
SC Education Oversight EIA and Improvement Mechanisms Subcommittee Meeting

December 2, 2024

**Approval of
EIA and Improvement
Mechanisms Subcommittee
Minutes
November 18, 2024**

Dr. Bob Couch



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Information Item: EIA 2023-24 Reports and 2025-26 Budget Requests



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Centers for Excellence (CHE)

*Dr. Lishu Yin, Program Manager, Educator
Quality, Retention & Recruitment*



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South Carolina
Commission on Higher Education
Access | Affordability | Excellence

The Centers of Excellence



Teacher Recruitment & Retention

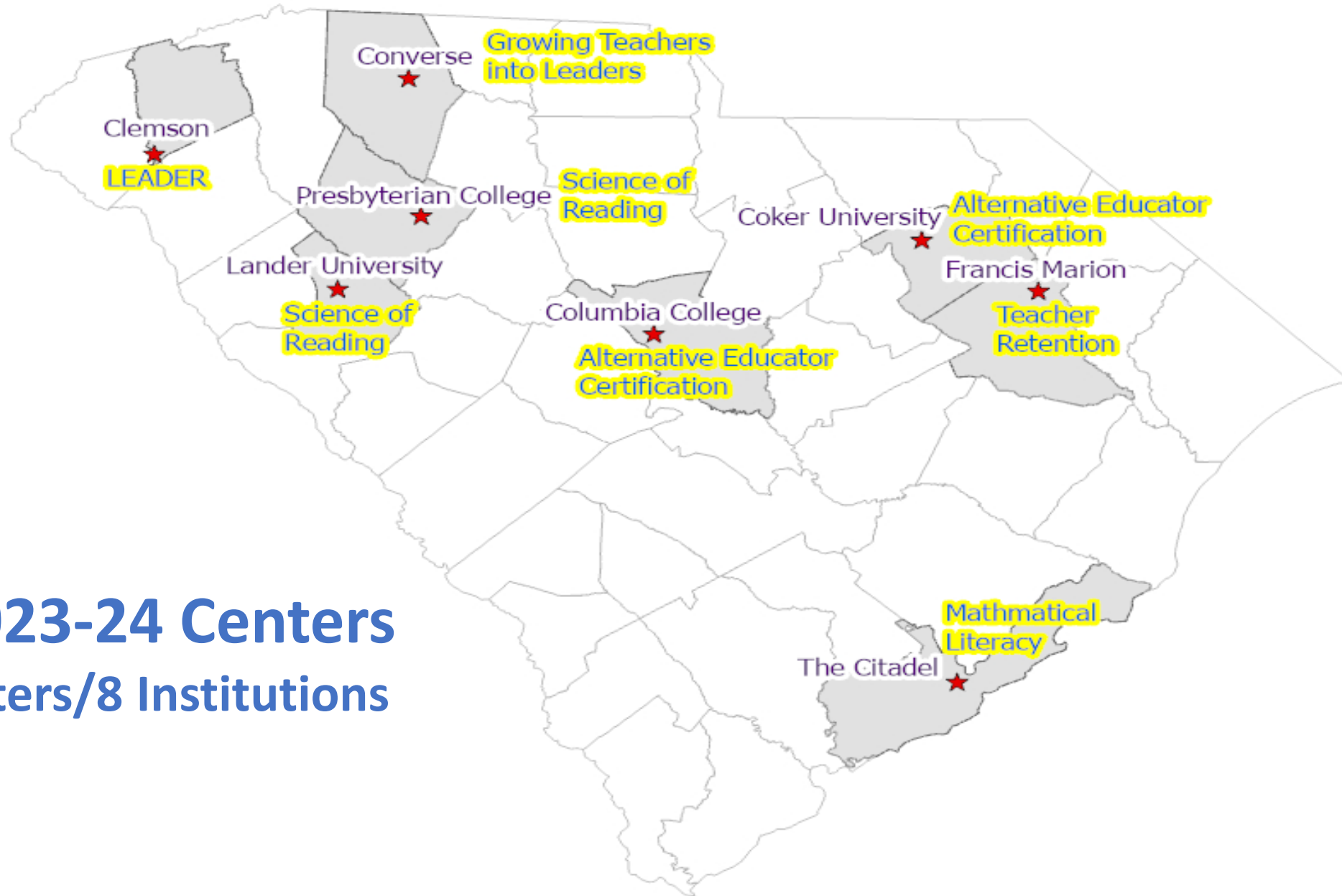
- **Alternative Pathway to Education Certification (APEC)**
 - Columbia College & Coker University
- **Teacher Retention and Induction in Pee Dee (TRIP)**
 - Francis Marion University

Leadership Development

- **The Leading Educational Administrator Development for Excellent Rural Schools (LEADERS)**
 - Clemson University
- **Teacher Leadership**
 - Converse University

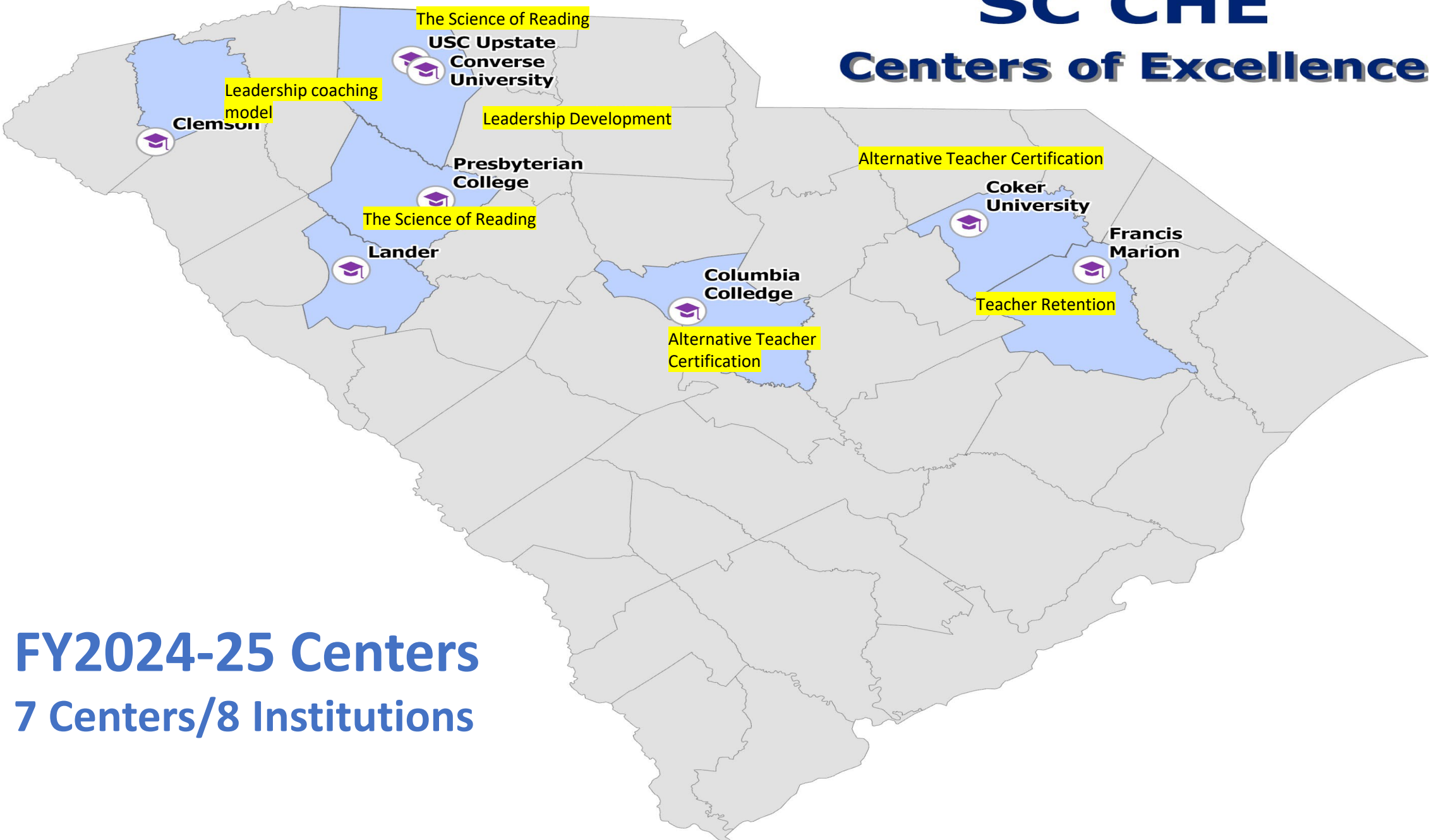
Professional Development & Training

- **Mathematical Literacy**
 - The Citadel (In-service teachers)
- **Science of Reading**
 - Lander University & Presbyterian College (Pre-service teachers)



