

GROWING TEACHERS FOR SOUTH CAROLINA



ABOUT CERRA

- ❏ Center for Educator Recruitment, Retention, & Advancement
- ❏ Located on the campus of Winthrop University
- ❏ Founded in 1985, CERRA is the oldest and most established teacher recruitment program in the country
- ❏ Funded by the SC General Assembly through the Commission on Higher Education (CHE)
- ❏ Governed by a Board of Directors
- ❏ Serves SC public school districts and institutions of higher education with teacher education programs



CERRA' S VISION

Teaching is a respected, influential profession,
and every student in South Carolina
is served by effective educators.



CERRA' S GOALS

Recruitment: Teacher supply needs of SC public school districts are met.

Retention: Every SC public school district implements a quality induction program, and teachers continue teaching in a SC public school classroom for at least five years.

Advancement: Every teacher has multiple opportunities to develop as a teacher leader and be utilized as such.

Research: Research efforts are expanded in both breadth and depth.



CERRA'S PROGRAMS



Program Director
Marcella Wine-Snyder
winesnyder@cerra.org

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





Program Director
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winesnyderm@cerra.org

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



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





TEACHING FELLOWS

Program Director
Jenna Hallman
hallmanj@cerra.org

- TF Designed to recruit talented high school seniors in SC into the teaching profession
- TF Funded through the SC General Assembly
- TF Rigorous selection process that includes online application, interview, presentation, and writing sample
- TF Fellows must attend one of eleven Teaching Fellows Institutions in SC
- TF Fellows work within a cohort model
- TF 71.3% of all Fellows graduates are currently employed in 73 SC public school districts



MENTORING & INDUCTION

Program Director
Jenna Hallman
hallmanj@cerra.org

- MI CERRA provides training to experienced teachers and administrators to become effective mentors to beginning teachers
- MI Effective mentoring contributes to their development as quality teachers and their retention in the profession
- MI South Carolina Mentor Training
- MI Trainer Certification





TEACHER LEADERSHIP

Program Director
Jenna Hallman
hallmanj@cerra.org

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



CERRA'S SERVICES

- FI Financial Aid Information
- FI Online Educator Employment System
- FI Rural Recruitment Initiative
- FI Teacher Expo
- FI Career Fairs
- FI National Board Support
- FI CERRA Research



FINANCIAL AID INFORMATION

- ❏ CERRA publishes and distributes the *College Financial Newsletter* and *Financially Speaking Brochure* to high schools and colleges for anyone interested in becoming a teacher.
- ❏ CERRA also posts information on our website to assist high school graduates, college students, and other career changers in finding a route to become a teacher.
- ❏ CERRA also posts information on our website about loan forgiveness programs for teachers.
- ❏ CERRA coordinates an Advisory Committee to the South Carolina Teacher Loan Program, a forgivable loan program for traditional and non-traditional teacher education students.
- ❏ Visit <https://www.cerra.org/college-financial-information.html> for more information.



EDUCATOR EMPLOYMENT SYSTEM

- ❏ A new system was launched in July 2018
- ❏ Public school districts can post vacancies and search for applicants in one system
- ❏ Applicants can set up profiles, create applications, and apply to specific jobs posted by districts
- ❏ The new system combines the Online Application and Job Bank making it easier and more efficient for job seekers and districts to connect
- ❏ Visit [cerra.org/educator-employment-system.html](https://www.cerra.org/educator-employment-system.html) for more information.



RURAL RECRUITMENT INITIATIVE

- ❏ CERRA was charged with the responsibility to develop and administer an incentive program to recruit and retain classroom teachers in rural and underserved districts that have experienced excessive turnover of teachers.
- ❏ For FY18, districts eligible to participate are defined as those experiencing greater than eleven percent average annual teacher turnover, as reported on the district's five most recent State Report Cards.
- ❏ Incentives include financial assistance for current employees seeking to become certified, salary supplements for critical needs teachers, and salary supplements and professional development for beginning teacher mentors.
- ❏ For more information, contact Jane Turner at turnerj@cerra.org.



TEACHER EXPO

- ❏ CERRA hosts a teacher job fair held for South Carolina's public school districts.
- ❏ The Expo gives candidates an opportunity to meet with districts regarding vacancies.
- ❏ District recruiters may schedule and conduct interviews while at the Expo.
- ❏ For more information, contact Todd Scholl at todd@cerra.org.



CAREER FAIRS

☐ South Carolina public school districts and special schools post their career fairs on CERRA's website.

☐ CERRA publicizes these career fairs through our social media channels.

☐ CERRA also compiles and posts information about college-sponsored career fairs in South Carolina and across the United States.

☐ Visit www.cerra.org/career-fairs.html for more information.



NATIONAL BOARD SUPPORT

☐ CERRA Serves as the liaison between the National Board for Professional Teaching Standards and the public school districts.

☐ CERRA provides support to candidates seeking National Board Certification.

☐ CERRA also compiles and reports National Board Certification data.

☐ For more information, contact Jenna Hallman at hallmanj@cerra.org.



RESEARCH

• CERRA conducts consistent evaluation and modification of CERRA's programs and services.

• CERRA disseminates reports related to program effectiveness, recruitment and retention issues, and other relevant education research.

• CERRA publishes South Carolina's Annual Educator Supply and Demand Survey

• Up-to-date data are provided on CERRA's website and by request.

• For more information, contact Dr. Jennifer Garrett at garrettj@cerra.org.



Jane Turner, Esq., Executive Director
Center for Educator Recruitment, Retention, & Advancement
Stewart House at Winthrop University
Rock Hill, SC 29733
803/323-4032
www.turnerj@cerra.org

