7	Established as a combined site
Richland District #1	* Richland Districts #1 and #2/ Fairfield/Winnsboro Counties Online (combined sites)	8	8	Established as a combined site
Georgetown/Williamsburg/Florence/Horry	** Florence/Georgetown/Williamsburg/ Horry Counties Online (combined sites)	6	6	Established as a combined site
+Sites to be established in FY2014-2015				
Fairfield	* Richland Districts #1 and #2/ Fairfield/Winnsboro Counties Online (combined sites)	*		See above (combined sites)
Richland District #2	* Richland Districts #1 and #2/ Fairfield/Winnsboro Counties Online (combined sites)	*		See above (combined sites)
Florence	**Florence/Georgetown/Williamsburg/ Horry Counties Online (combined sites)	**		See above (combined sites)
+Sites to be established FY2015-2016 and FY2016-17				
Clarendon	***Clarendon/Marlboro/Jasper/ Hampton Counties (combined sites)	8	8	Established as a combined site
Horry	**Florence/Georgetown/	**		See above (combined sites)

	Williamsburg/Horry Counties Online (combined sites)			
Marion	****Marion/Dillon/Barnwell/ Bamberg Counties (combined sites)	9	7	Established as a combined site
Marlboro	***Clarendon/Marlboro/Jasper/ Hampton Counties (combined sites)	***		See above (combined site)
Jasper	***Clarendon/Marlboro/Jasper/ Hampton Counties (combined sites)	***		See above
+Sites to be established FY2017-18 and FY2018-19				
Allendale				
Bamberg	****Marion/Dillon/Barnwell/Bamberg Counties (combined sites)	****		See above (combined site)
Barnwell	****Marion/Dillon/Barnwell/ Bamberg Counties (combined sites)	****		See above (combined site)
Lee	Lee County	9	7	Established
Lexington	Lexington # 4	6	6	Established
Laurens School Districts/Newberry	Laurens #55/Newberry County	6	5	Established
Sites established FY2021-22				
Lancaster/Fort Mill	Lancaster County/Fort Mill School District	5	4	Established
Sites established FY2022-24				
Cherokee/Greenville	Cherokee County/Greenville	4	4	Established
Sumter +	Sumter School District	6	6	Established
Abbeville	Abbeville County	-	6	Established

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

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

****Combined sites include Clarendon, Marlboro, Hampton, and Jasper Counties*

*****Combined sites include Marion, Dillon, Barnwell, and Jasper Counties.*

+South Carolina Program for the Recruitment and Retention of Minority Teachers Expansion Plan of Action Satellite Teacher Education Program Sites pp.10-11. Beaufort and Allendale sites have not been implemented according to the Plan.

Summary

The SC-PRRMT Quarters I and II Report presents the number of participants majoring in critical subject areas and geographical regions and the number of graduates, which helps to assess the program's impact and effectiveness in addressing teacher shortages in these areas. According to the Expansion Plan, 120 students were projected to be enrolled in SC-PRRMT by FY2017-18.* Since FY2012-13, there had been a gradual increase in the number of annual participants in the program until FY2022. The number of program participants increased from a total of 27 participants in the entire program beginning FY2014-15 to 87 participants in FY2020-21. However, the number of participants decreased at end of FY2021-22 to 67 students. By the end of FY2022-23, the number of participants slightly increased to 70. SC-PRRMT's enrollment for FY2023-24 increased to 78, and remained at 78 participants for Fall 2024 and Spring 2025. The current enrollment does not include the number of SC-PRRMT participants enrolled for the upcoming Summer 2025 (Quarters I and II Report p. 5).

The SC-PRRMT Student Demographics and Retention (Table 3) shows an increase in the number of seniors from previous years. At present, compared to FY23-24, the number of seniors increased from four to seven participants (75%). Also, compared to FY2023-24, the number of sophomores and juniors increased. However, the number of freshmen in the program decreased from 40 in Spring 2024 to 26 freshmen beginning Spring 2025 (-35% percent over the previous spring term). It is recommended that SC-PRRMT review the program's recruitment and retention of participants (Quarters I and II Report p. 5).

The Expansion Plan, according to SCSU officials, projected an increase in the number of SC-PRRMT sites from two sites in FY2012-13 to 18 sites by FY2017-18. The program increased the number of regional sites to 13, adding the program's most recent sites – Sumter, Fort Mill, and Abbeville school districts. The Quarters I and II Report states that SC-PRRMT will continue to recruit and expand the number of sites to 29 school districts during Spring 2025. Also, during Spring 2025, SC-PRRMT has identified targeted sites in Aiken, Barnwell, Edgefield, McCormick, Saluda, Colleton, Jasper, Kershaw, Chester, Union, York, Oconee, Pickens, and Spartanburg (Quarters I and II Report p.16).