FY2023-24 Centers
7 Centers/8 Institutions

SC CHE Centers of Excellence



FY2024-25 Centers
7 Centers/8 Institutions

Major Developments

- Replicated Alternative Pathway to Educator Certification (APEC) Center of Excellence originally established by the Columbia College
- Funded the first collaborative center
- Growing

Fiscal Year	# of Centers	# of Higher Education Institutions	# of K-12 Districts	# of Students Impacted
FY2022-23	6	6	35	11,081
FY2023-24	7	8	44	13,710
FY2024-25	7	8	42 (planned)	19,793 (planned)

- Host annual symposium

Highlights of Outcomes

- Teacher Recruitment:
 - **APEC Center at Columbia College**
 - # of graduates: 129
 - # of certified teachers: **106**
 - # of currently teaching: **103** (one teacher is now teaching overseas)
 - Retention rate in the program: **95%**
 - Retention rate in teaching: **96%**
 - December 2024 graduates: **26**
 - Current cohort #: **38**
 - **APEC Center at Coker University**
 - Total enrolled #: 9/10 (one was offered a teaching job).



- Teacher Retention: TRIP at Francis Marion University

Districts	Yrs. Of Service	# of Participating Teachers	# of Retained Teachers	Retention Rate	Increased Rate compared with 2022-23
Marion County School District	1 st Year	59	55	93%	16.5%
Francis Marion County School District 3	1 st Year	7	7	100%	17%

Of 32 pre-service teachers graduating from Francis Marion University, 23 (72%) are currently employed at SC schools. Out of the remaining nine, five are in graduate schools and four are teaching out of state/country.



■ **Leadership Coaching Model @ Clemson University**

- 27 leaders from 24 schools of 8 districts
 - Academic improvement
 - Student Attendance
 - Teacher retention
 - School culture

• **Growing Teachers into Leaders @ Converse University**

- Provided 28 teachers with job-specific knowledge, mentoring, and training from eight school districts in Spartanburg and Union Counties.



Science of Reading Collaborative Model Lander University and Presbyterian College

Monthly meetings

Shared Google Drive

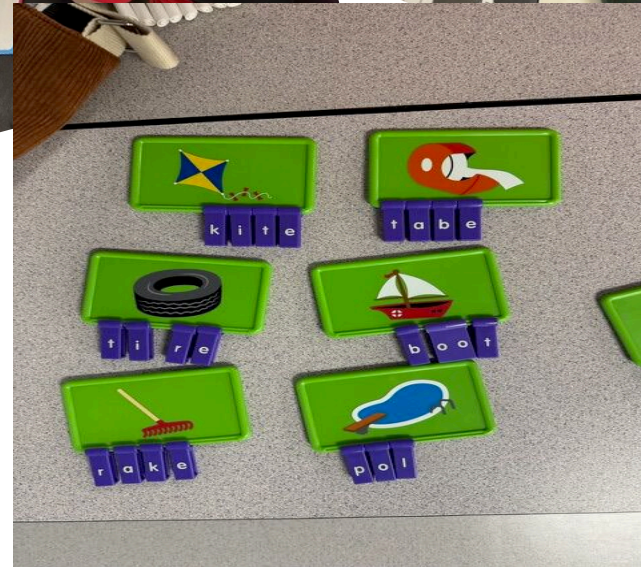
Shared Data

Shared Instructional Materials

Shared Reports

Science of Reading Collaborative Model Lander University and Presbyterian College

- Embedding the Science of Reading in Curriculum
- Tutoring Models



Impact on K-12 students Presbyterian, 12 weeks

Year 1

- Total Hours Provided – 1440*
- Total Students Served – 24

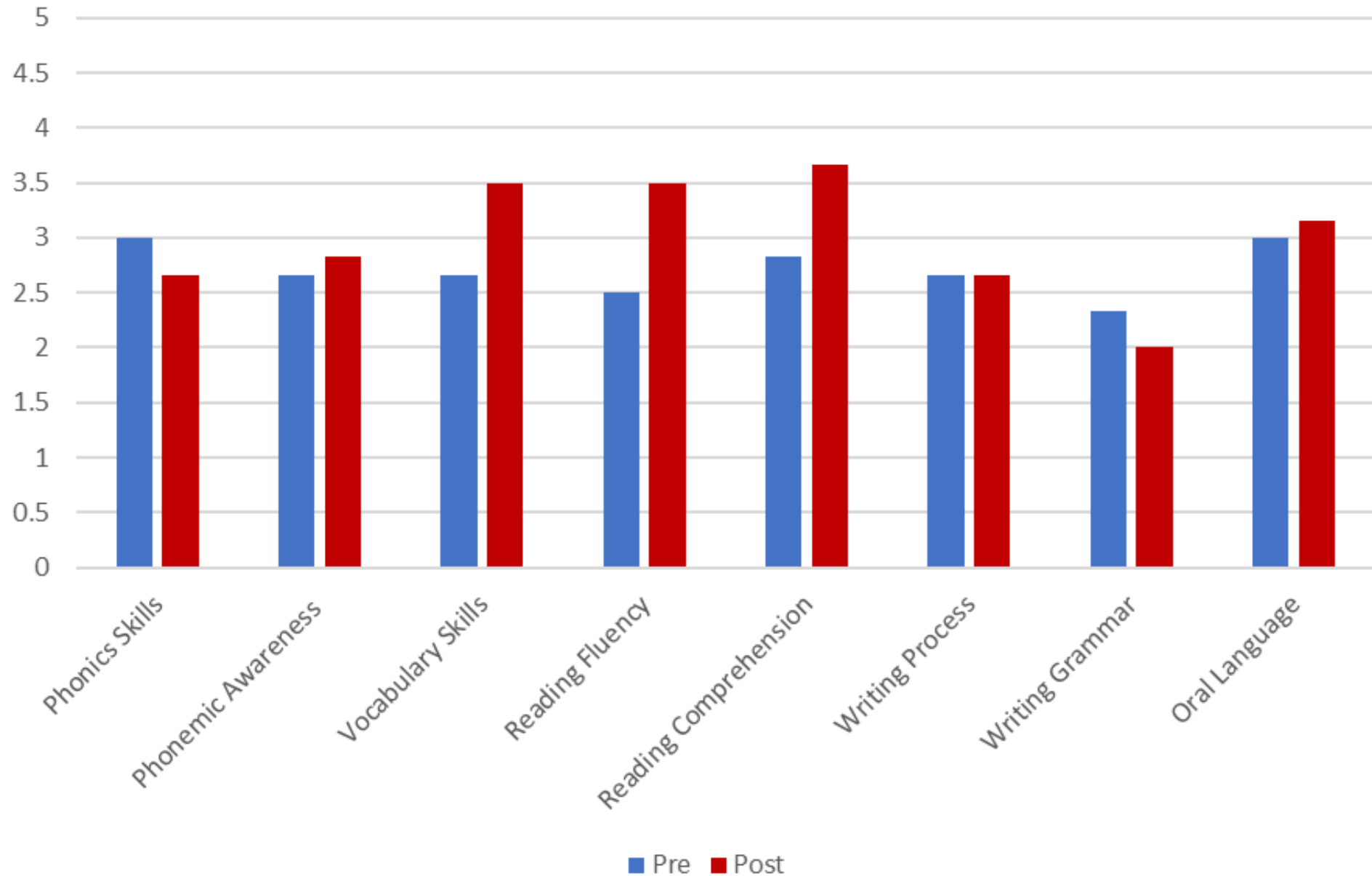
Year 2

- Total Hours To Be Provided (3 credit hrs./semester) – 3,850
- Total Students Served – 75 to 80 students

