



Committee on Student Services
11:00 am Thursday, March 5, 2026
Meeting held in-person and via [Zoom](#)

Meeting ID: 978 9926 7568 Passcode: 273472

AGENDA

1. Introductions and Approval of Minutes Ms. Jenni Bryson, Chair
2. Chair's Report
Taylor Causey, Student Government Vice President
Francis Marion University
3. SC Program for the Recruitment and Retention of
Minority Teachers (SC-PRRMT) Ms. Reinell Thomas-Myers
Program Manager, SC State University
 - a. 2024-25 Quarter 4 and Annual Report
(*For Information*) Dr. David Staten, Associate Provost of
Academic Affairs, SC State University
4. African American Teacher Loan Report (*For Information*)
5. College Access Updates (*For Information*) Ms. Alantis Seckal, College Consultant
6. SCNGCAP & Veterans Outreach Events (*For Information*) Ms. Alfie Mincy, Program Coordinator
7. Other Business
8. Adjournment

2026 Committee on Student Services Meeting Dates:

Thursday, May 7, 2026

Thursday, June 4, 2026

Thursday, August 6, 2026

Thursday, November 5, 2026



803-737-2260

1122 Lady St, Ste 400
Columbia, SC 29201

www.che.sc.gov





Minutes of the Committee on Student Services Meeting

February 5, 2026
11:00 a.m.

Committee Members Attending

Commissioner Jenni Bryson, Chair
Commissioner Paul Batson
Commissioner Daniel Dukes
Commissioner Gene Fant

CHE Staff Members

Dr. Jeff Perez
Dr. Karen Woodfaulk
Ms. Ende Clark
Mr. Christopher Glenn
Dr. Gerrick Hampton
Ms. Kathryn Harris
Mr. Matthew Hartenstine
Ms. Alfie Mincy
Dr. Melissa Price
Ms. Kathy Rollins
Ms. Alantis Seckal
Mr. Mark Swart
Ms. Tanya Weigold
Ms. Leslie Williams

Guests

Ms. Amy Munoz, Greenville Technical College
Ms. Beth Bell, Clemson University
Mr. Bill Brown, USC Columbia
Dr. David Staten, SC State University
Mr. John Lomax, Central Carolina Technical College
Ms. Tanger Young, SC State University
Ms. Tasheka Wright, Tri-County Technical College
Dr. Walter Collins, USC Palmetto College
Mr. Zachary Christian, SC Tuition Grants Commission
Mr. Zachary Freeman, Clemson University

1. Introductions and Approval of Minutes

Ms. Tanya Weigold introduced the guests in attendance and confirmed that the meeting was held in accordance with the Freedom of Information Act. Chair Jenni Bryson provided greetings and reiterated the purpose of the meeting to all in attendance.

Chair Bryson called for a motion to approve the minutes of the Committee on Student Services' November 6, 2025 meeting. A **motion** was made (Dukes), **seconded** (Batson), and carried to approve the minutes.



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2. Chair Report

Chair Bryson invited Zachary Freeman, Undergraduate Student Body President at Clemson University, to share his perspective as a South Carolina college student. Mr. Freeman discussed his experience as an out-of-state student and offered insights on higher education in South Carolina.

Mr. Freeman introduced himself as a senior double majoring in Management and Marketing from Fayetteville, Arkansas. He explained that he selected Clemson University for its holistic undergraduate experience, strong academic programs, active alumni engagement, and competitive athletics, despite having no prior ties to South Carolina.

He offered suggestions for strengthening higher education in the state, including expanded support for ROTC and military-affiliated students and consideration of broadening eligibility for the Palmetto Fellows Scholarship beyond STEM majors. He also highlighted South Carolina's commitment to service and praised programs such as ClemsonLIFE for supporting students with disabilities.

During the discussion, Mr. Freeman shared his post-graduation plans, which include pursuing a career in sales, building capital, exploring real estate investment opportunities, and potentially remaining in South Carolina. He also noted that artificial intelligence is a prominent topic on campus, emphasizing the challenge of balancing its use as a tool while maintaining academic integrity.

The committee expressed appreciation for Mr. Freeman's participation and insights. The discussion reinforced the importance of keeping student perspectives central to the committee's work.

3. Committee on Student Services Charter

Dr. Karen Woodfaulk presented the revised Student Services Committee Charter for review and approval. The revision reflects the removal of the Centers of Excellence and other programs that have been transferred to the Office of Academic Affairs and Licensing. As a result, the only change to the charter was an update to committee membership.

The committee considered the revision for approval. A **motion** was made (Batson), **seconded** (Dukes), and carried to approve the Committee Charter.

4. **South Carolina Program for Recruitment and Retention of Minority Teachers (SC-PRRMT) and African American Teacher Loan Program Updates**

Dr. David Staten provided updates on the South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) and the African American Teacher Loan Program.

For SC-PRRMT, Dr. Staten reported that 78 participants were enrolled during the Fall 2025 semester, including freshmen, sophomores, juniors, seniors, and graduate MAT students. Since August 2025, six participants have completed the program, with four graduating in Fall 2025 and two expected to graduate in Spring 2026. As of May 2025, 285 program graduates, representing 92 percent, have been placed in South Carolina public schools, demonstrating strong workforce impact. One new regional site was established in Calhoun County, expanding statewide reach. During Fall 2025, forgivable loans were awarded to 75 participants, with individual awards ranging from \$1,000 to \$4,919, for a total disbursement of \$160,255.50.

Dr. Staten also provided an overview of the African American Teacher Loan Program, which supports the recruitment of underrepresented and minority teachers in critical subject areas, in accordance with Proviso 11.2. During the reporting cycle, 10 students received loans, including freshmen, sophomores, juniors, and seniors. Between 1994 and 2025, a total of 244 students have participated in the program, with 242 graduates. Of those graduates, approximately 70 percent are currently teaching.

Dr. Staten concluded his presentation with an overview of both programs' continued contributions to strengthening South Carolina's educator workforce.

Chair Bryson noted that the program will provide its Quarter 4, Annual Report, and Quarter 1 full reports at an upcoming committee meeting.

5. **Other Business**

No other business was discussed.

6. **Adjournment**

Chair Bryson adjourned the meeting at 11:32 a.m.





Memorandum

March 5, 2026

To: Chair Jenni Bryson 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 IV and Annual 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 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.