At its meeting on May 31, 2023, the Committee on Student Services approved the staff's recommendation for SC-PRRMT to create a comprehensive plan to increase the number of program participants - including nontraditional and underrepresented students to include performance evaluation measures that will “demonstrate progress toward increasing the state's pool of teachers from the targeted population.”

- 2.1 Recruit teacher aides and career path changers from targeted school districts throughout the State.
- 2.2 Continue to implement the Department of Education's Recruitment plan. This will generate an increase in the number of non-traditional applicants.
- 2.3 Assist prospective applicants with completing necessary documents for admission to the university and completion of financial aid forms.
- 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.

In addition, the committee requested that the quarterly reports include how SC-PRRMT, in collaboration with SCSU's Office of Admissions and Recruitment, SC Department of Education, and other agencies, will achieve measurable recruitment target goals. The committee also requested that SC-PRRMT, given its

mission to increase the pool of minority teachers in the state, review the critical role the program can play in addressing teaching vacancies in South Carolina through the recruitment of teacher assistants, paraprofessionals, and non-traditional students, especially in rural school districts. In their efforts to recruit and retain traditional and non-traditional students who are interested in pursuing teacher education, SC-PRRMT aligned its plan to increase the number of program participants with SCSU's Enrollment Management Strategic Plan (Quarters I and II Report pp. 17-20).

The Quarters I and II Report includes five strategic initiatives that are aligned with SCSU's Enrollment Management Strategic Plan: 1) Distinctive Fiscal Engagement; 2) Increase Student Enrollment, Retention and Graduation (including utilization of technology and alignment of recruitment visits with SCSU's Admissions Office and the Carolinas Association of Collegiate Registrars and Admissions Officers); 3) Forgivable Loan Scholarships; 4) Strengthen University Infrastructure, including evaluation of the University's distance-learning capabilities; and 5) Implement Strategies that Promote Brand Awareness. The Report includes SC-PRRMT's Plan of Action: Recruitment & Expansion FY 2024-2025 (pp. 17 -21). SC-PRRMT's Plan of Action includes five strategic initiatives to meet 2.1, 2.2, 2.3, 2.4 and 2.5 (above).

As a part of the Outcomes under the Strategic Plan, SC-PRRMT reported that the program: 1) maintained 78 participants in Fall 2024 and Spring 2025; 2) increased the number of partnerships with school districts to 29 by Spring 2025; 3) acquired CRM software to assist prospective applicants with admissions and financial aid processes; 4) conducted face-to-face and virtual recruitment visits in various locations around the state; and 5) increased social media presence and engagement opportunities by designing a new webpage, and expanded social media accounts.

SC-PRRMT Budget FY2024-25: Carried Forward Funds

Table I of the Report reflects the Total Collections/Revenue and Carried Forward Funds in the amount of \$756,841.01 (Quarters I and II Report p.3). This amount has accumulated over time and has been previously discussed by the committee. A review of the budget and plans to address the carry forward amount should be included in the program's Quarter III Report.

Recommendation

CHE staff commends the FY24-25 SC-PRRMT Quarters I and II Report to the Committee on Student Services for information. The staff also recommends that SC-PRRMT include in its Quarter III Report and FY2026 -27 budget request, plans to address the program's carried forward funds.

Part 1B SECTION 1A - H630 - DEPARTMENT OF EDUCATION-EIA
2024-2025 Appropriation Act

SECTION 1A - H630 - DEPARTMENT OF EDUCATION-EIA

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



South Carolina Program for the
Recruitment & Retention of Minority Teachers

Lift a Life...Teach

SC- PRRMT Quarter I and II Reports

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

South Carolina State University
Orangeburg, South Carolina 29117
Retired Colonel Alexander Conyers, President

February 2025

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 2014-2024 or five year data scan (Beginning FY2019-2024):
 - a. State appropriations and carried forward funding each year

**Program History of SC-PRRMT and Program Outcomes
2019-2025**

Budget for FY 2019-2020, 2020-2021, 2021-2022, 2022-2023, 2023-2024 and 2024-2025

Year	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025 Fall 2024	FY 2024-2025 Spring 2025
APPROPRIATIONS REQUESTED	\$339,482.00	\$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	\$339,482.00	\$339,482.00
Total Collections Revenue/Carried Forward	\$317,777.00	\$464,026.00	\$510,953.00	\$527,504.00	\$546,129.01	*\$426,699.01	*\$417.359.01
Total (Appropriations Received / Collections Revenue/Carried Forward)	\$657,259.00	\$803,508.00	\$850,435.00	\$866,986.00	\$885,611.01	\$766,181.01	\$756,841.01
Collections Revenue used if needed for additional Forgivable Loans *CHE granted permission to use collections for Praxis, Praxis II and PLT Workshops, etc. \$119,430.00 (fall 2024) \$49,340.00 (spring 2025)							

- 2) cont. Program history of SC-PRRMT and Program Outcomes - ten year data scan (Beginning FY 2014 to FY2024) or five year data scan (Beginning FY2019-2024):
 - 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

