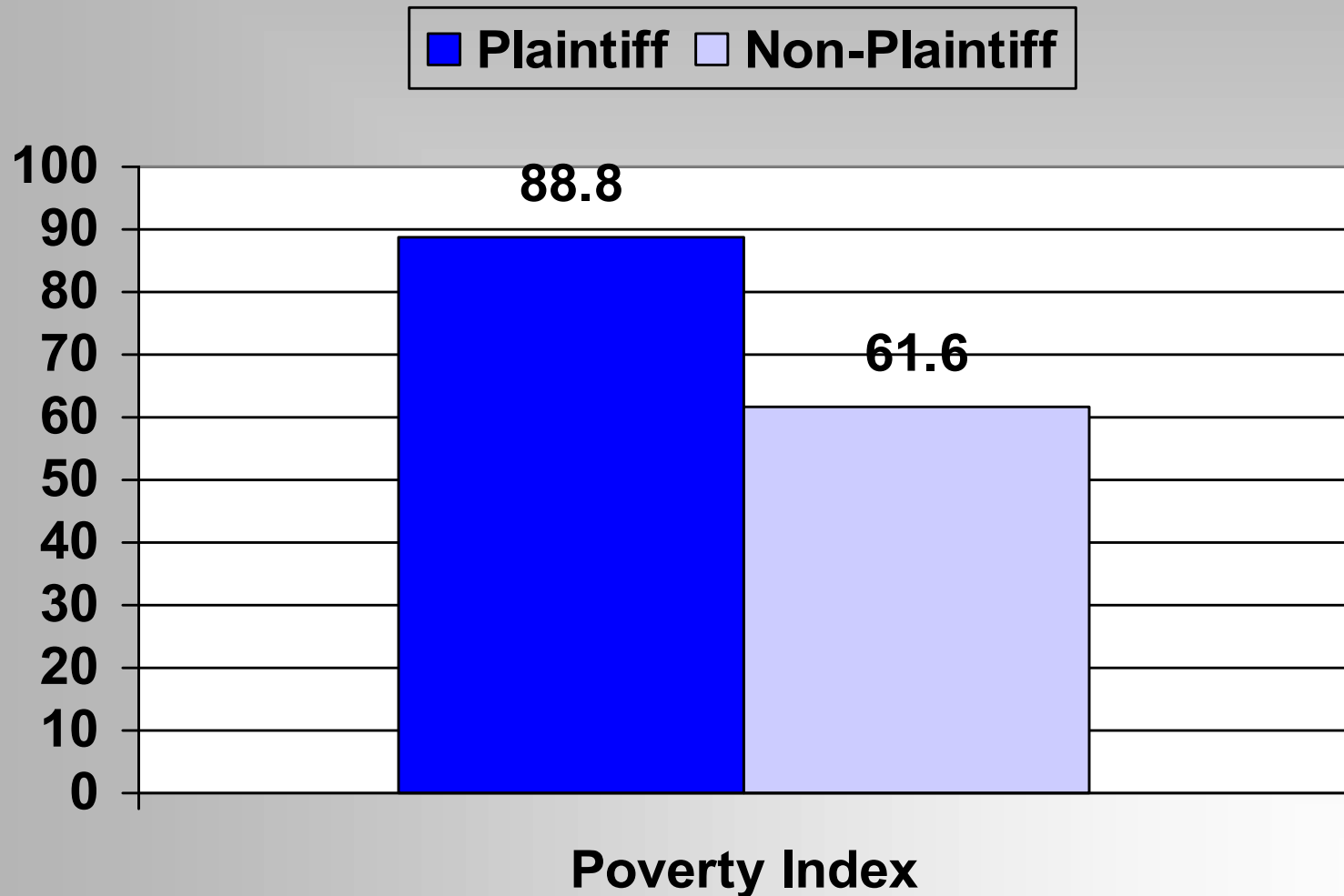


Paula Harris

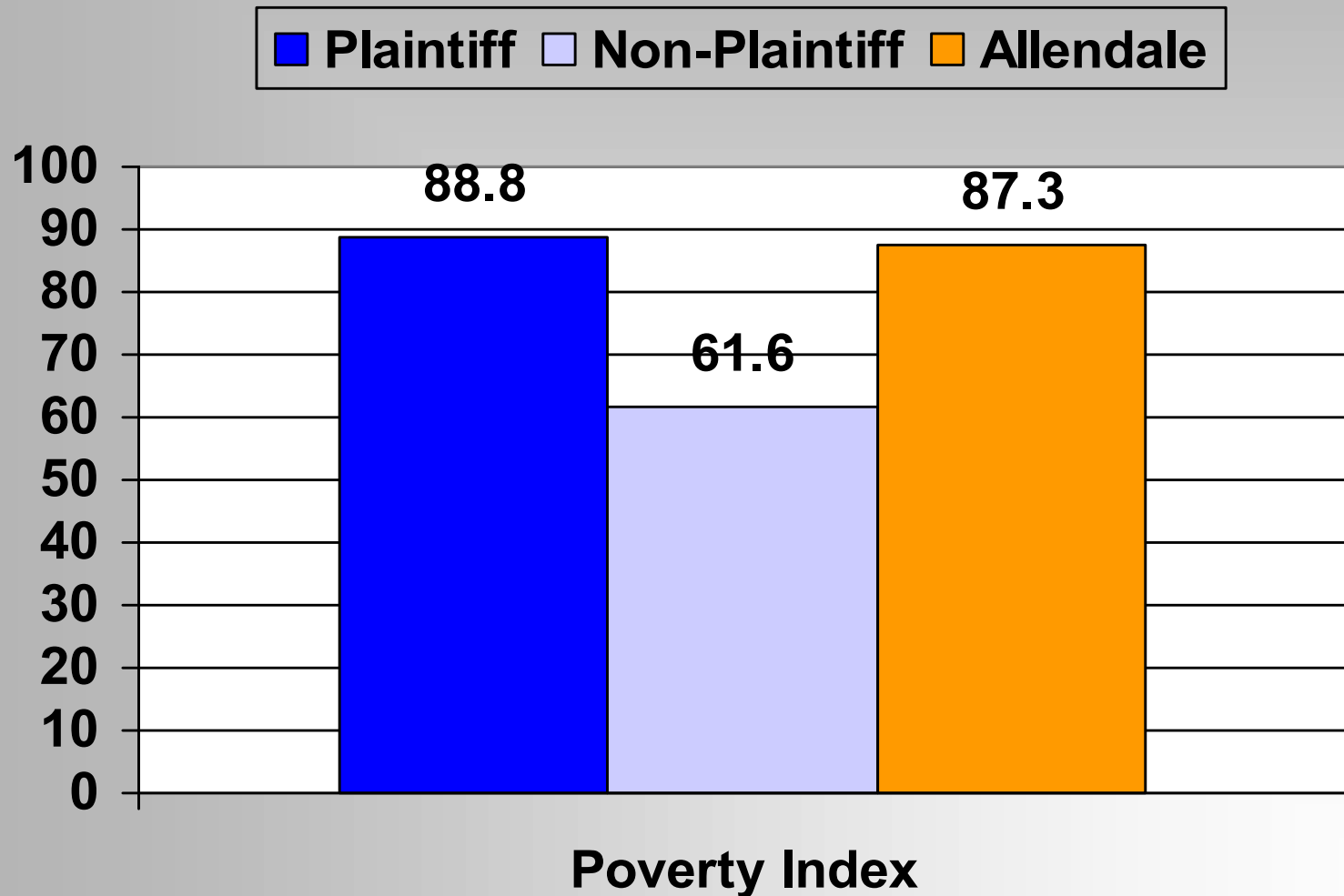
Superintendent - Allendale

PI Ex. 6166

Student Characteristics and Teacher Qualifications For Plaintiff & Non-Plaintiff Districts