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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 Quarter IV 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 Quarter IV and Annual 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 Quarter IV Report (p. 11) 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, 23 students applied, and six students were eligible for entry into the program (nine students were ineligible and eight submitted incomplete applications). Thirty-six (36) freshmen, 22 sophomores, 12 juniors, 4 seniors, and four Master of Arts in Teaching (MAT) students were enrolled in Fall 2024 (Quarter IV Report p.11/p.23).

During Spring 2025, 30 students applied, and five were eligible for entry into the program (14 students were ineligible and 11 submitted incomplete applications). Forty (40) freshmen, 20 sophomores, 11 juniors, four seniors and three MAT students were enrolled in Spring 2025 (Quarter IV Report p.11/p.23).

Enrollment in the program decreased from 87 participants in FY2020-21 to 78 participants beginning Fall 2024. The number of participants (78) enrolled in Spring 2025 has remained the same as the previous year. The five-year average number of participants enrolled in SC-PRRMT from FY2021-22 to FY2024-25 is 73.25 (Quarter IV Report p.1).

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

Four SC-PRRMT participants graduated at the end of Fall 2024 (December graduates), and four participants graduated at the end of Spring 2025 (May graduates). All graduates are employed as teachers, and seven of the eight are teaching in a critical geographic area and/or state-declared critical need subject area in a SC public school (Quarter IV Report p. 23).

Graduation Rates of SC-PRRMT Participants:

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

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 in FY2024-25. 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 (Quarter IV Report pp.13-15).

Tuition/Fees

At SCSU, total tuition and fees for Fall 2024 were \$6,199, comprising \$5,530 in tuition and fees, \$350 for books and resources, and \$319 for insurance. For Spring 2025, total tuition and fees were \$6,306 for both continuing and new students, including \$5,530 in tuition and fees, \$350 for books and resources, and \$436 for insurance.

The SC-PRRMT program awarded \$176,656 in forgivable loans for Fall 2024 (average award: \$2,264) and \$128,656 for Spring 2025 (average award: \$1,649). For Summer 2025, SC-PRRMT participants enrolled in summer terms received a total of \$14,170 in forgivable loans, with an average award of \$3,542 (Quarter IV Report, p. 11).

Program Sites

The Expansion Plan, as outlined by SCSU officials, projected an increase in the number of SC-PRRMT sites from two (2) locations in FY2012–13 to 18 sites by FY2017–18. The plan included the addition of sites in Clarendon, Marion, and Marlboro Counties (originally scheduled for FY2015–16); Beaufort, Hampton, and Jasper Counties (originally scheduled for FY2016–17); and Allendale, Bamberg, and Barnwell Counties (originally scheduled for FY2017–18).

Through the implementation of online and hybrid instruction supported by on-site facilitators, several geographic areas were combined to enhance access and operational efficiency. To date, fourteen (14) SC-PRRMT sites have been established, including South Carolina State; Anderson School District #5, Moncks Corner, and Berkeley and Charleston Counties; Richland School Districts #1 and #2, along with Fairfield and Winnsboro Counties; Florence County, Georgetown School District and County, Williamsburg School District/County, and Horry County; Clarendon, Marlboro, and Jasper Counties; Marion, Dillon, Barnwell, and Bamberg Counties; Lee County; Lexington School District #4; Laurens School District #55/Newberry County; Lancaster County/Fort Mill School Districts; Cherokee/Greenville Counties; Sumter County, and Calhoun County (Quarter IV Report, p.17).

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 SC-PRRMT sites that are currently established effective FY2019 through FY2025 (Quarter IV Report, pp.17-21).

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	6	5	Established as a combined site
Richland District #1	* Richland Districts #1 and #2/ Fairfield/Winnsboro Counties Online (combined sites)	7	5	Established as a combined site
Georgetown/Williamsburg/Florence/Horry	** Florence/Georgetown/Williamsburg/ Horry Counties Online (combined sites)	6	7	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)	+Sites to be established FY2015-2016 and FY2016-17		
Clarendon	***Clarendon/Marlboro/Jasper/ Counties (combined sites)	8	7	Established as a combined site
Horry	**Florence/Georgetown/ Williamsburg/Horry Counties Online (combined sites)	9	5	Established as a combined site
Marlboro	***Clarendon/Marlboro/Jasper/ 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	8	7	Established
Lexington	Lexington # 4	6	7	Established
Laurens School Districts/Newberry	Laurens #55/Newberry County	6	6	Established
Sites established FY2021-22				
Lancaster/Fort Mill	Lancaster County/Fort Mill School District	5	9	Established
Sites established FY2022-24				
Cherokee/Greenville	Cherokee County/Greenville	4	7	Established
Sumter	Sumter School District	6	4	Established
Anderson #5	Anderson County	3	3	Established
Calhoun	Calhoun County	-	2	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 Quarter IV Report outlines program participation trends, demographic shifts, expansion efforts, and strategic initiatives aligned with South Carolina State University's (SCSU) Enrollment Management Strategic Plan.

According to the Expansion Plan, 120 students were projected to enroll in SC-PRRMT by FY2017–18. Since FY2012–13, annual participation generally increased through FY2022. Enrollment grew from 27 participants in FY2014–15 to a peak of 87 in FY2020–21. Participation declined to 67 students in FY2021–22, then rose to 70 by the end of FY2022–23. Enrollment increased again to 78 in FY2023–24 and remained steady at 78 participants in both Fall 2024 and Spring 2025 (Quarter IV Report, p. 5).

Student Demographics and Retention data (Table 3) indicate growth in upper-level classifications compared to prior years. The number of seniors remained consistent with FY2023–24 (four seniors in Fall 2024 and four in Spring 2025). The number of sophomores and juniors increased relative to FY2023–24. Freshman enrollment rose from 36 in Fall 2024 to 40 in Spring 2025 (Quarter IV Report, p. 23).

The Expansion Plan projected growth from two program sites in FY2012–13 to 18 sites by FY2017–18. The program has expanded to 14 regional sites, most recently adding Calhoun County School District. Recruitment plans for FY2025–26 include potential site expansion in Abbeville, McCormick, Kershaw, Chester, Lancaster, Union, York, Anderson, Cherokee, Greenville, and Oconee counties (Quarter IV Report, p. 22).