Year	FY 2021-2022	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025 Fall 2024	FY 2024-2025 Spring 2025
Sites	Moncks Corner/ Berkeley/Charleston Richland Dist. # 1 Richland Two Fairfield Winnsboro Georgetown Williamsburg Florence Horry Jasper Barnwell Marion Dillon Marlboro Clarendon Bamberg Lee, Lancaster Lexington #4 Laurens #55 Newberry SC State	Moncks Corner/ Berkeley/Charleston Richland Dist. # 1 Richland Two Fairfield Winnsboro Georgetown Williamsburg Florence Horry Jasper Barnwell Marion Dillon Marlboro Bamberg Lee, Lancaster Lexington #4 Laurens #55 Newberry SC State	Anderson Moncks Corner/ Berkeley/Charleston Richland Dist. # 1 Richland Two Fairfield Winnsboro Georgetown Williamsburg Florence Horry Jasper Barnwell Marion Dillon Marlboro Clarendon Bamberg Lee Lancaster Lexington #4 Laurens #55 Newberry Cherokee SC State	Anderson Moncks Corner/ Berkeley/Charleston Richland Dist. ONE Richland Two Fairfield Winnsboro Georgetown Williamsburg Florence Horry Jasper Barnwell Marion Dillon Marlboro Clarendon Bamberg Lee Lancaster Lexington #4 Laurens #55 Newberry Cherokee Greenville Ft. Mill Sumter SC State	Anderson Moncks Corner/ Berkeley/Charleston Richland Dist. ONE Richland Two Fairfield Winnsboro Georgetown Williamsburg Florence Horry Jasper Barnwell Bamberg Marion Dillon Marlboro Clarendon Lee Lancaster Lexington #4 Laurens #55 Newberry Cherokee Greenville Ft. Mill Sumter SC State	Anderson Moncks Corner/ Berkeley/Charleston Richland Dist. ONE Richland Two Fairfield Winnsboro Georgetown Williamsburg Florence Horry Jasper Barnwell Bamberg Marion Dillon Marlboro Clarendon Lee Lancaster Lexington #4 Laurens #55 Newberry Cherokee Greenville Ft. Mill Sumter Abbeville SC State
No. of Participants	N= 75 Seniors = 7 Juniors = 20 Sophomores = 20 Freshmen = 25 MAT = 3	N= 67 Seniors = 5 Juniors = 20 Sophomores = 17 Freshmen = 22 MAT = 3	N= 70 Seniors = 4 Juniors = 18 Sophomores = 16 Freshmen = 28 MAT = 4	N= 78 Seniors = 4 Juniors = 11 Sophomores = 20 Freshmen = 40 MAT = 3	N= 78 Seniors = 11 Juniors = 16 Sophomores = 25 Freshmen = 22 MAT = 4	N= 78 Seniors = 7 Juniors = 16 Sophomores = 25 Freshmen = 26 MAT = 4

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 (2017-2022 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 2021-2022	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025 Fall 2024	FY 2024-2025 Spring 2025
1) Number Applied Number eligible	15 Applied 4 Eligible 8 Not Eligible 3 Incomplete applications	10 Applied 2 Eligible 4 Not Eligible 4 Incomplete applications	32 Applied 10 Eligible 9 Not Eligible 13 Incomplete applications	53 Applied 12 Eligible 23 Not Eligible 18 Incomplete applications	25 Applied 6 Eligible 10 Not Eligible 9 Incomplete applications	30 Applied 10 Eligible 10 Not Eligible 10 Incomplete applications
2) Teacher Assistants(TA) Transfer(T) Career Changers(CC)	4(TA)	2(TA)	9(TA) 1(T)	5(TA)	6(TA)	10(TA)
3) Critical Need Subject Areas	4	2	10	5	6	6
4) Retention of Participants	N=75 Seniors = 7 Juniors = 20 Sophomores = 20 Freshmen = 25 MAT = 3	N=67 Seniors = 5 Juniors = 20 Sophomores = 17 Freshmen = 22 MAT = 3	N=70 Seniors = 4 Juniors = 19 Sophomores = 17 Freshmen = 24 MAT = 3	N= 78 Seniors = 4 Juniors = 11 Sophomores =20 Freshmen = 40 MAT = 3	N= 78 Seniors = 11 Juniors = 16 Sophomores = 25 Freshmen = 22 MAT = 4	N= 78 Seniors = 7 Juniors =16 Sophomores = 25 Freshmen = 26 MAT = 4
5) Praxis Rate	35%	35%	35%	25%	25%	N/A

4) Forgivable Loans Awarded to Participants Each Year:

- 1) Remaining need after federal/scholarship/gift aid is awarded- See Table 4 (Pages 7-8)