Student Characteristics and Teacher Qualifications For Plaintiff & Non-Plaintiff Districts



Effect of Budget Cuts for FY '03-04

- Dillon** Eliminated the Library Based Program serving approximately 20 child care providers, 1 Full Time 4K, 1 Head Start Programming, and Home-Based Health Services serving approximately 20 children/families. Reduced Parent Child Home (PCH) and Child Care Scholarships from approximately 23 children to 13 children.
- Orangeburg** Eliminated scholarships and non-home based services serving 66 children w/full day child care scholarships/ABC vouchers to 0. Reduced Parent As Teachers (PAT) from 3 programs to 1 program; 3 full time 4K classes to 1 class; Facility Quality Enhancement programs from 22 centers to 12 centers; Home based services going from serving 175 families to 115 families.
- Lee** Eliminated the 1 full time 4K class and Public-Health Services. Reduced Facility Quality Enhancement grants and training offered to child care providers through the center staff training and development.
- Marion** Eliminated 3 Full time 4K classes and child care scholarships (approximately by 13 children). Reduced funding to PCH program, Parents As Teachers programs and child care providers through FQE.
- Jasper** Eliminated PAT spending of \$29,206 in FY '03 and Health services spending of \$1575 on DHEC program. Reduced 4K from 120 children in FY'03 to serving 20 children in FY '04.
- Hampton,** Eliminated PAT services to 100 families. Reduced 4K program from 40 children in '03 to 20 children in '04. Child care scholarships from serving 36 in '03 to serving 13 in '04; Quality enhancement went from spending \$31,810 in FY '03 to spending \$25,427 in FY '04.
- Allendale** Eliminated early education program in rural health clinic serving 400; family coordinator serving 40 families Full time 4K serving 20 children; and Summer Readiness serving 40. Reduced Quality Enhancement spending from \$30,540 to \$4,000 and scholarships went from serving 25 to 19.

**MATRIX
ALLENDALE DISTRICT
2001 / 2002 / 2003 DATA**

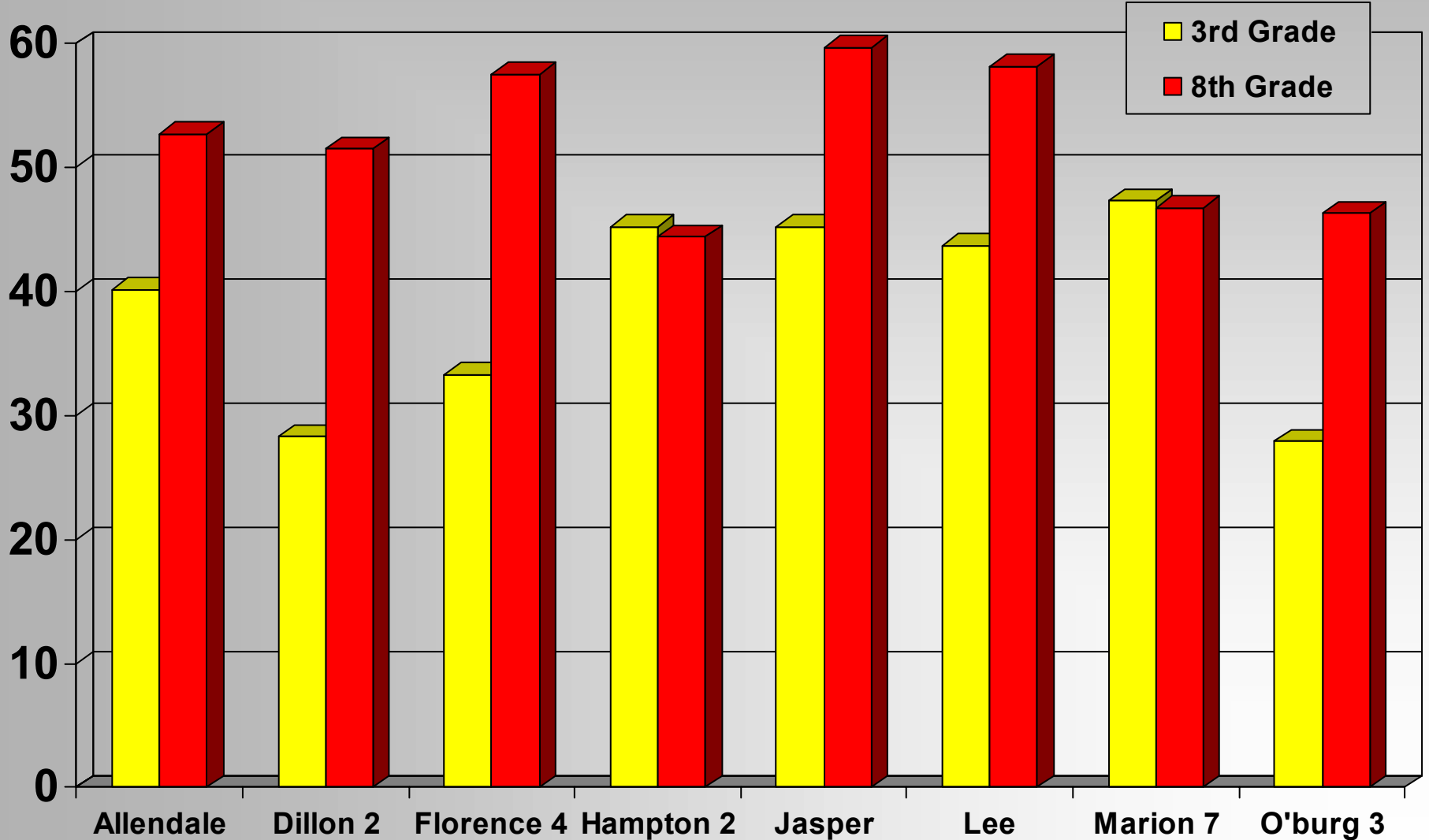
	<i>Alendale-District</i>	<i>Alendale-Elementary</i>	<i>Fairfax-Elementary</i>	<i>Alendale-Fairfax-Middle</i>	<i>Alendale-Fairfax-High</i>
2001 Absolute Rating	Below Average	Below Average	Below Average	Unsatisfactory	Unsatisfactory
2002 Absolute Rating	Below Average	Unsatisfactory	Average	Unsatisfactory	Unsatisfactory
2001 Improvement Rating	Average	Average	Excellent	Excellent	Below Average
2002 Improvement Rating	Unsatisfactory	Unsatisfactory	Average	Average	Unsatisfactory
Passed Exit Exam 2001 10th grade passage of all 3 subtests	56.7%	N/A	N/A	N/A	56.7%
Passed Exit Exam 2002 10th grade passage of all 3 subtests	37.1%	N/A	N/A	N/A	37.1%
Passed Exit Exam 2003 10th grade passage of all 3 subtests	39.0%	N/A	N/A	N/A	39.0%
SAT 2001	419V / 411M	N/A	N/A	N/A	419V / 411M
SAT 2002	424V / 432M	N/A	N/A	N/A	424V / 432M
SAT 2003	397V / 401M	N/A	N/A	N/A	397V / 401M
AP 2001 Take/Pass	N/A / N/A	N/A	N/A	N/A	N/A / N/A
AP 2002 Take/Pass	7.7% / 5.9%	N/A	N/A	N/A	7.7% / 5.9%
Gifted & Talented 2001***	N/A	4.5%	32.5%	20.7%	15.3%
Gifted & Talented 2002***	6.6%	7.4%	7.5%	6.6%	5.4%
% Academic Plans 2001	N/A	N/R	N/R	N/R	N/A
% Academic Plans 2002	N/A	45.4%	34.0%	45.0%	N/A
PACT Math Below Basic 2001	55%	65%	49%	61%	N/A
PACT Math Below Basic 2002	60%	64%	45%	64%	N/A
PACT Math Below Basic 2003	49.5%	53.2%	34.4%	54.6%	N/A
PACT ELA Below Basic 2001	52%	60%	45%	58%	N/A
PACT ELA Below Basic 2002	50%	59%	35%	52%	N/A
PACT ELA Below Basic 2003	57.1%	58.4%	42.0%	64.2%	N/A