*Students tutored up to 11 hours per week

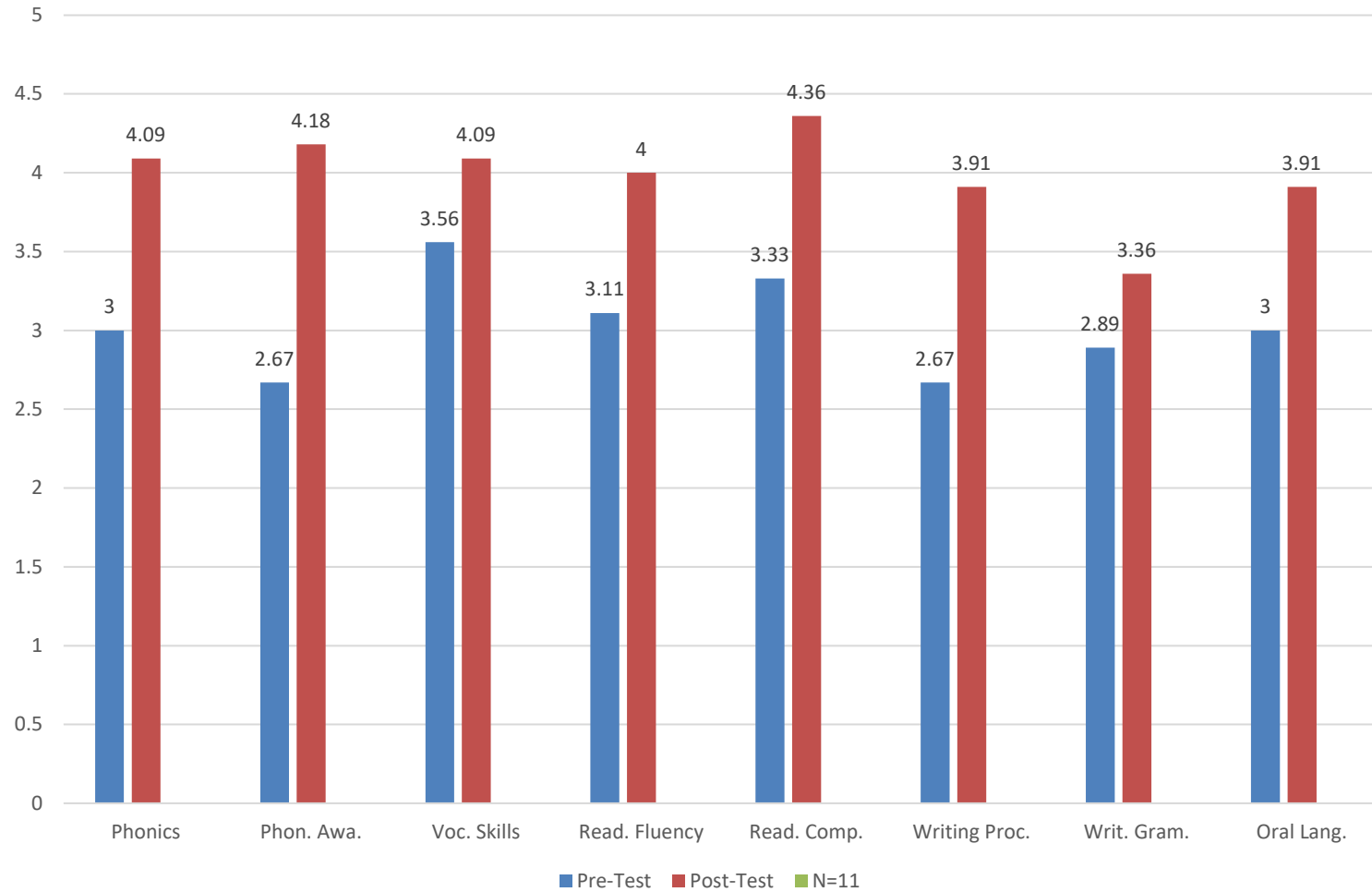


Presbyterian College - Self-Efficacy

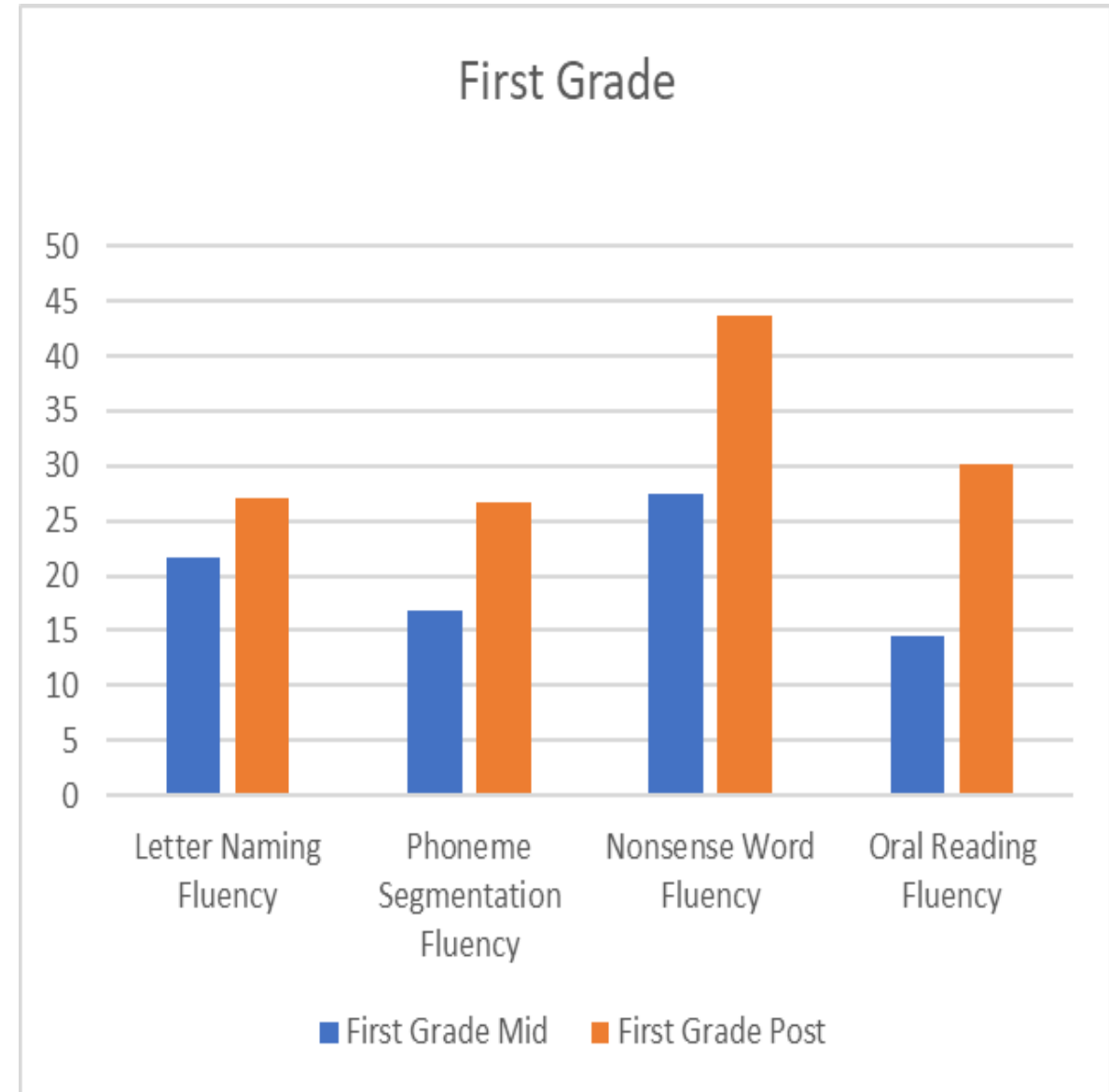
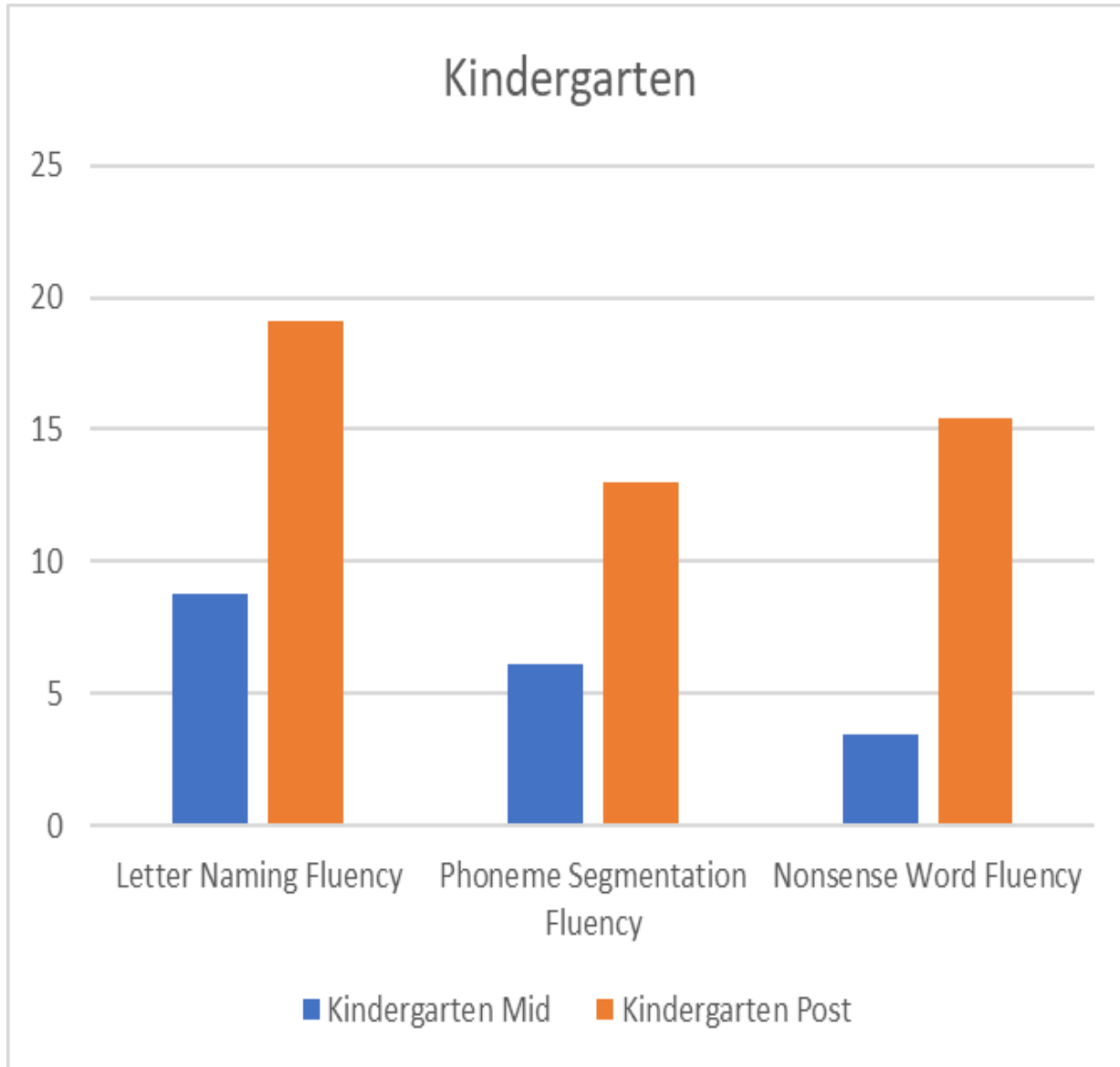