Table 4
FALL 2024 N=78

1. \$ 2,970.00
2. 3,071.00
3. 1,841.00
4. 3,071.00
5. 2,419.00
6. 1,088.00
7. 1,000.00
8. 1,000.00
9. 2,419.00
10. 3,000.00
11. 2,589.00
12. 2,637.00
13. 4,919.00
14. 1,450.00
15. 1,919.00
16. 1,919.00
17. 3,419.00
18. 3,419.00
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. 1,500.00
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. 2,419.00
41. 2,088.00
42. 1,530.00

Table 4
Spring 2025 N=78

1. \$ 1,970.00
2. 1,071.00
3. 1,841.00
4. 1,071.00
5. 2,419.00
6. 1,088.00
7. 3,000.00
8. 1,000.00
9. 2,419.00
10. 3,000.00
11. 1,589.00
12. 2,637.00
13. 1,919.00
14. 1,450.00
15. 1,919.00
16. 1,919.00
17. 1,419.00
18. 1,419.00
19. 1,955.00
20. 1,329.00
21. 1,156.00
22. 1,329.00
23. 1,329.00
24. 1,329.00
25. 1,029.00
26. 1,150.00
27. 1,919.00
28. 1,000.00
29. 1,500.00
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. 1,529.00
40. 1,419.00
41. 1,088.00
42. 1,530.00

**Table 4
FALL 2024 N=78
Cont.**

43. 3,131.00
44. 3,131.00
45. 4,131.00
46. 2,791.00
47. 2,791.00
48. 2,791.00
49. 2,145.50
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. 1,500.00
64. 1,000.00
65. 2,000.00
66. 2,919.00
67. 1,000.00
68. 2,920.00
69. 1,910.00
70. 1,910.00
71. 3,976.00
72. 3,390.00
73. 2,000.00
74. 2,331.00
75. 1,463.00
76. 2,145.50
77. 1,463.00
78. 1,464.00

TOTAL: \$176,656.00

**Table 4
Spring 2025 N=78
Cont.**

43. 1,131.00
44. 1,131.00
45. 1,131.00
46. 1,791.00
47. 1,791.00
48. 1,791.00
49. 1,145.50
50. 1,000.00
51. 1,919.00
52. 1,389.00
53. 1,019.00
54. 1,195.00
55. 3,000.00
56. 1,900.00
57. 1,800.00
58. 1,400.00
59. 1,400.00
60. 1,919.00
61. 1,919.00
62. 1,400.00
63. 1,500.00
64. 3,000.00
65. 3,000.00
66. 1,919.00
67. 1,000.00
68. 1,920.00
69. 1,910.00
70. 1,910.00
71. 1,976.00
72. 1,390.00
73. 1,000.00
74. 1,331.00
75. 1,463.00
76. 1,145.50
77. 1,463.00
78. 1,464.00

TOTAL: \$128,656.00

Graduation Rates: **See Table 5 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 5
Graduation Rates**

YEAR	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025 Fall 2024	FY 2024-2025 Spring 2025
1) No. of Graduates	10	7	3	8	7	4	1(Projected)
2)Graduates in Critical Needs Subject Area (CNSA) Geographic Areas(GA)	9=CNSA 4=GA	7=CNSA 7=GA	3=CNSA 3=GA	8=CNSA 8=GA	8=CNSA 7=GA	4=CNSA 4=GA	1=CNSA 1=GA
3)Cert. Subject/Employment	100%	100%	100%	100%	100%	100%	N/A
4)Placement of Graduates	10	7	3	8	7	4	N/A
5)Retention After 5 years	N/A	N/A	N/A	N/A	N/A	N/A	N/A

TABLE 6

**Fall 2024 N= 78
Graduates=4**

Seniors	11
Juniors	16
Sophomores	25
Freshmen	22
MAT	4

**Spring 2025 N= 78
Graduates – 1 (Projected)**

Seniors	7
Juniors	16
Sophomores	25
Freshmen	26
MAT	4

II. Please provide the number of applicants who applied for Fall 2024 and the number who were accepted.

Fall 2024— 25- Applied 6- Eligible 10- Not Eligible 9- Incomplete applications

Spring 2025— 30 Applied-10-Eligible 10-Not Eligible 10-Incomplete applications

III. Please provide the average award per student for the first quarter of FY 2024-2025 (fall 2024 and spring 2025)

Fall 2024

N= 78

Forgivable Loan awards = \$176,656.00

Forgivable Loan awards average= \$ 2,264.00

Spring 2025

N= 78

Forgivable Loan awards = \$128,656.00

Forgivable Loan awards average= \$1,649.00

SC STATE Tuition & Fees

Fall 2024

\$5,530.00 Tuition & Fees

350.00 Books

238.00 Insurance

\$6,118.00

SC STATE Tuition & Fees

Spring 2025

\$5,530.00 Tuition & Fees

350.00 Books

436.00 Insurance

\$6,316.00

Please identify any combined sites.