*** Gifted & Talented 2001 / 2002
 Median Elem School **11.5% / 12.6%**
 Median Middle School **12.1% / 12.8%**
 Median High School **7.4% / 5.9%**

PI Ex. 6166A

2002 PACT – ENGLISH BELOW BASIC

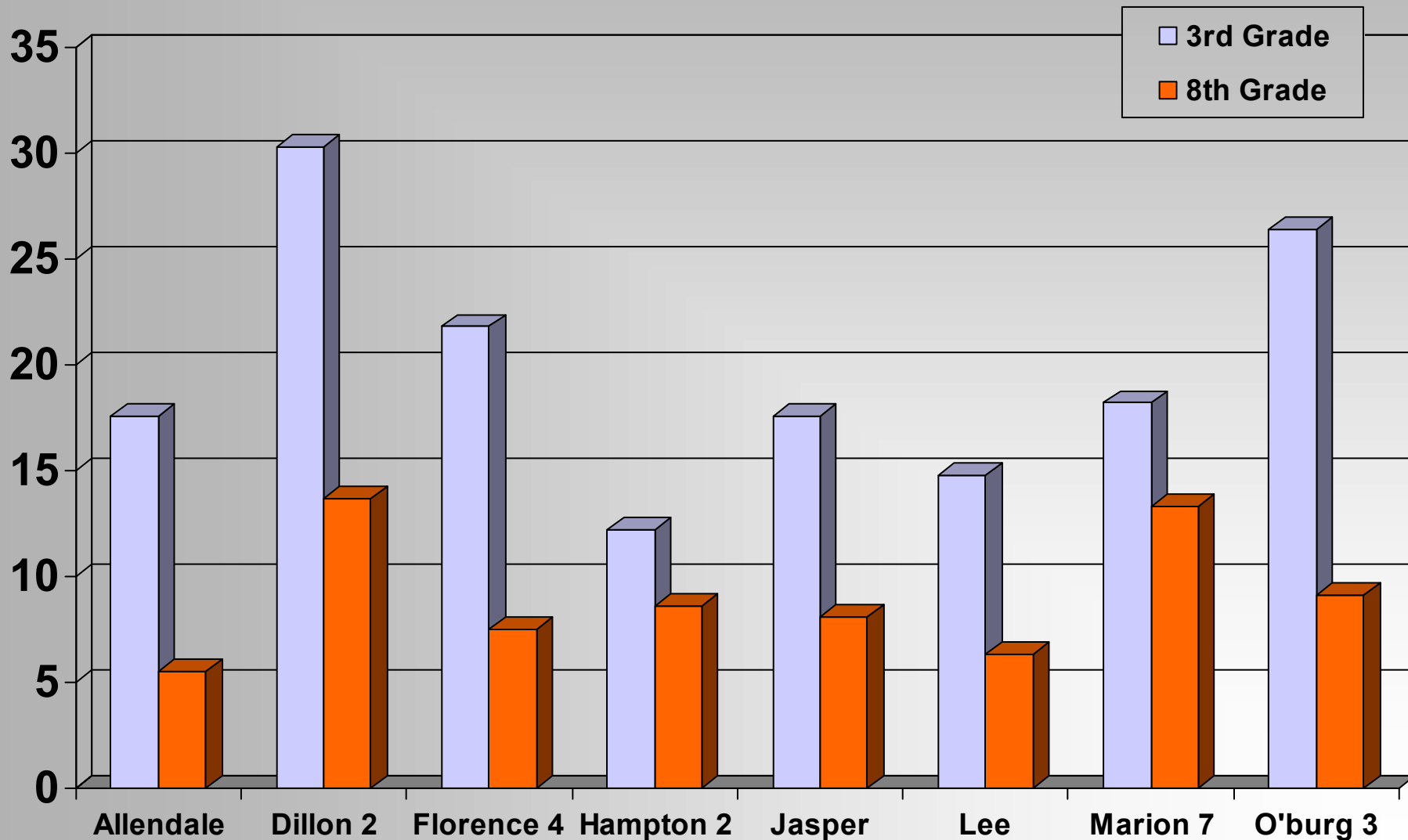
5008H



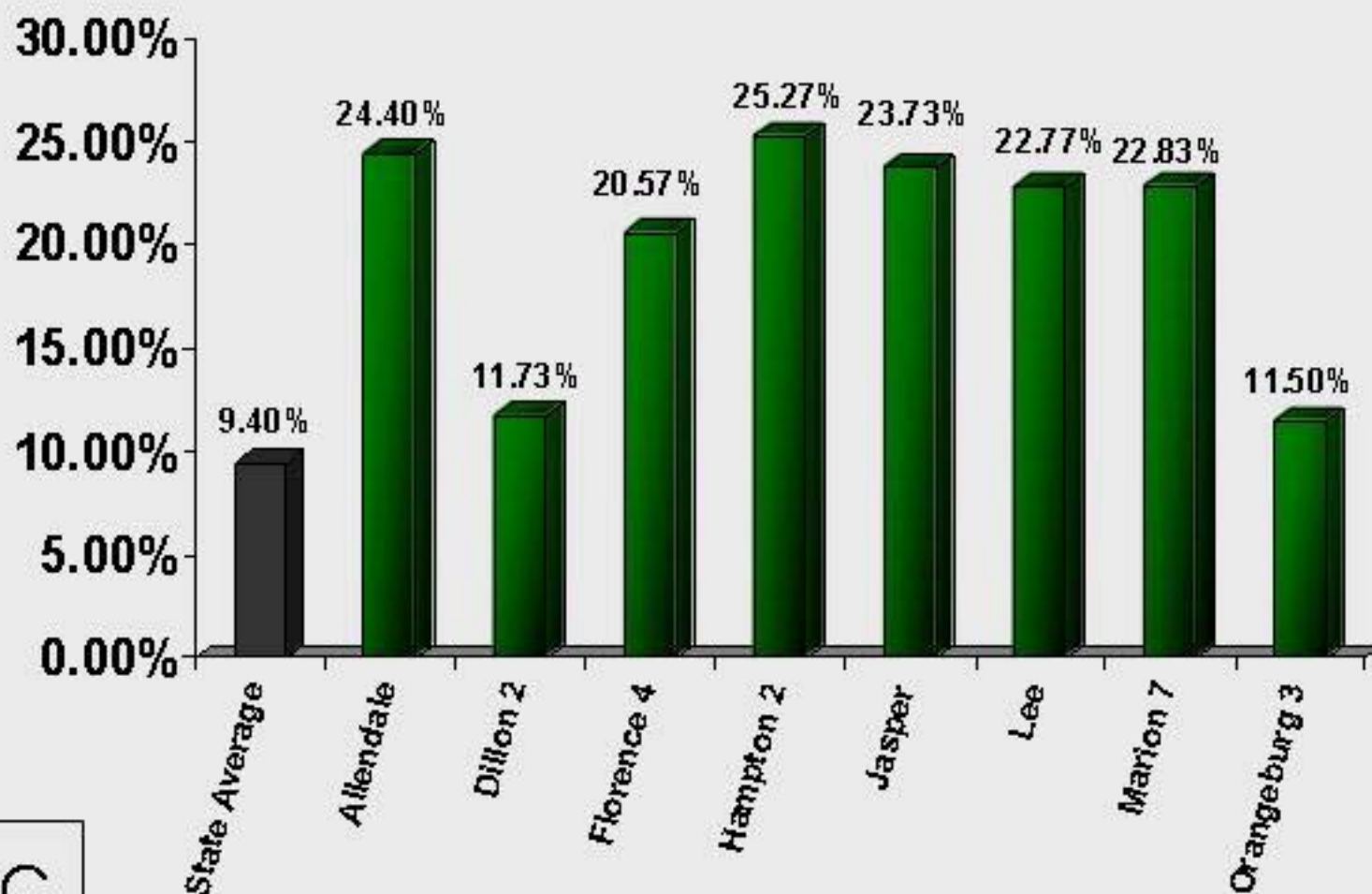
2002 PACT – ENGLISH

50081

Proficient / Advanced