n= 9

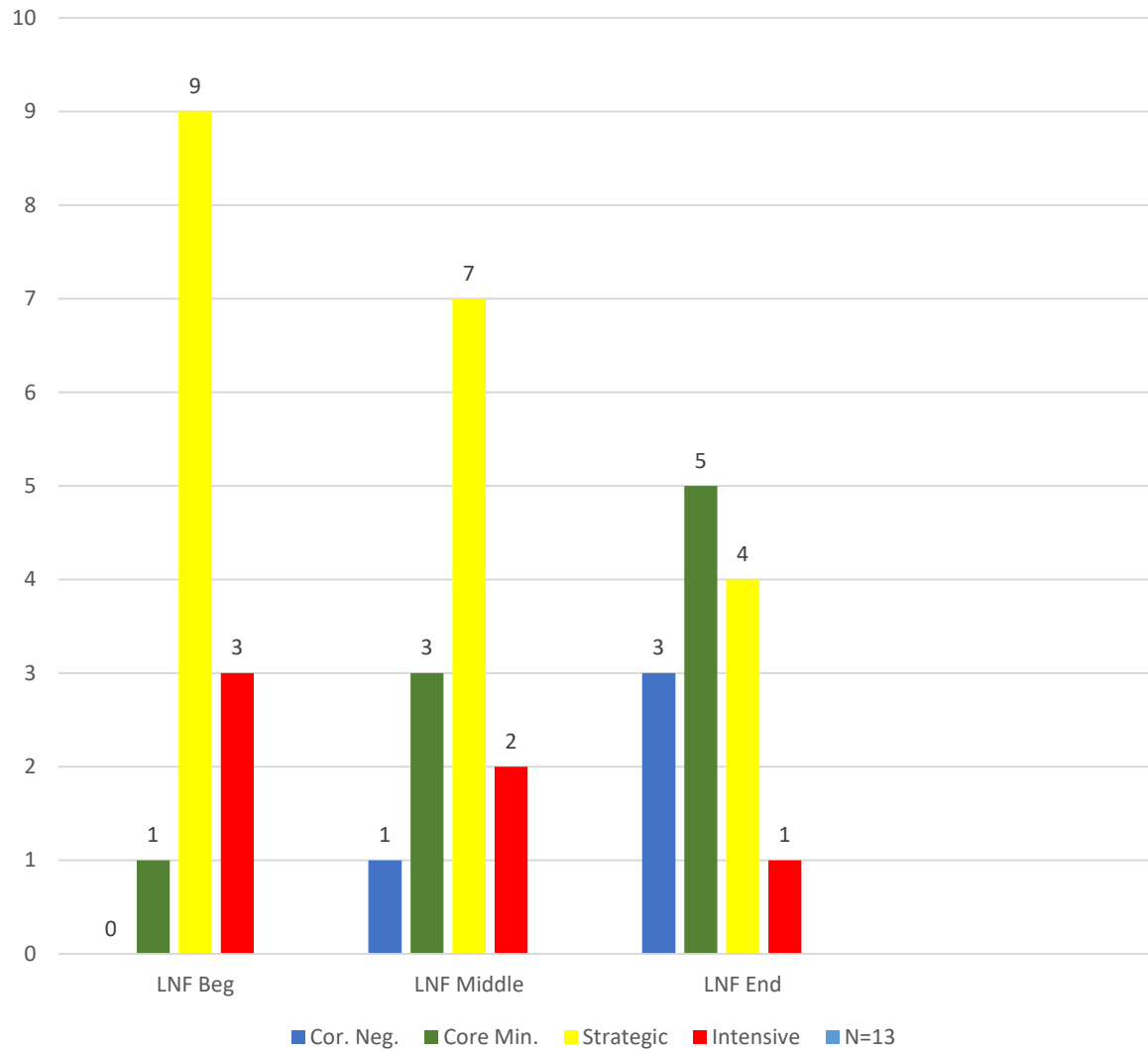
Self Efficacy Survey Fall 2024



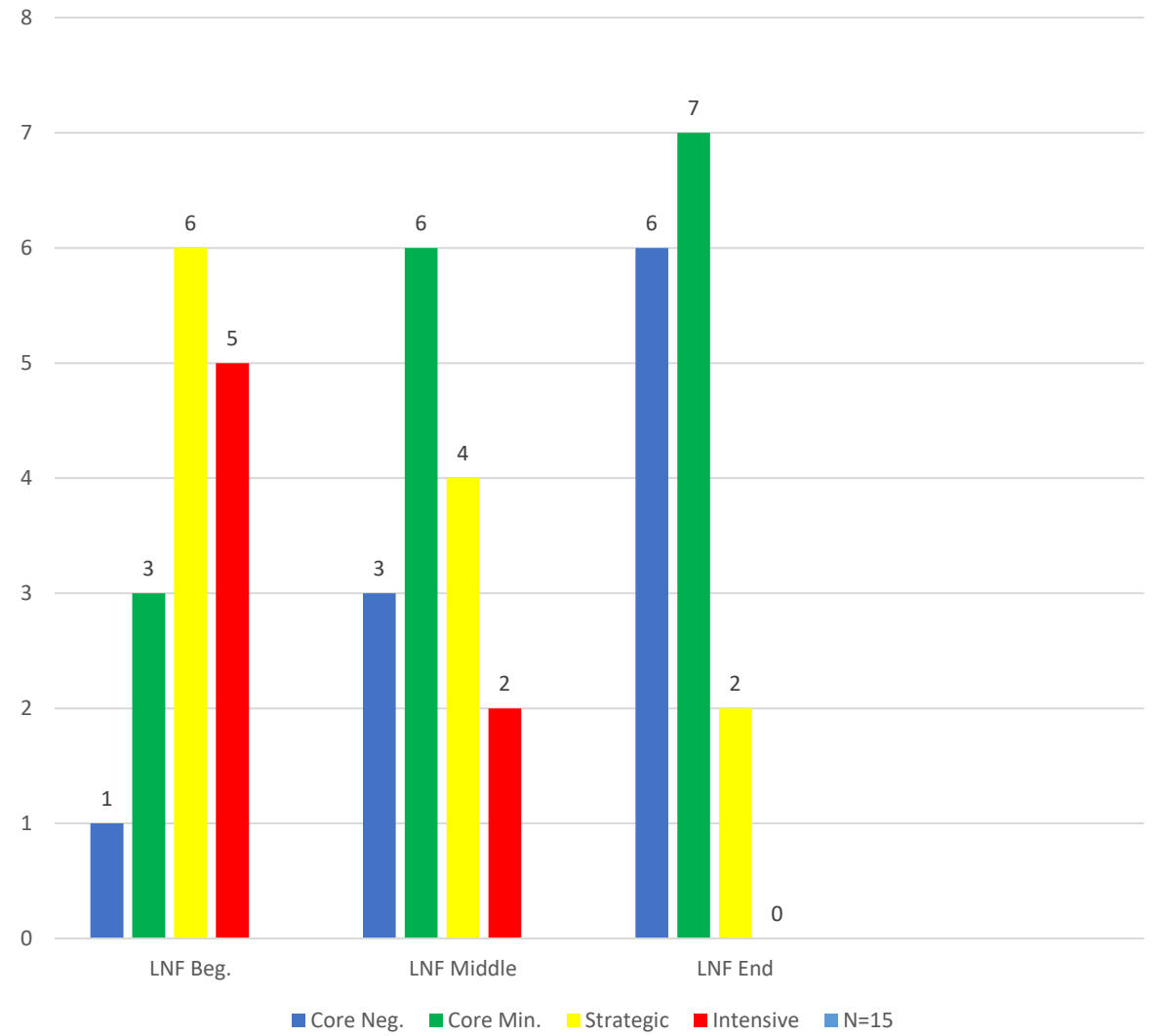
Dibels Data (n=13 in kindergarten/ n= 11



Fall 2024 Kindergarten DIBELS Data



Fall 2024 1st Grade DIBELS Data



MAP Data

(n=13 in kindergarten)

(n= 11 in first)

Students	Winter 2024 RIT	Winter 2024 Percentile	Spring 2024 RIT	Spring 2024 Percentile
1	137	22	148	34
2	140	30	151	43
3	140	30	137	9
4	142	36	150	40
5	146	49	152	46
6	144	42	144	23