TABLE 7

sites	Fall 2024 Participants N=78
Anderson/Moncks Corner/Berkeley/Charleston	7
Richland Dist. #1/Richland Two/Fairfield/Winnsboro	8
Georgetown/Williamsburg/Florence/Horry	6
Marion/Dillion/Barnwell/Bamberg	9
Clarendon/Marlboro/Jasper	8
Lee	9
Lexington #4	6
Laurens #55/Newberry	6
Lancaster/Ft. Mill	5
Cherokee/Greenville	4
Sumter	6
SC State	4

TABLE 7

sites	Spring 2025 Participants N=78
Anderson/Moncks Corner/Berkeley/Charleston	7
Richland Dist. #1/Richland Two/Fairfield/Winnsboro	8
Georgetown/Williamsburg/Florence/Horry	6
Marion/Dillion/Barnwell/Bamberg	7
Clarendon/Marlboro/Jasper	8
Lee	7
Lexington #4	6
Laurens #55/Newberry	5
Lancaster/Ft. Mill	4
Cherokee/Greenville	4
Sumter	6
Abbeville County	6
SC State	4

Recruitment fairs FY 2024-2025

Using previous Recruitment fairs listings, contacting names on listings by phone and email.

Recruitment fairs fall 2024 and spring 2025

Edgefield, Laurens 55 & 56, Lancaster, Lee, Lexington, Laurens 55 & 56 Hampton I & II, Newberry, Abbeville and Marion

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 8 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 9, 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 3
Student Demographics and Retention

YEAR	FY 2021-2022	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025 Fall 2024	FY 2024-2025 Spring 2025
1) Number Applied Number eligible	15 Applied 4 Eligible 8 Not Eligible 3 Incomplete applications	10 Applied 2 Eligible 4 Not Eligible 4 Incomplete applications	32 Applied 10 Eligible 9 Not Eligible 13 Incomplete applications	53 Applied 12 Eligible 23 Not Eligible 18 Incomplete applications	25 Applied 6 Eligible 10 Not Eligible 9 Incomplete applications	30 Applied 10 Eligible 10 Not Eligible 10 Incomplete applications
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3) Critical Need Subject Areas	4	2	10	5	6	6
4) Retention of Participants	N=75 Seniors = 7 Juniors = 20 Sophomores = 20 Freshmen = 25 MAT = 3	N=67 Seniors = 5 Juniors = 20 Sophomores = 17 Freshmen = 22 MAT = 3	N=70 Seniors = 4 Juniors = 19 Sophomores = 17 Freshmen = 24 MAT = 3	N= 78 Seniors = 4 Juniors = 11 Sophomores =20 Freshmen = 40 MAT = 3	N= 78 Seniors = 11 Juniors = 16 Sophomores = 25 Freshmen = 22 MAT = 4	N= 78 Seniors = 7 Juniors =16 Sophomores = 25 Freshmen = 26 MAT = 4
5) Praxis Rate	35%	35%	35%	25%	25%	N/A

**TABLE 9
Graduation Rates**

YEAR	FY 2019-2020	FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025 Fall 2024	FY 2024-2025 Spring 2025
1) No. of Graduates	10	7	3	8	7	4	1(Projected)
2) Graduates in Critical Needs Subject Area (CNSA) Geographic Areas(GA)	9=CNSA 4=GA	7=CNSA 7=GA	3=CNSA 3=GA	8=CNSA 8=GA	8=CNSA 7=GA	4=CNSA 4=GA	1=CNSA 1=GA
3) Cert. Subject/Employment	100%	100%	100%	100%	100%	100%	N/A
4) Placement of Graduates	10	7	3	8	7	4	N/A
5) Retention After 5 years	N/A	N/A	N/A	N/A	N/A	N/A	N/A

**TABLE 10
Online and Hybrid Instruction (fall 2025)**

Cohorts/Sites	Locations & County	Fall 2024 Participants N=78
Moncks Corner/Berkeley Charleston	Online Instruction	7
Richland District One Richland District Two Fairfield/Winnsboro	Online Instruction	8
Georgetown/Williamsburg/Florence/Horry	Online Instruction	6
Marion/Dillion/Barnwell/Bamberg	Online Instruction/Hybrid	9
Clarendon/Jasper/Marlboro/Hampton	Online Instruction/Hybrid	8
Lancaster/Ft. Mill	Online Instruction/Hybrid	9
Lee	Online Instruction/Hybrid	6
Lexington #4	Online Instruction	6
Laurens #55 & 56/Newberry	Online Instruction	5
Cherokee/Greenville	Online Instruction	4
Sumter	Online Instruction	6
SC State	Online Instruction	4

TABLE 10
Online and Hybrid Instruction (spring 2025)

