

Recruitment & Retention Plan Timeline

Implementation & Tracking of the Recruitment and Retention Plan:

Goal 1. Evaluate the diversity levels in our programs and among completers.

	Status			
Strategies	2016-2017	2017-2018	2018-2019	2019-2020
Recruit and retain diverse, highly qualified teacher candidates.	Planned	Initiated	Continued	Evaluated

Goal 2. Determine clear language about diversity goals.

	Status			
Strategies	2016-2017	2017-2018	2018-2019	2019-2020
Initially focus on tracking race and gender enrollment data across programs; establish projected enrollment targets for the next three years.	Planned	Initiated	Continued	Evaluated

Goal 3: Recruit at the K-12 level, college level, and in high needs areas.

	Status			
Strategies	2016-2017	2017-2018	2018-2019	2019-2020
Pro-Team program		Planning	Implemented	Continuing
Teacher Cadet program	Established	Established	Established	Established
Teaching Fellows	Established	Established	Established	Established
Outreach to middle and high schools			Continuing	Continuing
Admissions tours				
Open Houses	Established	Established	Established	Established
Athletic Recognition Nights	Continuing	Continuing	Continuing	Continuing
K-12 field trips to the Ruth Patrick Science Education Center	Established	Established	Established	Established
Aiken Scholars Academy		Planning	Initiated	Continued
Partner with Aiken Technical College 2+2 program	Revisited	Established	Established	Revisit
Increase SOE visibility on our campus				
Recruit in high needs content areas, especially Special Education and STEM	Planning	Implemented	Continuing	Continuing Planning
Recruit in high needs geographical locations	Established	Established	Established	Established

such as USC Salkehatchie and USC Sumter			Planning	Implemented
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Goal 4: Extend financial resources available to teacher candidates and make them visible in our recruitment efforts.

	Status			
Strategies	2016-2017	2017-2018	2018-2019	2019-2020
Rural Recruitment Initiative				Planning
Call Me MiSTER			Planning	Implemented
Teach Grant	Established	Established	Established	Established
South Carolina Teachers Loan Program	Established	Established	Established	Established
Local scholarships	Established	Established	Established	Revised

Goal 5: Improve retention of diverse teacher candidates by providing more student support.

	Status			
Strategies	2016-2017	2017-2018	2018-2019	2019-2020
Proactive professional advising			Planning	Implemented
Early intervention referral system			Planning	Implemented
Dispositions Report and Professional Growth Plan	Revised	Implemented	Continuing	Continuing
Praxis CORE preparation	Established	Established	Established	Established
Improve communication	Continuing	Continuing	Continuing	Continuing
Strengthen cohort model	Continuing	Continuing	Continuing	Continuing

Goal 6: Develop stronger infrastructure to monitor how these efforts are being addressed across the School of Education programs.

	Status			
Strategies	2016-2017	2017-2018	2018-2019	2019-2020
Create a new student services coordinator/			Planned	Implemented

professional advisor position				
Number and demographics of new applicants		Planned	Implemented	Continuing
Retention during and after freshman year				Planning - collaborating with the USCA Office of Institutional Effectiveness
Retention during and after sophomore year				Planning - collaborating with the Office of Institutional Effectiveness
Number of students on academic probation and suspension	Continuing	Continuing	Continuing	Continuing
Percentage of students passing the Praxis CORE	Continuing	Continuing	Continuing	Continuing
Percentage of students entering internship with a GPA of 3.0 or higher	Established	Established	Established	Established
4-year and 6-year graduation rates				Planning with collaboration with the Office of Institutional Effectiveness