At its May 31, 2023, meeting, the Committee on Student Services approved a recommendation requiring SC-PRRMT to develop a comprehensive plan to increase participation, including recruitment of nontraditional and underrepresented students. The plan must incorporate performance evaluation measures demonstrating progress toward expanding the state's pool of teachers from targeted populations.

Key recruitment strategies include:

- 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.

The Committee also directed that quarterly reports specify measurable recruitment targets and describe collaborative efforts among SC-PRRMT, SCSU's Office of Admissions and Recruitment, the South Carolina Department of Education, and other partners. Given the program's mission to increase the pool of minority teachers in South Carolina, the Committee emphasized SC-PRRMT's role in addressing teacher shortages—particularly in rural districts—through recruitment of teacher assistants, paraprofessionals, and nontraditional students. In response, SC-PRRMT aligned its recruitment and retention strategies with SCSU's Enrollment Management Strategic Plan (Quarter IV Report, pp. 13–20).

The SC-PRRMT Quarter IV Report includes five strategic initiatives 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. 17-26). 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 part of the Outcomes under the Strategic Plan, SC-PRRMT reported that the program maintained 78 participants in Fall 2024 and Spring 2025, expanded its partnerships with school districts to 29 by Spring 2025, and acquired CRM software to better support prospective applicants through the admissions and financial aid processes. The program also conducted both face-to-face and virtual recruitment visits across various locations throughout the state and strengthened its social media presence and engagement efforts by designing a new webpage and expanding its social media accounts.

SC-PRRMT FY2024-25: Carried Forward Funds

The SC-PRRMT Budget for FY2024-25 shows the Total Collections/Revenue and Carried Forward Funds in the amount of \$417,359.01(Quarter IV Report p.5). 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 I Report.

Recommendation

CHE staff commends the FY24-25 SC-PRRMT Quarter IV and Annual Report to the Committee on Student Services for information. The staff also recommends that SC-PRRMT include in its Quarter I Report and FY2027 -28 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

2024-2025

**QUARTER IV REPORT
&
ANNUAL REPORT**

**Prepared for: The South Carolina Commission on Higher Education
Submitted by: Reinell Thomas-Myers, Executive Director
David Staten, Ph.D.
Associate Provost for Academic Affairs**

**South Carolina State University
Orangeburg, South Carolina
February 12, 2026**

Retired Colonel Alexander Conyers, President

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

2024-2025

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

MISSION STATEMENT: The South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) is an Education Improvement Act – funded program. SC-PRRMT seeks to promote teaching as a career choice by publicizing the many career opportunities and benefits in the field of education in the State of South Carolina. The mission of the Program is to increase the pool of teachers in the State by making education accessible to non-traditional students (teacher assistants, career path changers, and technical college transfer students) and by providing an academic support system to help students meet entry, retention, and exit program requirements. In collaboration with South Carolina State University’s Department of Teacher Education, the Program is authorized by the South Carolina General Assembly to establish and maintain Satellite Teacher Education Program (off-campus) sites in twenty-one geographic areas of the State. SC-PRRMT also administers an EIA Forgivable Loan Program and participates in state, regional, and national teacher recruitment initiatives.

PROGRAM OBJECTIVES AND OUTCOMES 2024-2025

Objective 1

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

OUTCOME:

**TABLE 1
ENROLLMENT FIGURES FALL 2021- SPRING 2025**

Year	Number
Enrollment 2021-2022	67
Enrollment 2022-2023	70
Enrollment 2023-2024	78
Enrollment 2024-2025	78
Mean	73.2%

2024-2025

Annual Report of the South Carolina Program for the Recruitment and Retention of Minority Teachers

True to its mission, the Program continues to target non-traditional students for careers in teaching. In an effort to serve as many students as is financially feasible, the Program teams with Financial Aid and other programs with teaching missions to fund student participants. As shown in Table 1 above, the Program’s average enrollment in Teacher Education Curricula is 73.2% for fall 2021-spring 2025.

Objective 2

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

OUTCOMES:

TABLE 2

Year	Total Number of Graduates	Graduation in a Critical Need Subject Area	Placement in Critical Geographic School	Percentage of Graduates Teaching in State-Declared Subject Areas or Schools
2021-2022	7	7(100%)	7 (100%)	100%
2022-2023	8	8 (100 %)	8 (100%)	100%
2023-2024	7	7 (100%)	7(100%)	100%
2024-2025	8	8 (100%)	8 (100%)	100%

Program Graduates’ Placement (Critical Needs)

Number of Graduates Placed in South Carolina Schools as of May 2025	287 (92%)
Number of Graduates in State-Declared Critical Need Subject Areas	153 (54%)
No. of Graduates Placed in Critical Geographic Schools	259 (92%)

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

Objective 3

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

OUTCOMES:

- ◆ The Program continues to offer teacher education curricula and administer a Forgivable Loan Program. This past academic year 78 students participated in the program.
- ◆ Ninety-six (96%) undergraduate Program participants maintained their eligibility during the 2024-2025 Academic Year. Seventy-nine (79%) achieved Dean's List status, earning cumulative grade point averages of 3.00 or above. One hundred percent of the Program's M.A.T. participants (3) maintained their eligibility.
- ◆ For academic year 2024-2025. Seventy-nine (79%) percent of program participants achieved a cumulative grade point average of 3.00 or above. Six(6) students received the 4.0 Gold Pin Scholars. The distribution was as follows:

4.00	(6)
3.75 – 4.00	(17)
3.50 – 3.74	(15)
3.00 – 3.49	(18)

- ◆ For the 2023-2024 Academic Year, eight(8) students graduated; 8(100%) met certification requirements.
- ◆ Of the Program's 8 2024-2025 graduates, to date, 8 (100%) have gained employment in a South Carolina Public school. Seven are teaching in a critical geographic school and/or state-declared critical need subject area.
- ◆ Program graduates continue to further their education after graduation. Many have obtained additional certification, master's degrees, doctoral degrees, and national board certification. A number of program graduates have acquired positions as principals, assistant principals, district administrators, and certified counselors.
- ◆ The teaching experience of graduates range from 1 to 31 years.
- ◆ Two hundred and thirty-six (85%) of the Program's placed graduates have gained 5 to 31 years teaching experience, and the mean years of teaching for all graduates is 27 years.