Cohorts/Sites	Locations & County	Spring 2025 Participants N=78
Moncks Corner/Berkeley Charleston	Online Instruction	7
Richland District One Richland District Two Fairfield/Winnsboro	Online Instruction	8
Georgetown/Williamsburg/Florence/Horry	Online Instruction	6
Marion/Dillion/Barnwell/Bamberg	Online Instruction/Hybrid	7
Clarendon/Jasper/Marlboro/Hampton	Online Instruction/Hybrid	8
Lancaster/Ft. Mill	Online Instruction/Hybrid	4
Lee	Online Instruction/Hybrid	7
Lexington #4	Online Instruction	6
Laurens #55 & 56/Newberry	Online Instruction	5
Cherokee/Greenville	Online Instruction	4
Sumter	Online Instruction	6
Abbeville	Online Instruction	6
SC State	Online Instruction	4

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

- 1.Anderson
- 2.Moncks Corner
- 3.Berkeley
- 4.Charleston
- 5.Richland Dist.ONE
- 6.Richland Two
- 7.Fairfield
- 8.Winnsboro
- 9.Georgetown
- 10.Williamsburg
- 11.Florence
- 12.Horry
- 13.Jasper
- 14.Barnwell
- 15.Bamberg
- 16.Marion
- 17.Dillon
- 18.Marlboro
- 19.Clarendon
- 20.Lee
- 21.Lancaster
- 22.Lexington #4
- 23.Laurens #55
- 24.Newberry
- 25.Cherokee
- 26.Greenville
- 27.Ft. Mill
- 28.Sumter
- 29.Abbeyville

Recruitment fairs Fall 2024-2025

All School Districts in South Carolina Invited to Virtual Recruitment Fairs

Edgefield, Laurens 55 & 56, Lancaster, Lee, Lexington, Laurens 55 & 56 Hampton I & II, Newberry and Marion
Barnwell, Bamberg, Marion, Lancaster, Lee, Lexington, Hampton I & II, Aiken, Richland ONE and Richland Two
Aiken, Laurens 55 & 56, Lee, Lexington, Newberry, Anderson, Greenville, Greenwood and Spartanburg

Targeted Sites:

Abbeville, Aiken, Barnwell, Edgefield, McCormick, Saluda, Colleton, Jasper, Kershaw, Sumter, Chester, Union, York
Oconee, Pickens and Spartanburg

**SC-PRRMT Plan of Action
(Recruitment & Expansion FY 2024-2025)**

Enrollment Management/SC-PRRMT Strategic Priorities

The Enrollment Management Strategic/SC-PRRMT Priorities align with the University’s Strategic Plan.

Strategic Initiative I: Distinctive Fiscal Engagement

Goal 1: Enhance fiscal strategies that align with university goals (Increase enrollment of non-traditional students in the state of South Carolina)

**OUTCOME: Fall 2024
78-participants**

**Maintained participants
Spring 2025
78-participants**

Strategic Initiative 2: Increase Student Enrollment, Retention, and Graduation

Goal 1: Identify, enhance, and increase partnerships with school districts to increase enrollment among traditional, non-traditional, and career-path-changers students. Build partnerships with College Readiness programs.

OUTCOME: 28-school districts

**Increased partnerships with school districts
Spring 2025
29-school districts**

Goal 2: Utilize technology to sustain a customer relationship management system with data-driven methods (Communicating with prospective students and stakeholders cross-governance on campus.)

OUTCOME: SC State University purchased new software (Slate, Customer Relations Management system) to assist with application process and tracking applications.

Goal 3: Align recruitment visits with CACRAO and SC State University Admissions Team: Greenville, Ft. Mill, Darlington, Travelers Rest, North Charleston, Goose Creek, Easley, Florence, Cheraw, Williston, Ft. Jackson, Shaw Air Force base and Sumter.

OUTCOME: Fall 2024 (face-to-face & Virtual recruitment visits
Lexington #4, Laurens, Newberry, Abbeville
Aiken, McCormick and Saluda

Spring 2025 (Face to-Face & Virtual)
Greenville, Ft. Mill, Darlington, Travelers Rest
North Charleston, Abbeville and Sumter

Strategic Initiative 3: Scholarships

Goal 1: Increase the academic profile of each enrolling class with students who qualify for a Forgivable Loan Scholarship.

OUTCOME: Fall 2024
Seventy-eight (78) students received scholarships

Spring 2025
Seventy-eight (78) students received scholarships

Strategic Initiative 4: Strengthen University Infrastructure

Goal 1: Implement a systematic plan to evaluate and improve the distance-learning capabilities of the University. (Increase in-state recruitment with diverse learning opportunities.)

OUTCOME: SC State University recently purchased new software (Slate, Customer Relations Management system) to process and track applications.

Strategic Initiative 5: Implement Strategies That Promote Brand Awareness

Goal 1: Increase social media presence. (Increase recruitment and engagement opportunities across social media.)

OUTCOME: SC State University's Public relations office is in the process of designing a new webpage, video and Facebook and twitter accounts.