7	145	46	146	28
8	144	42	160	72
9	139	27	141	16
10	137	22	148	34
11	143	39	141	16
12	136	19	169	91

Students	Winter 2024 RIT	Winter 2024 Percentile	2024 Spring RIT	Spring 2024 Percentile
1	159	30	165	33
2	144	5	154	11
3	158	28	169	43
4	154	19	161	23
5	159	30	158	17
6	164	44	163	28
7	145	6	153	10
8	154	18	156	14
9	154	18	146	4
10			151	8

Impact on K-12 students - Lander, 9 weeks

Year 1

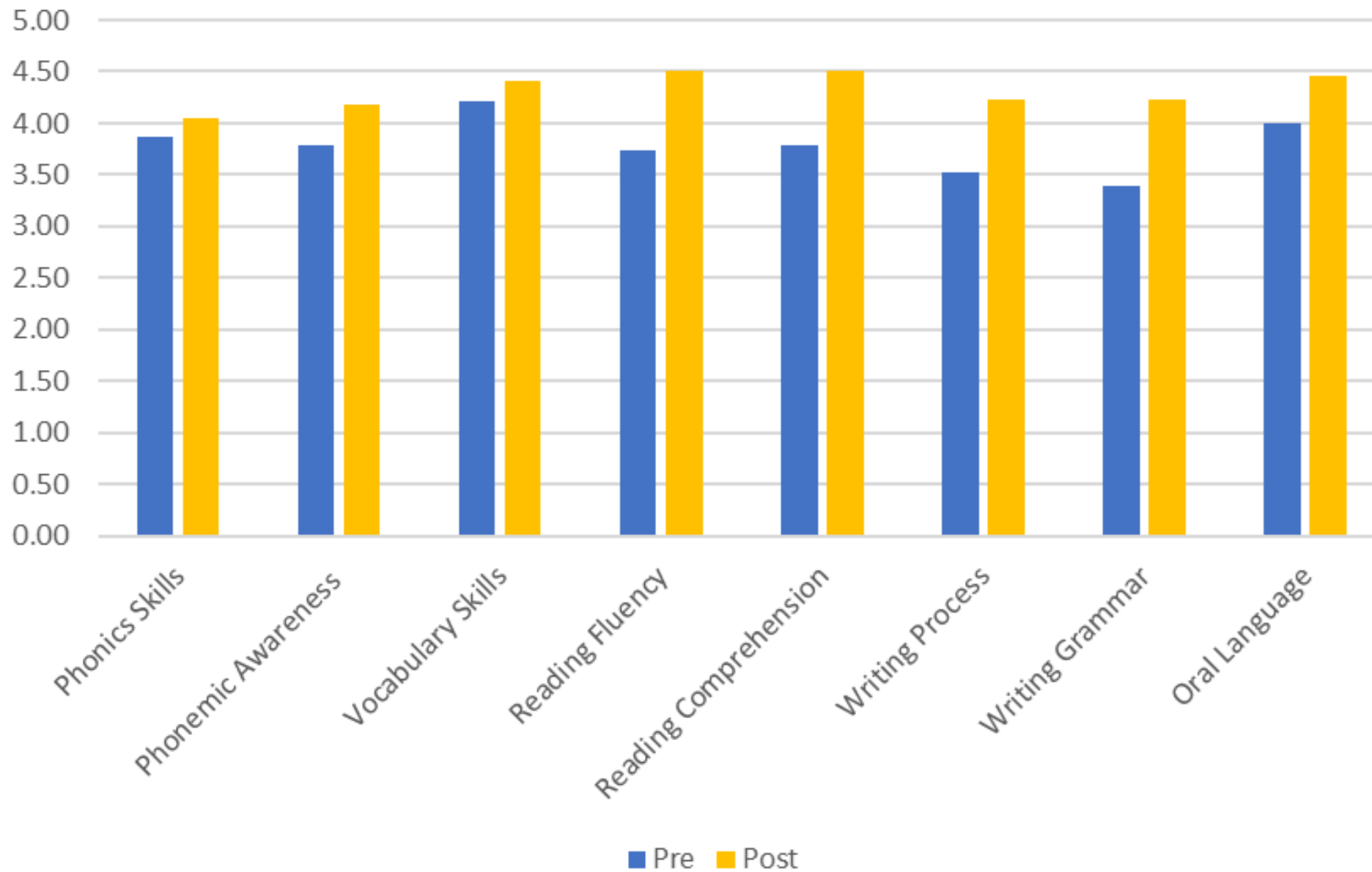
- Total Hours Provided- 733
- Total Students Served- 33