EIA BUDGET PROPOSED BUDGET

FY 2026-2027

BUDGET REQUEST \$339,482.00

Personnel Services	\$ 20,000.00
Forgivable Loans	\$319,482.00
TOTAL PROJECT APPROPRIATIONS	\$339,482.00

Budget for FY 2022-2023, 2023-2024 and Current FY 2024-2025

Funding Source	FY 2022-2023 Actual	FY 2023-2024 Actual	FY 2024-2025 Current
EIA	\$339,482.00	\$339,482.00	\$339,482.00
General Fund	-0-	-0-	-0-
Lottery	-0-	-0-	-0-
Fees	-0-	-0-	-0-
Other Sources	-0-	-0-	-0-
Grant	-0-	-0-	-0-
Contributions, Foundation	-0-	-0-	-0-
Other (Specify)	-0-	-0-	-0-
Carry Forward from Prior Yr.	-0-	-0-	-0-
TOTAL	\$339,482.00	\$339,482.00	\$339,482.00
Expenditures	FY 2022-2023 Actual	FY 2023-2024 Actual	FY 2024-2025 Current
Personnel Service	\$15,000.00	\$20,000.00	\$20,000.00
Contractual Services	-0-	-0-	-0-
Supplies and Materials	-0-	-0-	-0-
Fixed Charges	-0-	-0-	-0-
Travel	-0-	-0-	-0-
Equipment	-0-	-0-	-0-
Employer Contributions	-0-	-0-	-0-
Allocations to Districts/Schools/ Agencies/Entities	-0-	-0-	-0-
Other: Forgivable Loans	324,482.00	319,482.00	319,482.00
Balance Remaining	-0-	-0-	-0-
TOTAL	\$339,482.00	\$339,482.00	\$339,482.00
TOTAL Collections/Revenue Carried Forward	\$529,578.01	\$417,359.01	\$417,359.01
TOTAL (Appropriations Received/Collections Revenue/Carried Forward)	\$869,060.01	\$756,841.01	\$756,841.01
Expenditures	FY 2022-2023 Actual	FY 2023-2024 Actual	FY 2024-2025 Current
Personnel Service	Program Manager(1)	Director (1)	Executive Director (1)
	Program Recruiter Position deleted by SC State Administration	Program Recruiter Position deleted by SC State Administration	Program Recruiter Position deleted by SC State Administration
	Secretary(-0-)	Secretary(-0-)	Secretary(-0-)
	Adjunct Instructors (7)	Adjunct Instructors (8)	Adjunct Instructors (9)

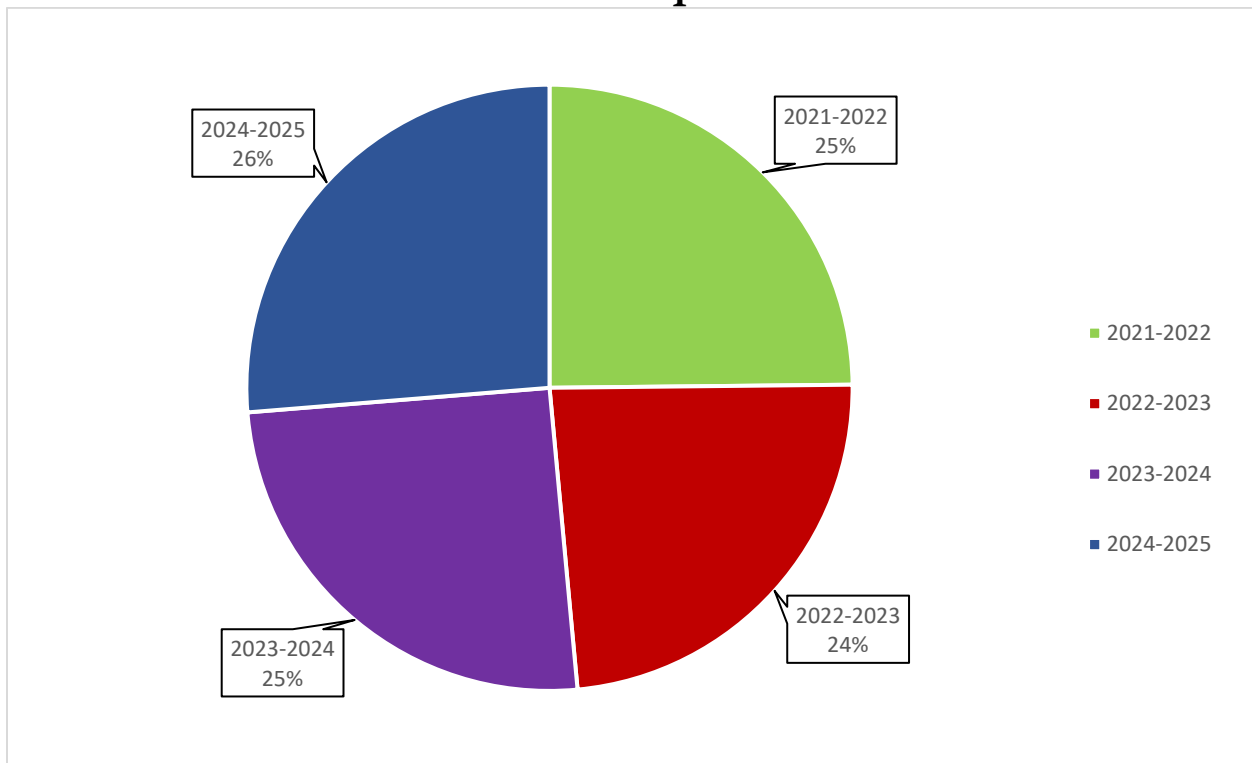
Collections Revenue will be used for FY2025-2026.