AY 2024-2025 PRRMT will continue to address the state’s teacher shortage, as part of its overall expansion of initiatives to establish, and maintain Satellite Teacher Education Program sites (off-campus); our primary focus will be in the following areas:

Abbeville, Aiken, Edgefield, McCormick, Saluda, Colleton, Jasper, Kershaw, Sumter
Chester, Union, York, Anderson, Cherokee, Greenville, Oconee, Pickens, and Spartanburg.

New initiatives

- Collaboration with the Division of Enrollment Management for the Strategic Plan
- Recruitment Visits aligned with CACRAO and the SC State University Admissions Team
- Memorandum of Understanding with School Districts
- Recruitment Fairs at various locations, such as job fairs, community centers, business organizations (such as the Chamber of Commerce), and military bases
- Visits by interested participants invited by current students to class sessions for observation
- Development of further publicity and presence on social media platforms
- Production of videos to highlight MTR students and to be shared with school districts
- Chat-n-Chew Sessions with current students and graduates leading the sessions

PRRMT will continue with the recruitment plan to

Contact School District personnel to set up initial virtual and face-to-face visits.

Conduct Virtual Recruitment Fairs for all school districts once a week during Fall.

Continue on-line classes as an innovative method to assist with statewide recruiting

Continue partnering with Department of Education with various Recruitment fairs and Faculty and staff recruiting students for the Department of Education

SC-PRRMT will conduct face-to-face visits to schools in red below during Fall 2024 and Spring 2025. The schools listed below with strikes are school districts we are presently serving, School districts in red are the SC-PRRMT primary focus for AY 2024-2025.

- 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~~

The following activities are part of this recruitment and enrollment:

- Providing marketing materials to district to determine interest
- Meeting with instructional assistants (teacher aides)/district staff
- Disseminating and assisting in the completion of necessary admissions and financial aid documents
- Following-up with applicants and district personnel – to include telephone calls, mailings, etc.
- Following-up with additional candidates
- Placing emphasis on enrolling participants in state-declared critical need subject areas
- Analyzing applicants' transcripts to determine eligibility (SC State University's Admissions Office staff)
- Processing students for enrollment

Maintenance of current sites and establishment of additional sites.

Selected sites and areas will be charged with assisting in locating qualified instructors in the area, an activity that will include the following items:

- Coordination with district personnel to determine infrastructure currently in place
- Reviewing participants transcripts to determine courses needed
- Preparing a schedule of classes
- Contracting instructors
- Implementing instruction by virtual delivery
- Implementing online classes
- Implementing video conferencing
- Combining sites for classes
- Ensuring an on-site technician is available at each site to provide technical support for video conferencing reduces teacher costs, an on-site technician is needed at each location to provide technical support

Facilities Usage Fee

- Coordination will be continued and implemented with school districts.
- Budget reductions limit the number of satellite teacher education program sites PRRMT can maintain.

Award Forgivable Loans

- It will be determined if a 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 to whom the program can award assistance.

Increasing 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.

Monitoring Student Progress by Visiting Established Sites

- Maintaining copies of participant's transcripts and state-required examination scores.
- Scheduling intervention workshops.
- Coordinating with districts to offer workshops and enhancement seminars.

2023-2024 ANNUAL REPORT
of the
THE AFRICAN-AMERICAN TEACHER LOAN PROGRAM
(PROJECT PRIDE)

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



South Carolina State University
Orangeburg, South Carolina
February 2025

Retired Colonel Alexander Conyers, President

*2023-2024 Annual Report
African-American Teacher Loan Program
(PROJECT PRIDE)*

Proviso

11.2. (CHE: African American Loan Program) The funds appropriated to the Commission on Higher Education for the African American Loan Program shall be distributed to South Carolina State University and must be used for a loan program with the major focus of attracting African American males to the teaching profession. The Commission of Higher Education shall act as the monitoring and reporting agency for the African American Loan Program. Of the funds allocated according to this proviso, no more than ten percent shall be used for administrative purposes.

\$119,300.00

Mission: The primary mission of the African-American Teacher Loan Program/the Program to Recruit and Inspire Diversity in Education is to administer a forgivable loan program for the purpose of recruiting into the teaching profession underrepresented populations in South Carolina’s teaching force. Currently, the underrepresented populations in the State are— male teachers, ethnic minority teachers, and state declared critical-need subject area teachers. Students who receive the loan must enter a contractual agreement to teach in South Carolina.

African-American Teacher Loan Program

ENROLLMENT FIGURES Fall 2020- Spring 2024

Year	Number
Enrollment 2020-2021	20
Enrollment 2021-2022	20
Enrollment 2022-2023	15
Enrollment 2023-2024	15
Mean	59

a) Annual program costs for the African-American Teacher Loan Program – total amount of funds expended on the program, including all aid and administrative costs, to graduate and place each student in FY 2020-2021, FY 2021-2022, FY 2022-2023, and FY 2023-2024.