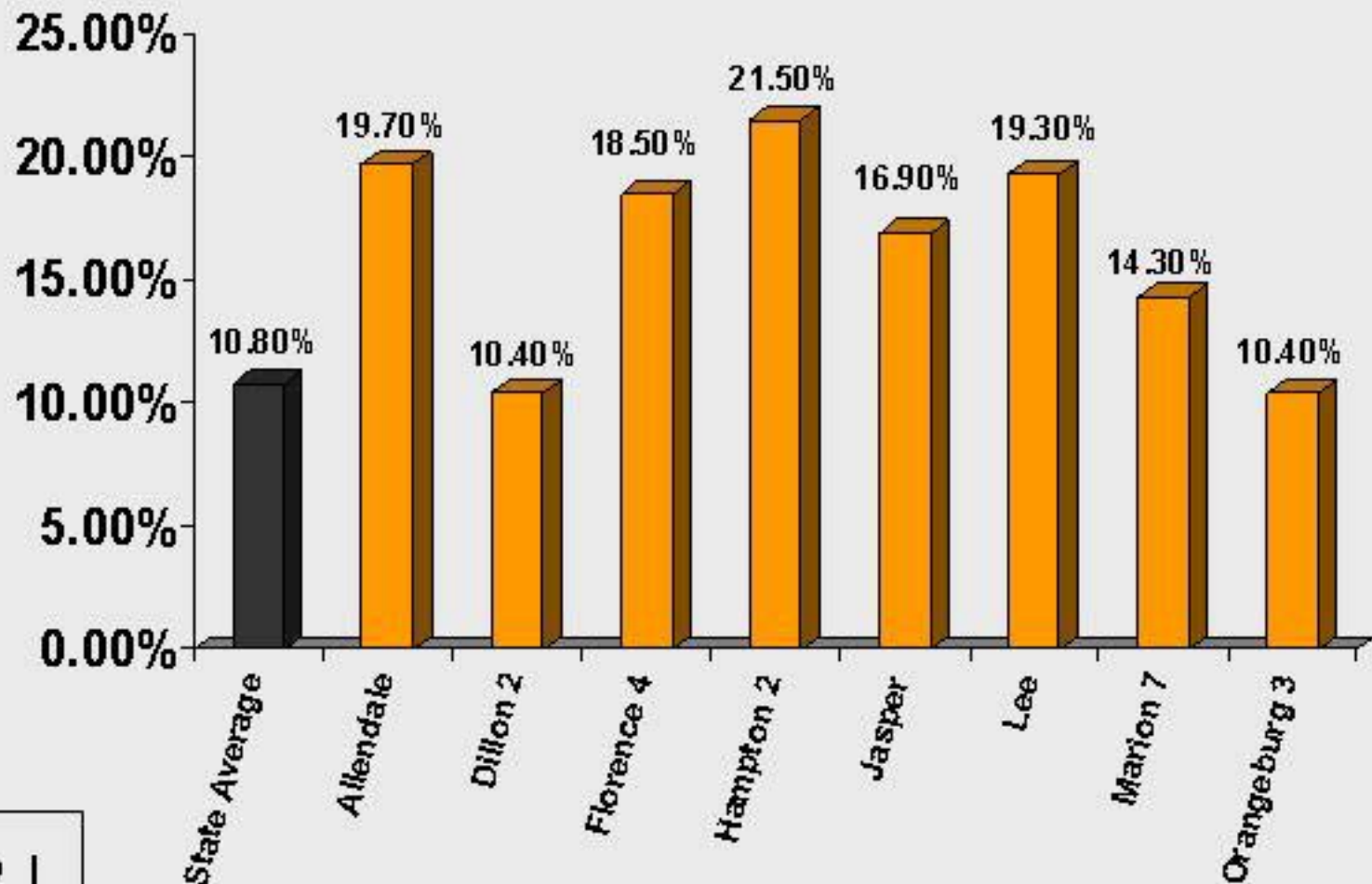


Three Year Average Teacher Turnover Rate



6152C

Percentage of New Teachers Hired



6152J

South Carolina's Efforts in Retaining Teachers

1. Teacher grants to finance advanced coursework
2. Principal Executive Institute
3. National Board Certified Teacher incentive
4. Mentor Program
5. ADEPT