EIA Forgivable Loan Program

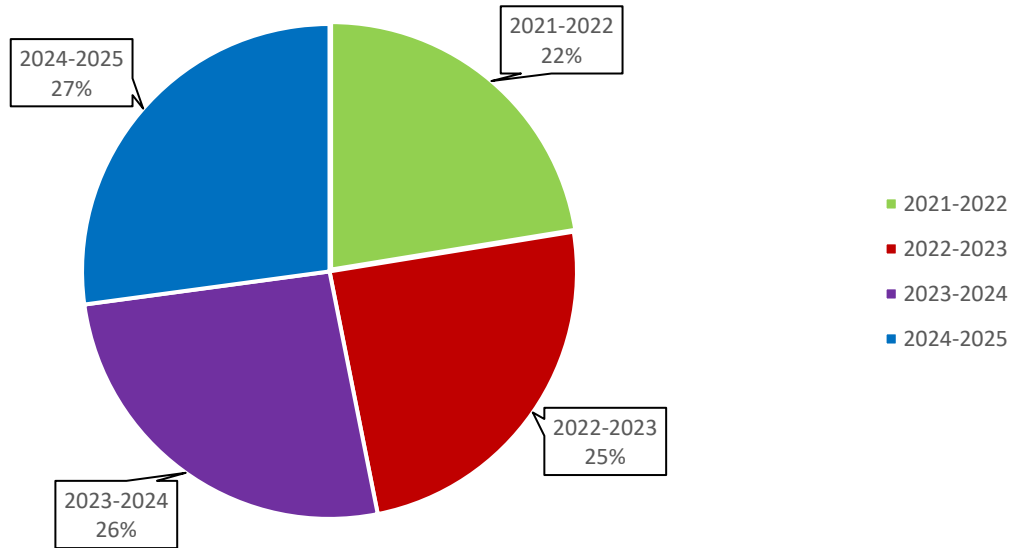
Annual program costs for the SC-PRRMT program – total amount of funds expended on the program, including all aid and administrative costs, to graduate and place each student in FY 2021-2022, FY 2022-2023, FY 2023-2024 an FY 2024-2025.

	No. Graduates	No. Teachers SC	Total Amount Disbursed	No. With Debt Retired	Average Cumulative Cost Per Graduate for the Specified Years
2021-2022	7	7	100,000.00	6	14,285.00
2022-2023	8	8	108,986.00	0	13,623.00
2023-2024	7	7	115,869.00	4	14,484.00
2024-2025	8	8	120,987.00	3	15,123.00
Total	30	30	\$445,842.00	13	\$57,515.00

Average Cumulative Cost Per Graduate for the Specified Years



Total Amount Disbursed

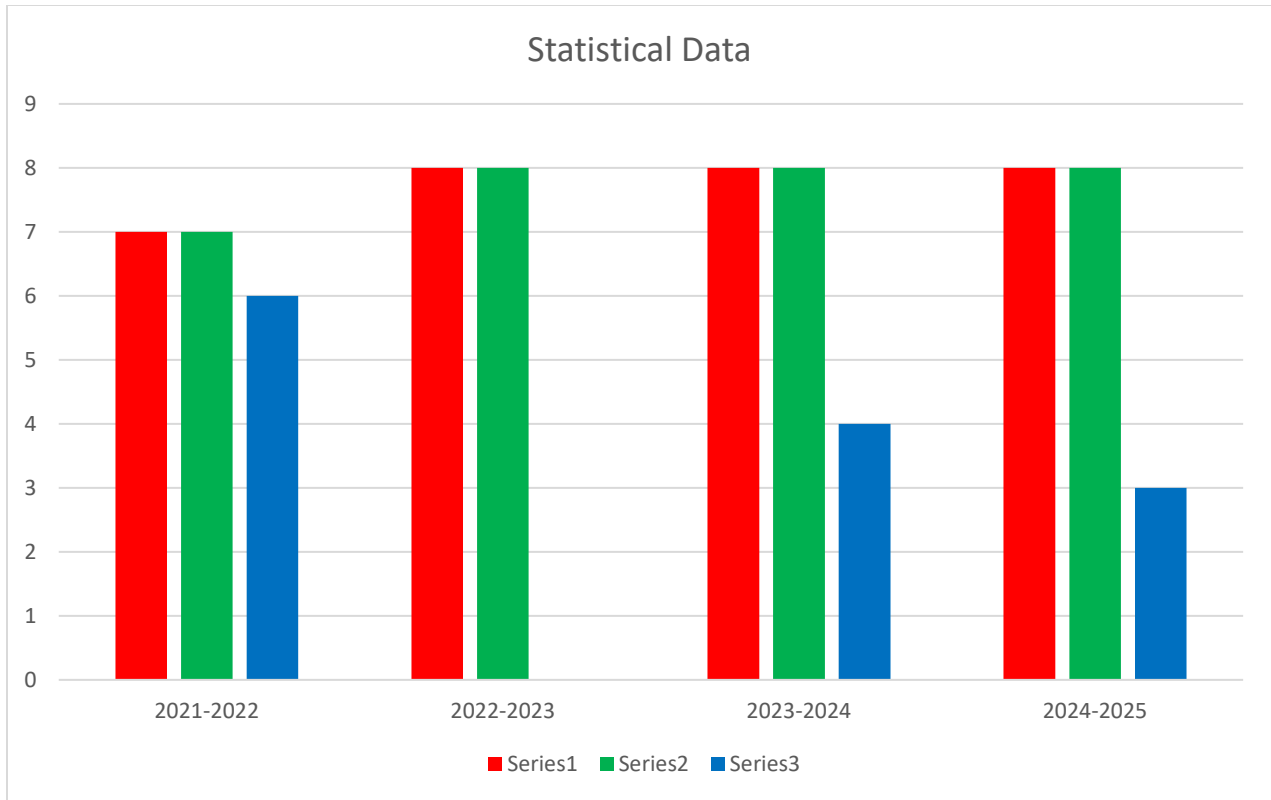


Total number of participants per year by gender and race/ethnicity.

Distribution of Participants

Years	BF	WF	His. F	BM	WM	His. M.	Number of Participants
2021-2022	58	7	0	2	0	0	67
2022-2023	60	7	0	3	0	0	70
2023-2024	62	12	0	4	0	0	78
2024-2025	61	11	0	3	3	0	78

EIA Loan Statistical Data 2021-2025



2024-2025

Annual Report of the South Carolina Program for the Recruitment and Retention of Minority Teachers