Year 2

- Total Hours To Be Provided (9 credit hrs./semester section) – 4,500 hours
- Total Students Served – 125

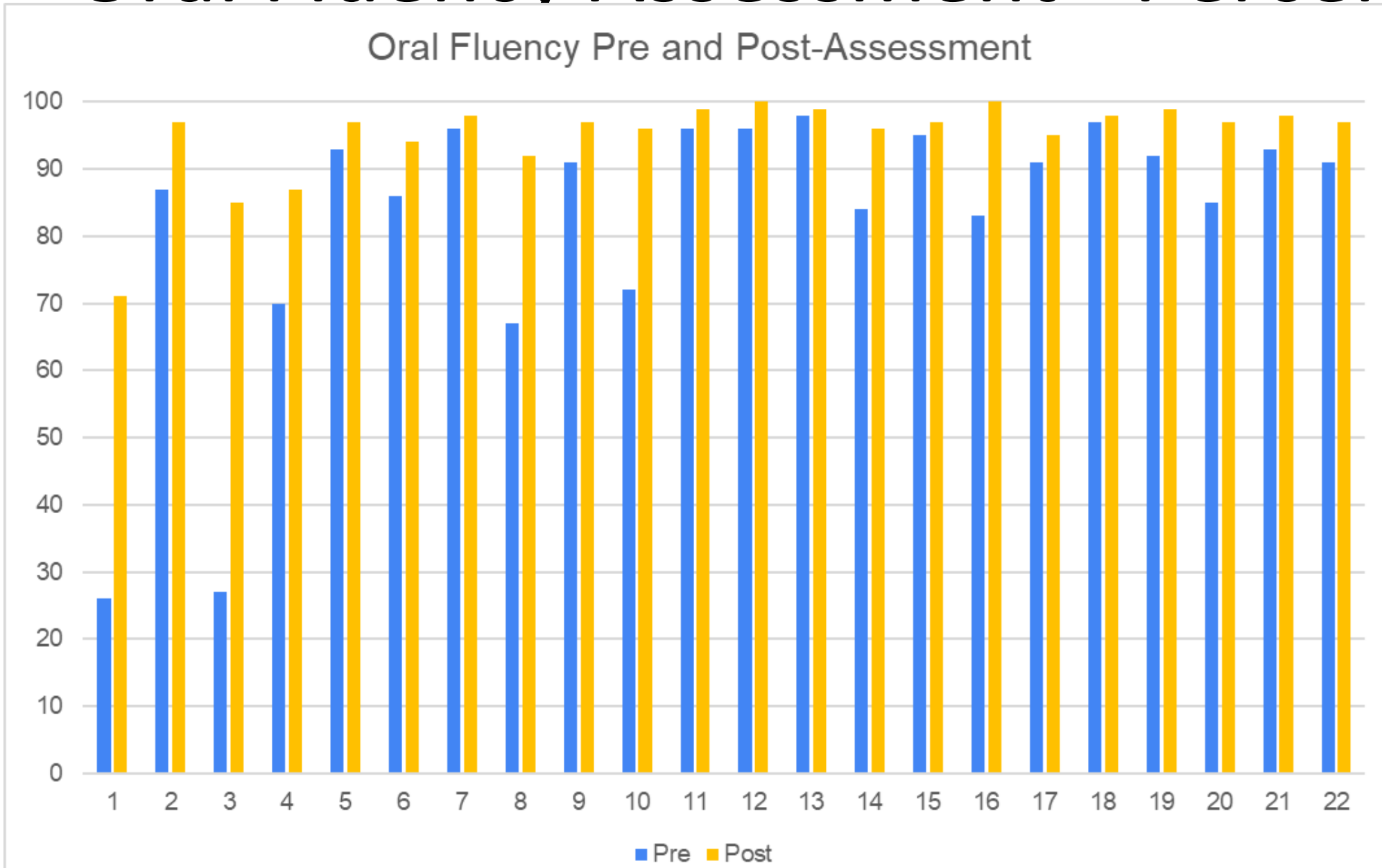


Lander -Self-Efficacy

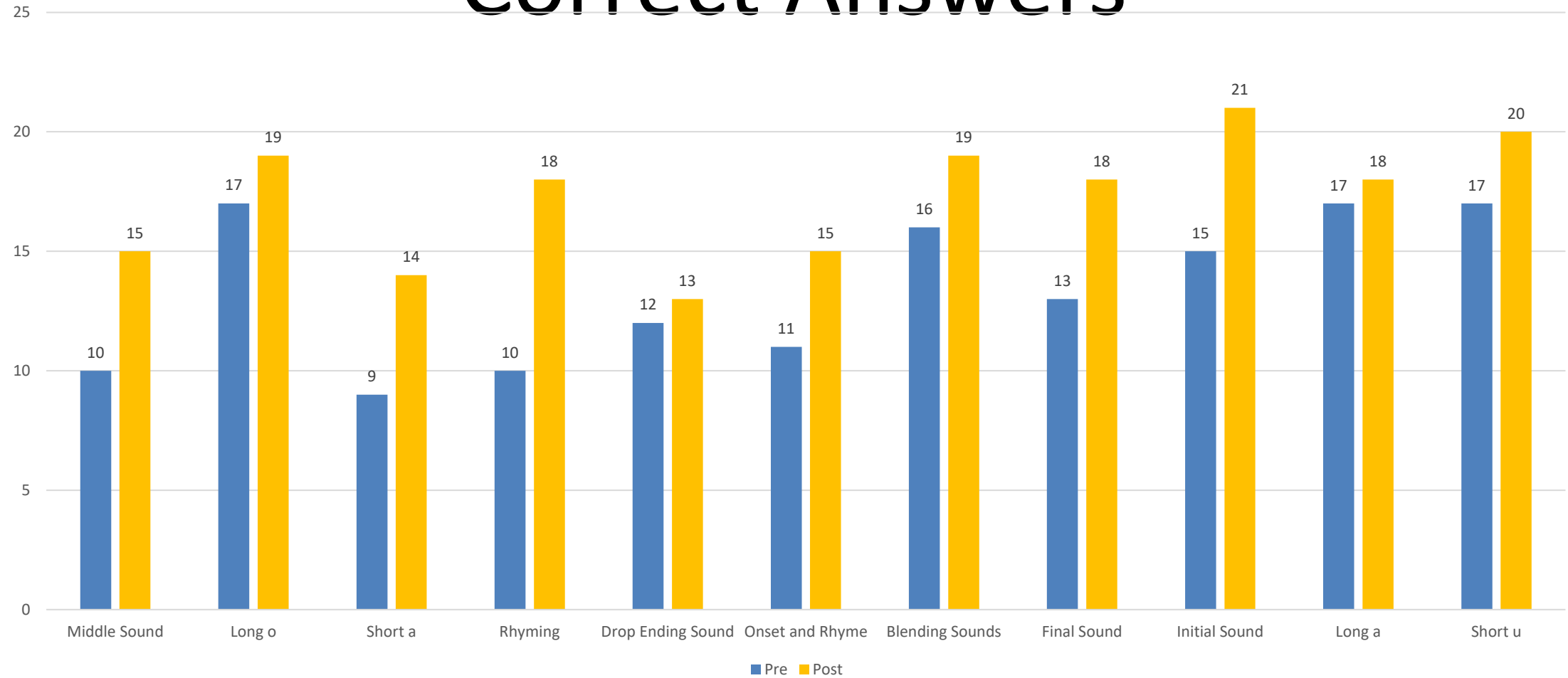


n=24

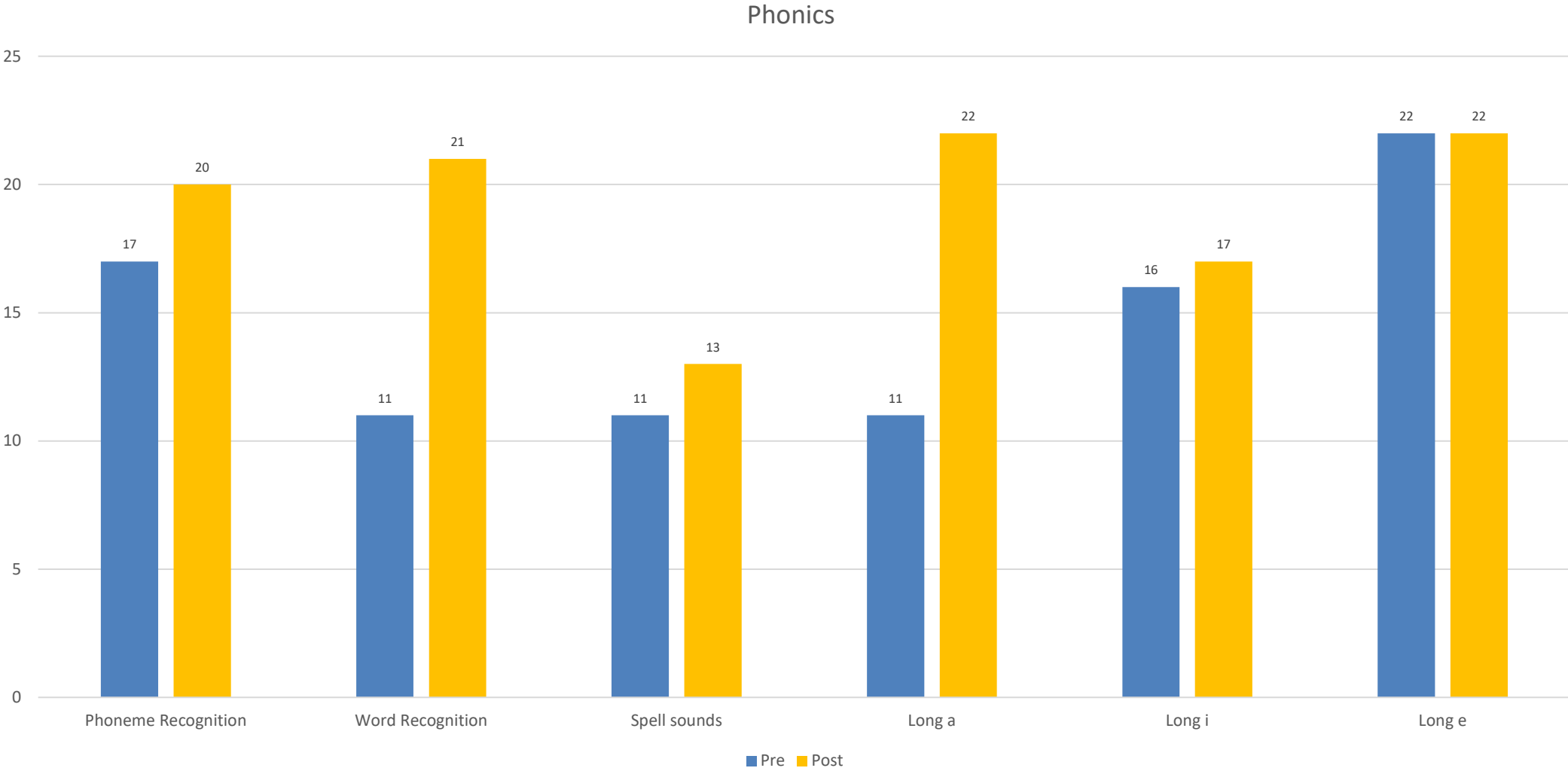
Oral Fluency Assessment - Percent



Phonemic Awareness - Students with Correct Answers



Phonics - Students with Correct Answers



Cost per Pre-Service Teacher

Year 1:

- Presbyterian – \$1,211.05
- Lander - \$1557.05 (includes startup costs)

Year 2:

- Presbyterian- \$559.00
- Lander - \$927.12



What's Next?

Over Three Years	Lander University	Presbyterian College	Total
Pre-service Teachers	174	52	226
Gr. PK-5 Students	283	144	427

- [Website](#) – will launch soon.

A resource hub for all EPPs in SC

- E-journal – Launch in Spring 2025



First Steps to School Readiness

*Ann Vandervliet, Executive Director & Mark
Barnes, Director of Administration*



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South Carolina First Steps FY 2025 – 2026 Budget Request

Presentation to the Education
Oversight Committee

November 4, 2024





Agency Attendees

Ann Vandervliet, Executive Director

Mark Barnes, Director of Administration

Kaitlyn Richards, Government Affairs Liaison

Derek Cromwell, Chief Partnership Officer

Martha Strickland, 4K State Director

SC First Steps *in partnership with other agencies participating in its Early Childhood Advisory Council* will continue to build a data driven early childhood system resulting in significantly more children who achieve school readiness.



- **Active collaboration** between agencies will yield higher utilization of existing services and supports for children birth to five, parents and early educators.
- **Data** will help us to understand where additional services may be needed to achieve high levels of school readiness, and the strategies that will have the most impact over time.
- A **focused early childhood system** is needed to support K-12 and to achieve economic stability and family well-being across SC.

What We Do