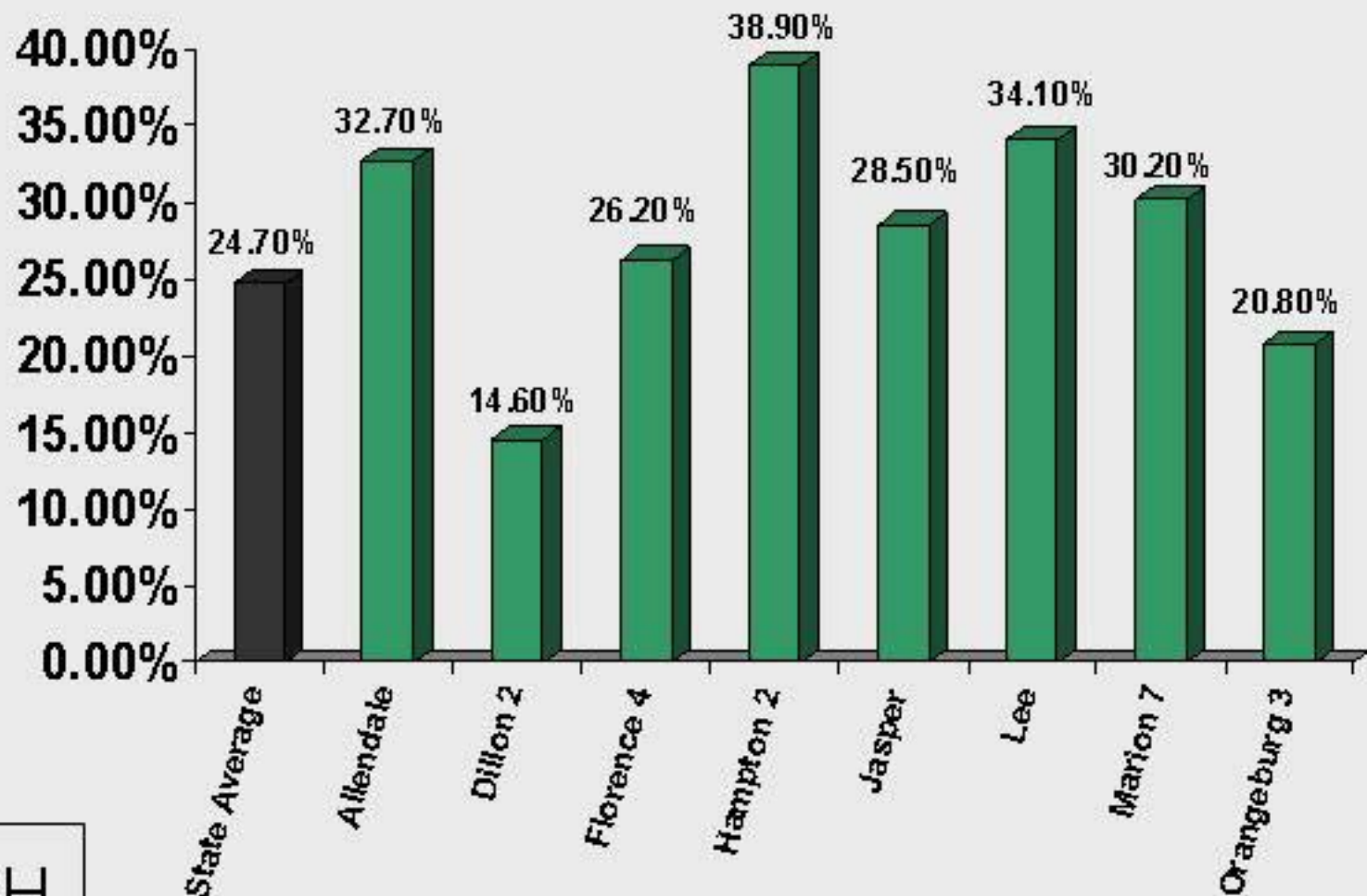
South Carolina's Attempts to Attract Teachers

1. CERRA

- On-line applications
- Job Bank
- Job Fair Expo

2. South Carolina Teacher Minimum Salary is at Southeast Average

Percentage of Teachers with 0-5 Years Experience



6152H

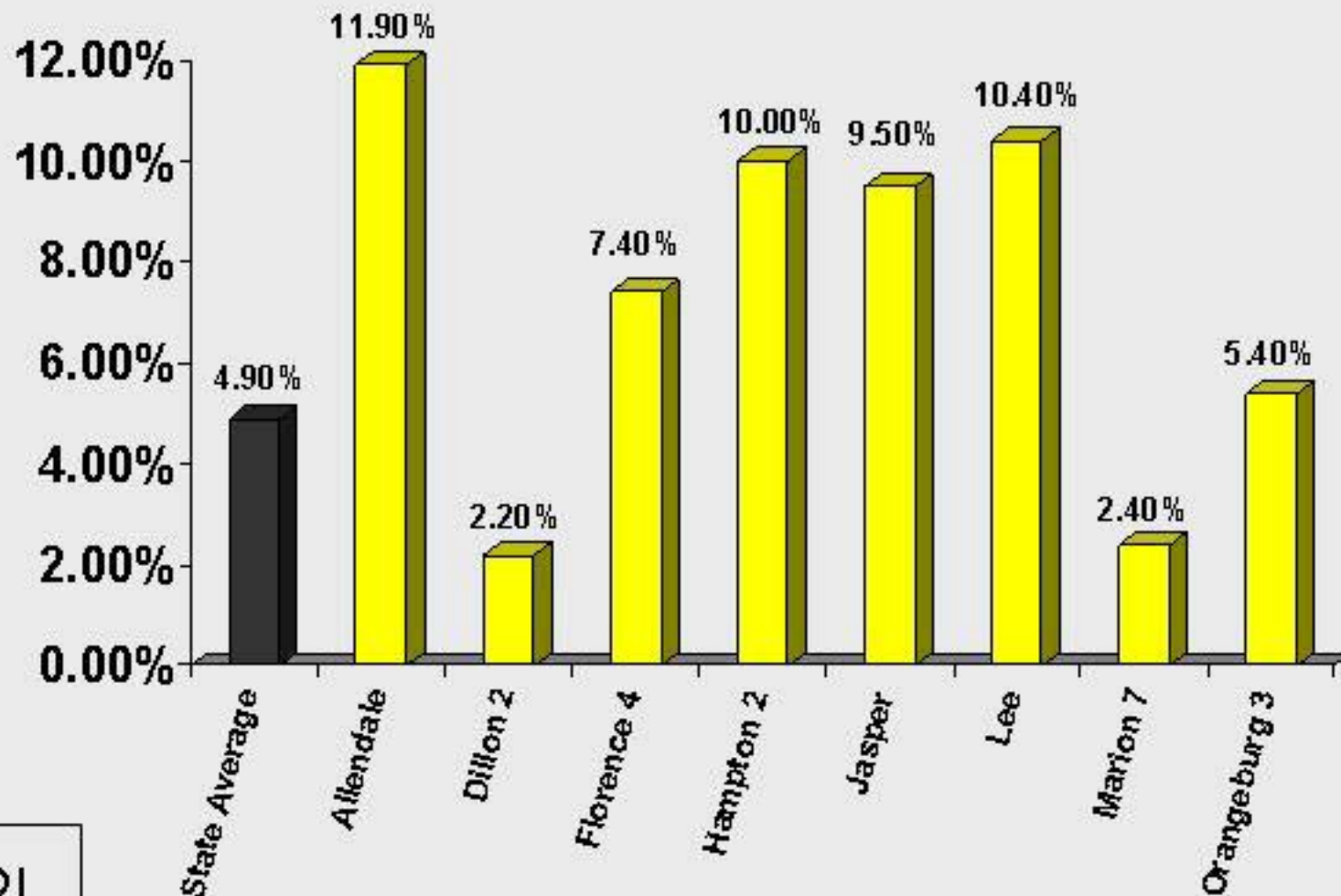
Induction Teachers: Hiring and Retention