FORGIVABLE LOANS AWARDED TO PARTICIPANTS

Table 4 FALL 2024 N=78	Table 4 Spring 2025 N=78
1. \$ 2,970.00	1. \$ 1,970.00
2. 3,071.00	2. 1,071.00
3. 1,841.00	3. 1,841.00
4. 3,071.00	4. 1,071.00
5. 2,419.00	5. 2,419.00
6. 1,088.00	6. 1,088.00
7. 1,000.00	7. 3,000.00
8. 1,000.00	8. 1,000.00
9. 2,419.00	9. 2,419.00
10. 3,000.00	10. 3,000.00
11. 2,589.00	11. 1,589.00
12. 2,637.00	12. 2,637.00
13. 4,919.00	13. 1,919.00
14. 1,450.00	14. 1,450.00
15. 1,919.00	15. 1,919.00
16. 1,919.00	16. 1,919.00
17. 3,419.00	17. 1,419.00
18. 3,419.00	18. 1,419.00
19. 1,955.00	19. 1,955.00
20. 1,329.00	20. 1,329.00
21. 3,156.00	21. 1,156.00
22. 1,329.00	22. 1,329.00
23. 1,329.00	23. 1,329.00
24. 1,329.00	24. 1,329.00
25. 3,029.00	25. 1,029.00
26. 1,150.00	26. 1,150.00
27. 1,919.00	27. 1,919.00
28. 1,000.00	28. 1,000.00
29. 1,500.00	29. 1,500.00
30. 1,919.00	30. 1,919.00
31. 1,919.00	31. 1,919.00
32. 1,919.00	32. 1,919.00
33. 1,919.00	33. 1,919.00
34. 1,919.00	34. 1,919.00
35. 1,919.00	35. 1,919.00
36. 1,919.00	36. 1,919.00
37. 1,919.00	37. 1,919.00
38. 1,000.00	38. 1,000.00
39. 2,529.00	39. 1,529.00
40. 2,419.00	40. 1,419.00
41. 2,088.00	41. 1,088.00
42. 1,530.00	42. 1,530.00
43. 3,131.00	43. 1,131.00
44. 3,131.00	44. 1,131.00
45. 4,131.00	45. 1,131.00
46. 2,791.00	46. 1,791.00
47. 2,791.00	47. 1,791.00
48. 2,791.00	48. 1,791.00
49. 2,145.50	49. 1,145.50
50. 2,000.00	50. 1,000.00
51. 3,919.00	51. 1,919.00
52. 3,389.00	52. 1,389.00
53. 3,019.00	53. 1,019.00
54. 3,195.00	54. 1,195.00
55. 3,000.00	55. 3,000.00
56. 2,900.00	56. 1,900.00

Table 4 Fall 2024	Table 4 Spring 2025
57. 2,800.00	57. 1,800.00
58. 2,400.00	58. 1,400.00
59. 2,400.00	59. 1,400.00
60. 1,919.00	60. 1,919.00
61. 1,919.00	61. 1,919.00
62. 1,400.00	62. 1,400.00
63. 1,500.00	63. 1,500.00
64. 1,000.00	64. 3,000.00
65. 2,000.00	65. 3,000.00
66. 2,919.00	66. 1,919.00
67. 1,000.00	67. 1,000.00
68. 2,920.00	68. 1,920.00
69. 1,910.00	69. 1,910.00
70. 1,910.00	70. 1,910.00
71. 3,976.00	71. 1,976.00
72. 3,390.00	72. 1,390.00
73. 2,000.00	73. 1,000.00
74. 2,331.00	74. 1,331.00
75. 1,463.00	75. 1,463.00
76. 2,145.50	76. 1,145.50
77. 1,463.00	77. 1,463.00
78. 1,464.00	78. 1,464.00
TOTAL: \$176,656.00	TOTAL: \$128,656.00
	TOTAL: \$319,482.00
	Fall: 176,656.00
	Spring 128,656.00
	Balance remaining
	\$14,170 Summer School I
	68. 3,542.50
	69. 3,542.50
	70. 3,542.50
	71. 3,542.50
	Graduates
	76, 77 & 78
	New students
	76,77 & 78

Collections Expenditures		
Part-time Recruiters	\$12,000.00	
Travel	\$5,000.00	
Zoom	\$220.00	
Praxis Core Workshops	\$9,000.00	
Praxis Core Materials	\$2,500.00	
Fees for 20 Students (\$150.00 each)	\$3,000.00	Passed 10
Praxis II Sessions	\$12,000.00	
Praxis II Materials	\$2,500.00	
Fees for 5 Students (\$156.00 each)	\$780.00	Passed 3
Praxis PLT	\$4,000.00	
Praxis PLT Materials	\$3,000.00	
Fees for 5 Students \$156.00 each)	\$780.00	Passed 2

Number of applicants who applied for fall 2024 and spring 2025 and the number who were accepted.				
Semester	Applied	Eligible	Not Eligible	Incomplete Application
Fall 2024	23	6	9	8
Spring 2025	30	5	14	11

Average award per student FY 2024-2025 (fall 2024, spring 2025 and summer 2025)			
Semester	Number	Forgivable Loan Awards	Forgivable Loan Awards Average
Fall 2024	78	\$176,656.00	\$2,264.82
Spring 2025	78	\$128,656.00	\$1,649.43
Summer 2025	4	\$14,170.00	\$3,542.50
		Total: \$319,482.00	

Tuition and Fees, Books & Insurance				
Semester	Tuition and Fees	Books	Insurance	Total
Fall 2024	\$5,530.00	\$350.00	\$319.00	\$6,199.00
Spring 2025 (Continuing Students)	\$5,530.00	\$350.00	\$436.00	\$6,306.00
Spring 2025 (New Students)	\$5,530.00	\$350.00	\$436.00	\$6,306.00
Summer 2025	\$1,924.00	\$200.00	----	\$2,124.00

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

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

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

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

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

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

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

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

**SC-PRRMT APPROPRIATIONS REQUEST AND ACTUAL BUDGETS
FY 2022-2023, FY 2023-2024, FY 2024-2025**

Approved Budget for 2025-2026 and Proposed Budget Request for FY 2026-2027.