Through a network of 46 **local partnerships**, we provide direct services and serve as local hubs for early childhood resources and referrals.



First Steps 4K provides free full-day **four-year-old kindergarten** to qualifying children to over 300 licensed child care centers, private schools, and charter schools across the state.



We convene and operate the **Early Childhood Advisory Council (ECAC)**, a collaborative body representing the state's early childhood system.

Our Impact: 2023-2024



64,678

infants, toddlers, and preschoolers directly served

80,000+

children reached in child care settings and classrooms

First Steps works

but not enough children are benefitting

334,324 children birth through five in South Carolina
→ **141,906** at risk for early school failure



45%
served by First
Steps last year



55%
will be
left behind

Total: 64,678
Local partnerships: 60,559
First Steps 4K: 4,119

Children who received **First Steps' Local Partnership services** were...

74%
more likely

to score at the highest level on the
Kindergarten Readiness Assessment

34%
less likely

to be chronically absent in
kindergarten

...than their like peers who did
not receive these services.



Budget Requests

Unfunded Personnel Cost Increases

Priority 1

83% of SC First Steps' workforce is funded by Education Improvement Act funds.

In FY 2024-25, the General Assembly passed increases in health insurance and mandated across-the-board increases for staff, but did not increase Education Improvement Act allocations.

Request: \$192,108 in recurring Education Improvement Act funds to cover the costs of these increases

Recruitment and Retention Costs Based on OHR Study

Priority 2

The Office of Human Resources Classification, Compensation, and Capacity Study conducted in 2023 found that 11 positions were misclassified and/or underpaid. This request includes funds to cover those needed reclassifications and salary adjustments.

In addition, since that evaluation was completed, in order to recruit and retain highly trained and competent staff, we have had to implement increases to starting pay for an additional 5 positions and increases to current salaries for another 10 positions.