2001-02: **20** Induction teachers hired with
5 returning the following year

2002-03: **22** Induction teachers hired with
13 returning the following year

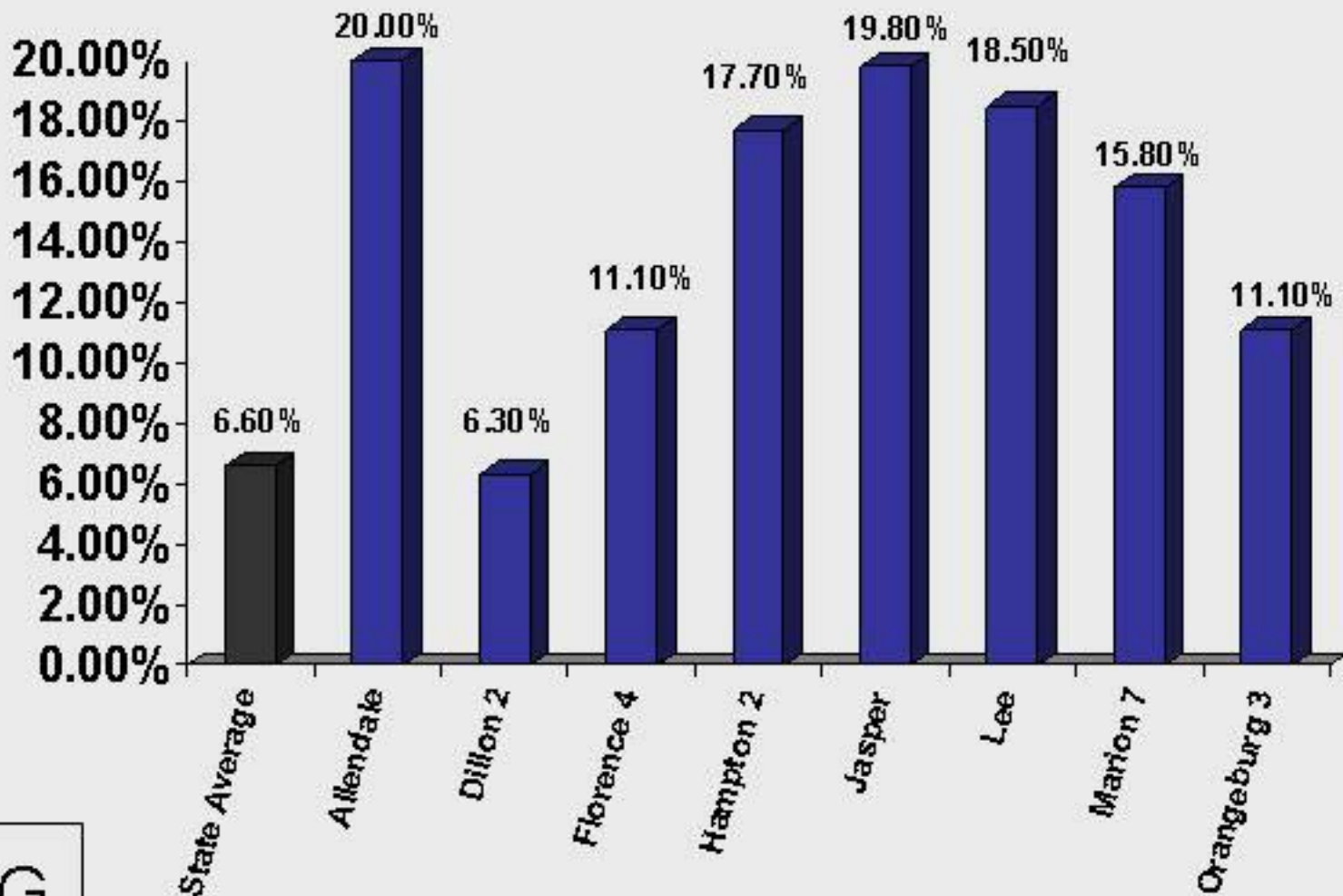
2003-04: **17** Induction teachers hired