Year	No. Graduates	No. Teachers SC	Total Amount Disbursed	Average Cost Per Graduate for the Specified Years
2020-2021	3	3	\$21,000.00	\$7,000.00
2021-2022	4	4	25,000.00	6,250.00
2022-2023	3	3	30,000.00	10,000.00
2023-2024	3	3	24,000.00	8,000.00
Total	13	13	\$882,373.35	N/A

Each figure is a representative total of the total awarded disbursement for each student.

b) Total number of awards per year, awardees by gender and race/ethnicity and annual expenditures.

	Distribution of Awards By Ethnicity				
	BF	BM	WF	WM	No. of Awards
2020-2021	3	17	-	-	20
2021-2022	5	15	-	-	20
2022-2023	3	12	-	-	15
2023-2024	2	13	-	-	15

**c) Total number of African-American Teacher Loan Program graduates
1994-2024 N = 239**

**d) Number of African-American Teacher Loan Program graduates who were placed
as SC teachers
N = 157/239 total graduates = 67%**

Program Graduates Placement

State-Declared Critical Need Subject Areas

Biology Ed.	8
Business Ed.	3
English Ed.	9
Early Childhood Ed.	20
Elementary Ed.	15
French	1
Industrial Technology Ed.	6
Math Ed.	17
Middle Level Ed.	10
Music Ed.	10
Special Ed.	25
Speech Pathology	18
TOTAL	142 (91%)

State-Declared Critical Need Schools

No. of Graduates Employed in
Critical Geographic Schools 63 (65%)

No. of Critical Geographic Schools
Where Graduates Were Placed 75 (32%)

No. of Critical Geographic School
Districts Where Graduates Were Placed 65 (28%)

f) Total number of African American Teacher Loan Recipients who were placed as South Carolina teachers per year

Year	No. Graduates	No. Teachers SC
2020-2021	3	3
2021-2022	4	4
2022-2023	3	3
2023-2024	3	3
Total	13	13

Questions from Dr. Woodfaulk:

1. How are African American Teacher Loan students tracked after receiving the loan?

Students are tracked through SC State's Academic Banner System every Fall and Spring semester. AATLP have meetings with the students four times per academic year. Students can meet with the Executive Director at any time, if there is a need.

2. Number of students presently participating in the African American Loan Program

Year	No. of participants	Amount of Forgivable Loans
2024-2025	12	\$8,947.50ea

A. Total number of African American Loan recipients.

N = 239

B. Please include loan amounts and status of each student (employed in a SC public school, loan status, etc.).

Year	No. Graduates	No. Teachers SC	Total Amount Disbursed	Average Award Per student
2014-2015	5	5	\$63,896.00	\$12,779.00
2015-2016	6	6	68,994.00	11,499.00
2016-2017	8	6	73,327.00	9,165.00 2 Collections
2017-2018	5	4	65,998.00	13,199.00 1 Collections
2018-2019	4	4	54,693.00	13,673.00
2019-2020	4	4	55,402.00	13,850.00
2020-2021	3	3	21,000.00	7,000.00
2021-2022	4	4	25,000.00	6,250.00
2022-2023	3	3	30,000.00	10,000.00
2023-2024	3	3	24,000.00	8,000.00
Total	45	42	\$452,310.00	\$105,415.00

3. Breakout of loans in collections including the number of students and amounts, and requirements for loans under collection.

Number of Students	82
Total Number of Loan	82
Total amount owed by students	\$836,116.01
Total amount in Collections account at SC State	\$375,061.46

The requirements for loans under collection is as follows:

Once the student is awarded the loan, the University enters that information into the ECSI so they will be able to track each loan account. If the student graduates or drops below the required number of hours they have a six-month grace period before the loan enters repayment. Once in repayment, the student if teaching in the state of SC must complete the cancellation form so the loan can be cancelled. If not teaching and loan is not cancelled, after 120 days ESCI will begin the collection process for the loans.

4. Where does the collection payment go? Are the payments returned to the state: Is interest assigned to the loans?

The collection payments are returned to the University and goes back into the AATL Program account to be used in awarding to additional students with permission from SC Commission on Higher Education (CHE).

Yes, interest is assigned to the loans.

5. Has the University contracted with a third-party servicer? If so, provide the third-party servicer administrative costs for duties performed in servicing the loans? Provide other administrative costs.

Yes, SC State University use ECSI to collect on past due African American Teacher Loans. The University is billed monthly by ECSI. The bill amount is dependent on the number of

loans they service monthly. The 2024 average invoice to the University is approximately \$706.29 a month.

6. How is the loan program monitored at SC State?

The Program is monitored by Dr. David Staten, Associate Provost & Associate Vice President for Academic Affairs, Office of the Associate Provost for Academic Affairs and Reinell Thomas-Myers, Executive Director-SC-PRRMT. The students Financial Aid is monitored through the Financial Aid and Student Accounts Offices. Budgets are monitored through the budgeting and Grants and Accounting Offices.

7. How are students tracked after receiving the loan?

The students are tracked through the ECSI system (third party vendor) with verification forms each Academic school year.

For additional information, write or call

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