	FY 2022-2023 Actual	FY 2023-2024 Actual	FY 2024-2025 Actual	FY 2025-2026 Actual	FY 2026-2027 Proposed
Revenue					
Amount in Collections	\$546,129.01	\$549,129.01	*\$557,129.01	*\$557,129.01	*\$557,129.01
Carried Forward Funds	-0-	-0-	-0-	-0-	-0-
Total Collections/Carried Forward	\$546,129.01	\$549,129.01	*\$557,129.01	*\$557,129.01	*\$557,129.01
Expenditures					
+Personnel Services					
1. Salaries	\$13,350.00	\$18,025.00	\$18,025.00	\$18,025.00	\$18,025.00
2. Fringes	1,650	1,975.00	1,975.00	1,975.00	1,975.00
OTHER EXPENDITURES					
Telephone (WATS LINE)	-0-	-0-	-0-	-0-	-0-
Forgivable Loans	\$324,482.00	\$319,482.00	\$319,482.00	\$319,482.00	\$319,482.00
TOTAL OTHER EXPENDITURES	\$324,482.00	\$319,482.00	\$319,482.00	\$319,482.00	\$319,482.00
TOTAL PROJECT EXPENDITURES	-0-	-0-	-0-	-0-	-0-
TOTAL PROJECT APPROPRIATIONS	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
APPROPRIATIONS REQUESTED	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
APPROPRIATIONS CUTS	-0-	--0-	--0-	--0-	--0-
APPROPRIATIONS RECEIVED	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00	\$339,482.00
Total Collections Revenue/Carried Forward Collections Revenue used if needed for additional Forgivable Loans.	\$546,129.01	\$549,129.01	*\$557,129.01	*\$417,359.01	*\$417,359.01
Total (Appropriations Received/ Collections Revenue/Carried Forward)	\$885,611.01	\$888,611.01	\$896,611.01	\$756,841.01	\$756,841.01
+Personnel Services	Program Manager (1) Program Recruiter (0) Secretary (0) Adjunct Instructors (6)	Program Manager (1) Program Recruiter (0) Secretary (0) Adjunct Instructors (7)	Director (1) Program Recruiter (2) Part-time Praxis, Praxis II & PLT Consultants (7) Secretary (0) Adjunct Instructors (7)	Director (1) Program Recruiter (2) Part-time Praxis, Praxis II & PLT Consultants (7) Secretary (0) Adjunct Instructors (8)	Executive Director (1) Program Recruiter (2) Part-time Praxis, Praxis II & PLT Consultants (7) Secretary (0) Adjunct Instructors (8)

* As of July 2025

** Available in Collection will be used
for Forgivable Loans for AY 2025-2026, Part-time recruiters, Praxis Core, Praxis II and PLT consultants.

PRRMT

Expansion Plan of Action

Updated

South Carolina Program for the Recruitment and Retention of Minority Teachers

Reinell Thomas-Myers, Program Manager

January 2026

AY 2024-2025 PRRMT will continue to address the state’s teacher shortage, as part of its overall expansion initiatives to establish, and maintain Satellite Teacher Education Program (off-campus) sites in the Midlands, PeeDee and Piedmont areas by implementing Recruitment by virtual delivery. Expanding into these areas will increase enrollment, thereby increasing the number of graduates.

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

The program plans to continue to produce quality teachers for South Carolina’s teaching force. The return on the investment to educate these non-traditional students has a positive outcome. Our graduates, the majority of whom are Para educators-to-teachers, have been placed in 42 school districts throughout the state. Their commitment to both the teaching profession and the communities in which they live is evidenced by the longevity of their continued employment beyond their contractual teaching requirements.

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

Mission: The South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) seeks to promote teaching as a career choice by publicizing the many career opportunities and benefits in the field of education in the State of South Carolina. The mission of the program is to increase the pool of teachers in the State by making education accessible to non-traditional students (teacher assistants, career path changers, and technical college transfer students) and by providing an academic support system to help students meet entry, retention, and exit program requirements.

A Purpose Number 1

To increase the pool of teachers in the State.

B. Specific Objective Number 1

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

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

Ongoing (fall 2021 – spring 2025)

1.1 Recruitment and expansion activities remain ongoing (fall 2021– spring 2025).

For AY 2024-2025 the program established sites and offered classes to students in 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, Anderson, Greenville, Fort Mills and SC State.

TABLE 1 Geographical Site and Number of Participants

Year	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	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. # 1 Richland Two Fairfield Winnsboro Georgetown Williamsburg Florence Horry Jasper Barnwell Marion Dillon Marlboro Clarendon Bamberg Lee Lancaster Lexington #4 Laurens #55 Newberry Cherokee Greenville 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 Marion Dillon Marlboro Clarendon Bamberg Lee Lancaster Lexington #4 Laurens #55 Newberry Cherokee Greenville Ft. Mill Sumter Calhoun SC State
No. of Participants	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= 73 Seniors = 4 Juniors = 12 Sophomores = 22 Freshmen = 31 MAT = 4	N= 78 Seniors = 4 Juniors = 11 Sophomores = 20 Freshmen = 40 MAT = 3	N= 78 Seniors = 4 Juniors = 11 Sophomores = 20 Freshmen = 40 MAT = 3

Virtual Interest meetings 2024-2025 Richland School Districts One and Two, Fairfield, Winnsboro, Marlboro, Georgetown, Williamsburg, Florence, Horry, Colleton, Hampton One & Two, Jasper Lexington, Newberry, Abbeville, Aiken, Edgefield, Laurens, McCormick, Saluda, Kershaw, Lee, Sumter, Chester, Lancaster, Union, York, Anderson, Cherokee, Greenville, Oconee, Pickens, Sumter, Fort Mills and Spartanburg.

In order to expand into different areas of the state, PRRMT's original plan listed several areas/counties in which the program plans to establish off-campus sites. To clarify the locations and the number of sites, the counties have been collapsed into regions. Page 16 is a breakdown of the regions:

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

Region 2 – Berkeley, Charleston, Dorchester

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

Region 4 – Georgetown, Horry, Williamsburg

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

Region 6 – Allendale, Bamberg, Calhoun, Orangeburg

Region 7 –Colleton, Hampton, Jasper

Region 8 – Clarendon, Kershaw, Lee, Sumter

Region 9 – Chester, Lancaster, Union, York

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

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

1.2 Maintain current sites and establish additional sites.

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

- a. Coordinate with district personnel to determine infrastructure currently in place
- b. Review participants transcripts to determine courses needed
- c. Prepare a schedule of classes
- d. Contract instructors
- e. Implement instruction by virtual delivery
 - 1). Online classes
 - 2). Video Conferencing
 - 3). Combine sites for classes
- f. Although video conferencing reduces teacher costs, an on-site technician will be needed at each location to provide technical support.
- g. Facilities Usage Fee
- h. Budget reductions limit the number of satellite teacher education program sites PRRMT can maintain.

1.3 Award Forgivable Loan.

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

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

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

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

1.4 Increase the number of program graduates.

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

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

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

- 1.5 Monitor student progress by visiting established sites.
Maintain copies of participant transcripts, and state required examination scores.
Schedule intervention workshops.
Coordinate with districts to offer workshops and enhancement seminars.