Request: \$264,401 in recurring funds

First Steps Local Partnerships

Priority 3

Prior to the pandemic, First Steps was serving, on average, 30,000 children directly each year. In 2023-24, this has increased to 60,727 children served directly - an increase of 102%.

Total Request: \$3,531,500 in recurring funds

Direct Support to Local Partnerships:

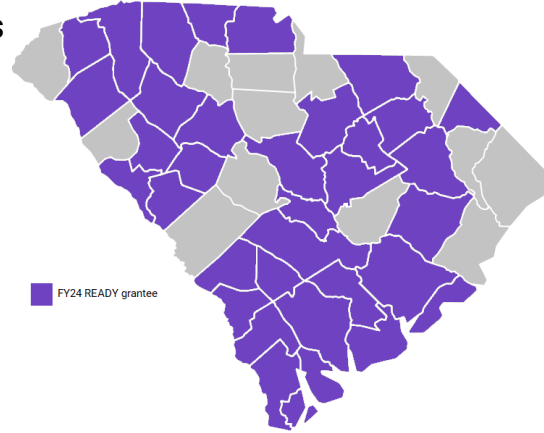
- **\$75,000** to cover increases in the annual financial audits;
- **\$56,500** to integrate a Payroll and Grants system into the existing financial management system;
- **\$150,000** to cover the increased cost for payroll and benefits administration.

Increase in Services provided through READY Grants:

- **\$2,500,000** for evidence-based parenting and home visiting programs;
- **\$500,000** for transition programs such as Countdown to Kindergarten and Countdown to 4K;
- **\$250,000** to support public-private partnerships, in conjunction with other state and local entities, to increase child care capacity in underserved areas.

Recent Local Partnership Accomplishments

SC First Steps awarded Resources for Early Acceleration and Development in Youth (READY) grants across 33 counties, prioritizing programs for children ages 0-3, rural communities, and counties where Kindergarten Readiness Assessment scores are consistently below the state average.



Through FY 2023-24 READY Grants:

7 Counties expanded child care quality support to 33 underserved providers;

15 Counties expanded parenting, health, and early education programs to 4,817 children 0-5;

29 Counties increased staff retention, maintained a physical presence in the community, and made needed technology and facility upgrades to better serve families.

In FY2024-25, **\$2,000,000** in new funds were allocated to support **First Steps Local Partnerships...**

\$1.6 million

was used to increase the local partnership formula funding for the first time since 2016 and were greatly needed.

\$400,000

went to support local partnership operations and replace federal funds that are no longer available.

Early Childhood Advisory Council

Priority 4

The SC Early Childhood Advisory Council (ECAC) is the statutorily required structure for coordinating South Carolina's public investments in early childhood services, ensuring efficient use of state and federal funds, and building a cohesive system that ensures young children are healthy and safe, ready for school, and actively supported by their families and communities.

Resources are needed to cover one additional position and associated operating costs to provide additional support for coordinating partners' use and referrals of the public online portals and providing data governance for the multiple systems.

Request: \$87,189 in recurring funds
1 FTE

Full-Day 4K (CERDEP)

Priority 5

Over 3,900 students are actively enrolled in the First Steps Full-Day 4K Program for the 2024-25 school year, which is an increase of more than 13% over last year.

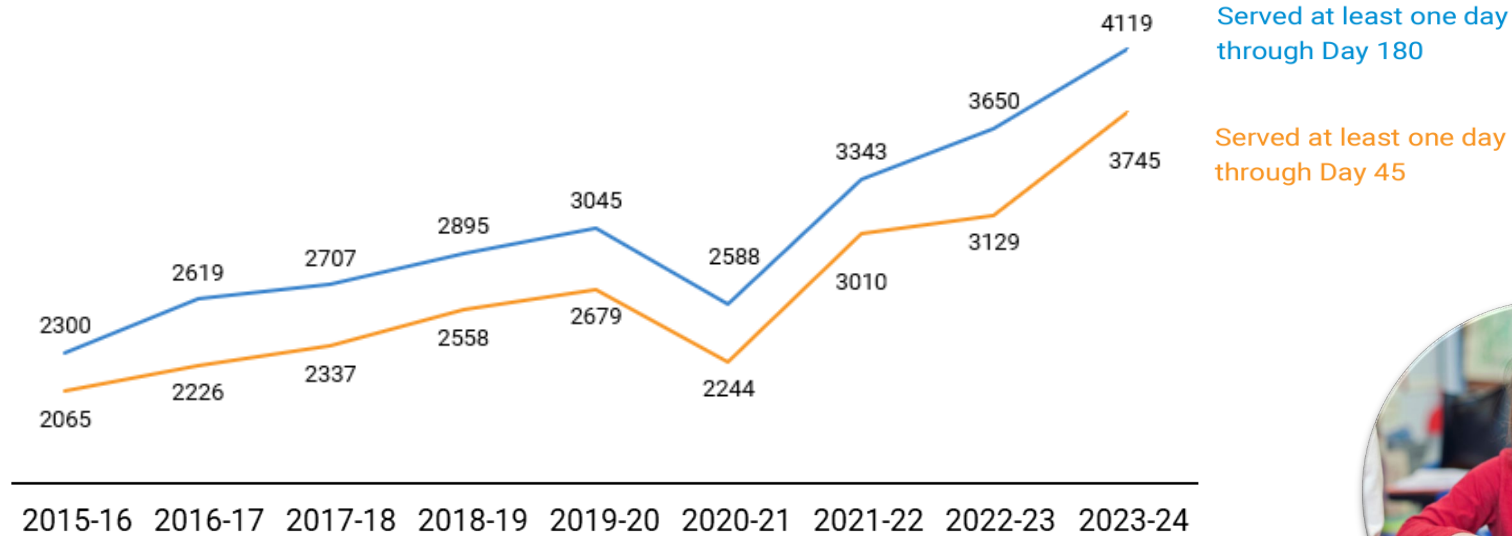
Request: \$5,783,835 in recurring funds and 4 FTEs

- **\$1,953,220** to cover the expected 7% increase in students for 2025-26;
- **\$823,900** to cover a \$200 increase per student in tuition rate;
- **\$469,576** for 3 additional FTEs to provide oversight, training, support and accountability for the projected growth in classrooms for FY 25-26 and 1 additional FTE to handle increasing administrative responsibilities;

Subtotal: \$3,246,696

- **\$2,537,139** to cover an additional 341 students based on the requested eligibility change to 300% of the federal poverty guidelines.

First Steps 4K is reaching more children than ever before while enabling parents to go to work or school.



29%+ Increase in Year One of Statewide Expansion (21-22)

9%+ Increase in Year Two of Statewide Expansion (22-23)

13%+ Increase in Year Three of Statewide Expansion (23-24)

First Steps 4K empowers parents to work.

93% credit their ability to work or go to school to their child's participation in First Steps 4K.

Budget Authorization Request

Priority 6

SC First Steps has received several private and federal grants and contracts that will be in place for FY 2025-2026. In addition, we have cash balances and are active in fundraising, and these funds will need to be used to pay for services for the fiscal year.

	Federal	Earmarked	Total
Total	\$2,911,212	\$10,800,528	\$13,711,740
Classified	\$855,473	\$330,215	\$1,185,688
Employer Contributions	\$260,567	\$137,941	\$398,508
Other Operating	\$1,795,172	\$10,332,372	\$12,127,544

Total Authorization Request: \$13,711,740

Proviso Requests

Proviso Revision Request: 1.47 and 1A.26

SDE EIA: Full Day 4K (CERDEP)

- Reinforces and documents the understanding that both the State Department of Education and SC First Steps will collect and share any waiting lists for CERDEP at the school and child care center level by September 1st of the fiscal year.

Proviso Deletion Request: 1.103

SDE: First Steps Division

- The separation of SC First Steps from the State Dept. of Education, which this proviso authorized, has taken place.

Discussion of EIA Recommendations

EOC Subcommittee



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Adjournment



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