Enrollment Table 1 Satellite Teacher Education Program Sites

YEAR	Sites	No. of Participants
2023-2024	Moncks Corner/Berkeley and Charleston	6
	Richland District One/Richland District Two	6
	Fairfield and Winnsboro	
	Georgetown/Williamsburg/Florence and Horry	6
	Marion/Dillion/Bamberg and Barnwell	6
	Clarendon/Marlboro/Jasper	7
	Lancaster	6
	Lee	7
	Lexington #4	7
	Laurens #55/Newberry	6
	Anderson #5	3
	Cherokee	3
	Greenville	3
	Ft. Mill	4
	Sumter	4
	SC State	4
	TOTAL	78
2024-2025	Moncks Corner/Berkeley and Charleston	5
	Richland District One/Richland District Two	5
	Fairfield and Winnsboro	
	Georgetown/Williamsburg/Florence and Horry	7
	Marion/Dillion/Bamberg and Barnwell	5
	Clarendon/Marlboro/Jasper	7
	Lancaster	6
	Lee	7
	Lexington #4	7
	Laurens #55/Newberry	6
	Anderson #5	3
	Cherokee	3
	Greenville	4
	Ft. Mill	3
	Sumter	4
	Calhoun	2
	SC State	4
	TOTAL =78	

1A.

FY 2024-2025 established combined sites:

Combined sites classes are offered face-to-face, hybrid and on-line to help reduce the administrative cost to the Program.

- a. Richland Districts One and Two /Fairfield County School Districts and Winnsboro (combined sites),
- b. Florence/Georgetown/Williamsburg/Horry/Jasper Counties (combined sites)
- c. Marion/Barnwell/Dillon Counties (combined sites)
- d. Lee
- e. Lexington #4
- f. Laurens #55 and Newberry
- g. Fort Mills
- h. Sumter

Clarendon, Marlboro, Hampton, Allendale, Bamberg, Anderson, Lancaster and Jasper County School Districts sites have not been established, but we have students taking on-line classes and joining neighboring sites. Several recruitment visits did take place in Clarendon, Marlboro, Hampton, Allendale, Bamberg and Jasper County School Districts, and individuals from those sites connected with neighboring cohorts as a result of our recruitment visits to their school districts.

1B.

Our FY 2024-2025 actual enrollment was 78 participants. We will continue to strive to meet the projected number of participants for 2024-2025 by increasing the established combined sites and moving toward opening new sites in the various School Districts listed below: Recruitment fairs/visits: Continued to recruit students by using previous Recruitment visits listing, contacting the students on the listings by phone and email. Recruitment plans for AY 2024-2025 will be implemented by virtual plans and face-to-face in October with approval from School Districts.

Projected new sites FY 2025-2026

Abbeville, McCormick, Kershaw, Chester, Lancaster, Union, York, Anderson, Cherokee, Greenville, Oconee

Table 3
Classification of Participants
AY 2024-2025

Fall 2024 N=78
Graduates December 2024=3

Seniors	4
Juniors	12
Sophomores	22
Freshmen	36
MAT	4

Spring 2025 N= 78
Graduates May 2023=5

Seniors	4
Juniors	11
Sophomores	20
Freshmen	40
MAT	3

Mission: The South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) seeks to promote teaching as a career choice by publicizing the many career opportunities and benefits in the field of education in the State of South Carolina. The mission of the program is to increase the pool of teachers in the State by making education accessible to non-traditional students (teacher assistants, career path changers, and technical college transfer students) and by providing an academic support system to help students meet entry, retention, and exit program requirements.

A. Purpose Number 2

To increase the pool of teachers in the State.

B. Specific Objective Number 2

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

C. Performance Evaluation Measure:

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

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

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

Mission: The South Carolina Program for the Recruitment and Retention of Minority Teachers (SC-PRRMT) seeks to promote teaching as a career choice by publicizing the many career opportunities and benefits in the field of education in the State of South Carolina. The mission of the program is to increase the pool of teachers in the State by making education accessible to non-traditional students (teacher assistants, career path changers, and technical college transfer students) and by providing an academic support system to help students meet entry, retention, and exit program requirements.

A. **Purpose Number 3**
To increase the pool of teachers in the State.

B. **Specific Objective Number 3**

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

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

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

For additional information, write or call

**The South Carolina Program for the Recruitment
and Retention of Minority Teachers
South Carolina State University
Post Office Box 7793
Orangeburg, South Carolina 29117-0001
(803) 516-4793
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2024-2025 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
David Staten, Ph.D.
Associate Provost for Academic Affairs



**South Carolina State University
Orangeburg, South Carolina
February 2026**

Retired Colonel Alexander Conyers, President

*2024-2025 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 2021- Spring 2025

Year	Number
Enrollment 2021-2022	20
Enrollment 2022-2023	15
Enrollment 2023-2024	15
Enrollment 2024-2025	10
Mean	60

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 2021-2022, FY 2022-2023, FY 2023-2024 and FY 2024-2025.

Year	No. Graduates	No. Teachers SC	Total Amount Disbursed	Average Cost Per Graduate for the Specified Years
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
2024-2025	2	2	22,000.00	11,000.00
Total	12	12	\$101,000.00	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				No. of Awards
	BF	BM	WF	WM	
2021-2022	5	15	-	-	20
2022-2023	3	12	-	-	15
2023-2024	2	13	-	-	15
2024-2025	2	8	-	-	10

c) Total number of African-American Teacher Loan Program graduates

1994-2025 N = 241

d) Number of African-American Teacher Loan Program graduates who were placed as SC teachers

N = 157/241 total graduates = 65%

Program Graduates Placement

State-Declared Critical Need Subject Areas

Biology Ed.	8
Business Ed.	3
English Ed.	9
Early Childhood Ed.	22
Elementary Ed.	15

French	1
Industrial Technology Ed.	6
Math Ed.	17
Middle Level Ed.	10
Music Ed.	10
Special Ed.	25
Speech Pathology	<u>18</u>
TOTAL	144 (21%)

State-Declared Critical Need Schools

No. of Graduates Employed in
Critical Geographic Schools 64(65%)

No. of Critical Geographic Schools
Where Graduates Were Placed 76 (33%)

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
2021-2022	4	4
2022-2023	3	3
2023-2024	3	3
2024-2025	2	2
Total	12	12

For additional information, write or call

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