Percentage of Induction Contract Teachers

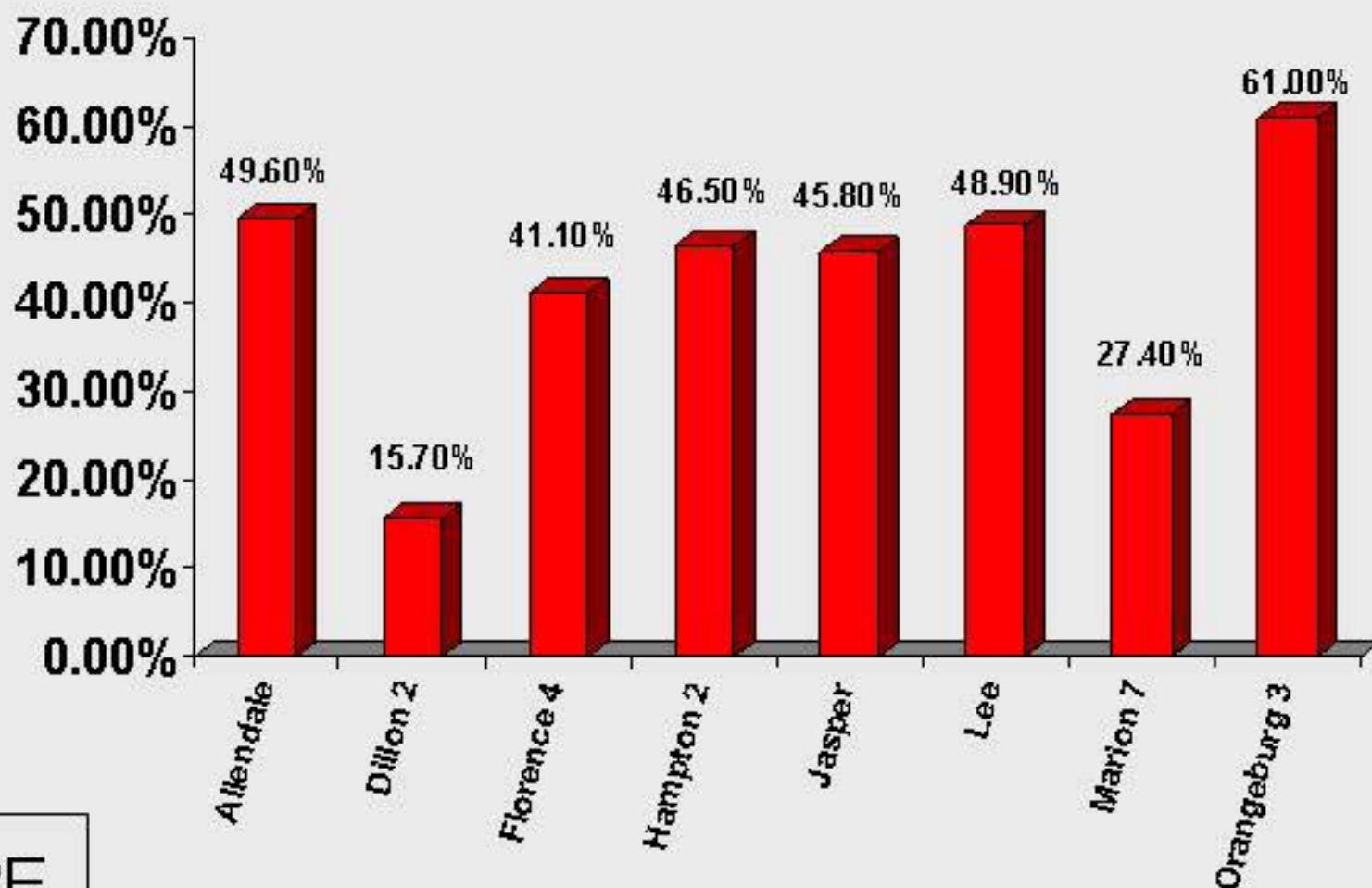


61521

Percentages of Teachers with Substandard Certificates and Out-of-Field Permits

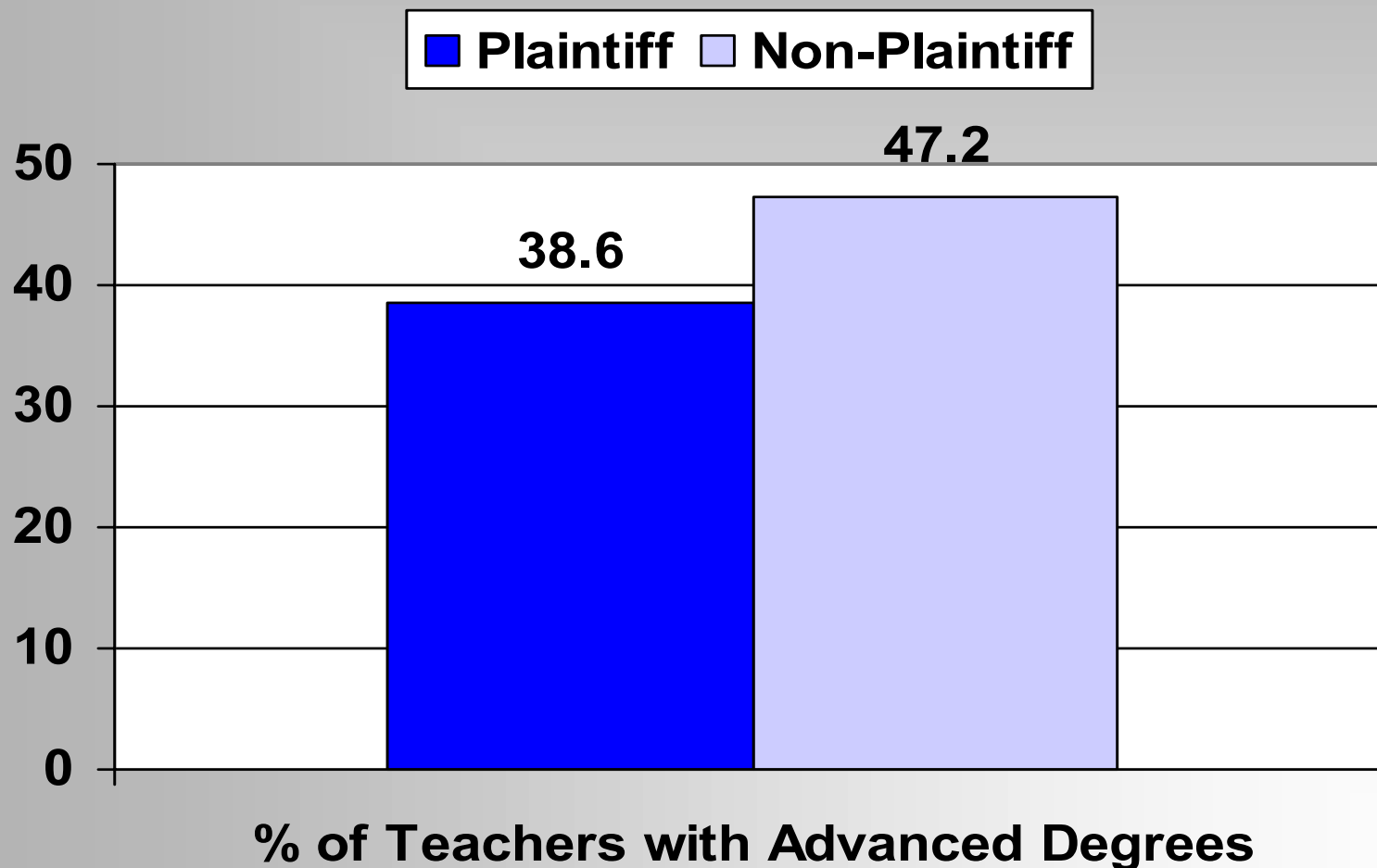


Percentages of Teachers Graduating from Non-Competitive Colleges

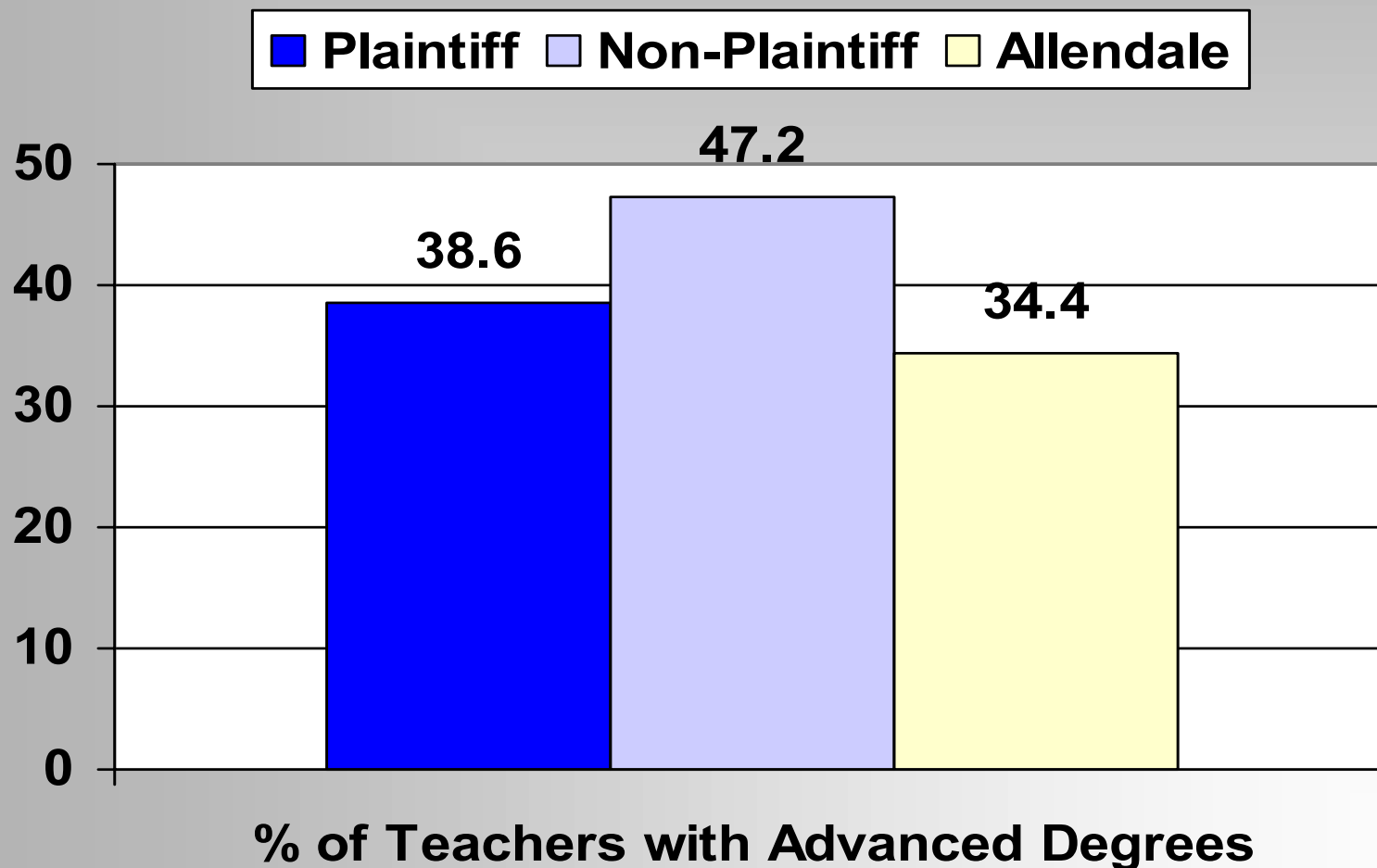


6152E

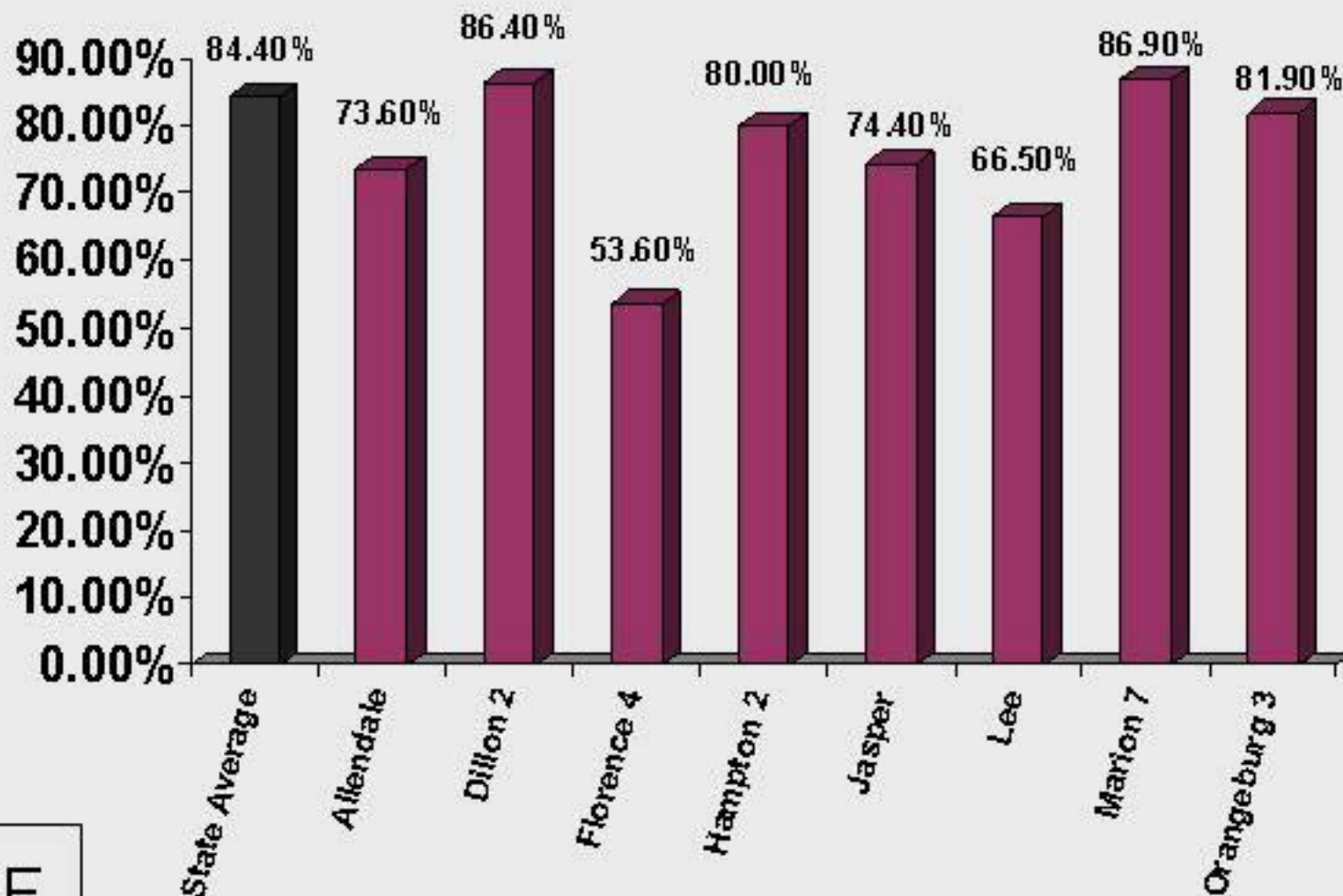
Student Characteristics and Teacher Qualifications For Plaintiff & Non-Plaintiff Districts



Student Characteristics and Teacher Qualifications For Plaintiff & Non-Plaintiff Districts



Percentages of Continuing Contract Teachers By District



6152F

2003-04 Inexperienced Teachers

- 17 Induction Teachers (including 5 PACE)
 - 5 Long-Term Substitute Teachers
 - 5 Teachers on ADEPT (did not meet goals)
 - 24 Other Teachers on Full Evaluation
 - 13 were induction in 2002-03
 - 6 are new to district in 2003-04
 - 4 are 2nd Annual
 - 1 is 1st Annual
 - 4 PACE Teachers (that are not also induction)
- 55 of 140 Total Teachers are Inexperienced

Steps Taken by SC to Improve the Quality of Teaching

1. Encouraged teachers to become Nationally Board Certified and rewarded them financially for doing so.
2. Established a performance based evaluation system (ADEPT) with a system of sanctions and rewards.
3. Tied certification system to performance.
4. Required colleges to revamp their programs to make them performance-based.
5. Established a system of certification where the grade spans are narrow enough that a certified teacher can be knowledgeable of the growth and development of the age group that s/he is teaching as well as the content taught.

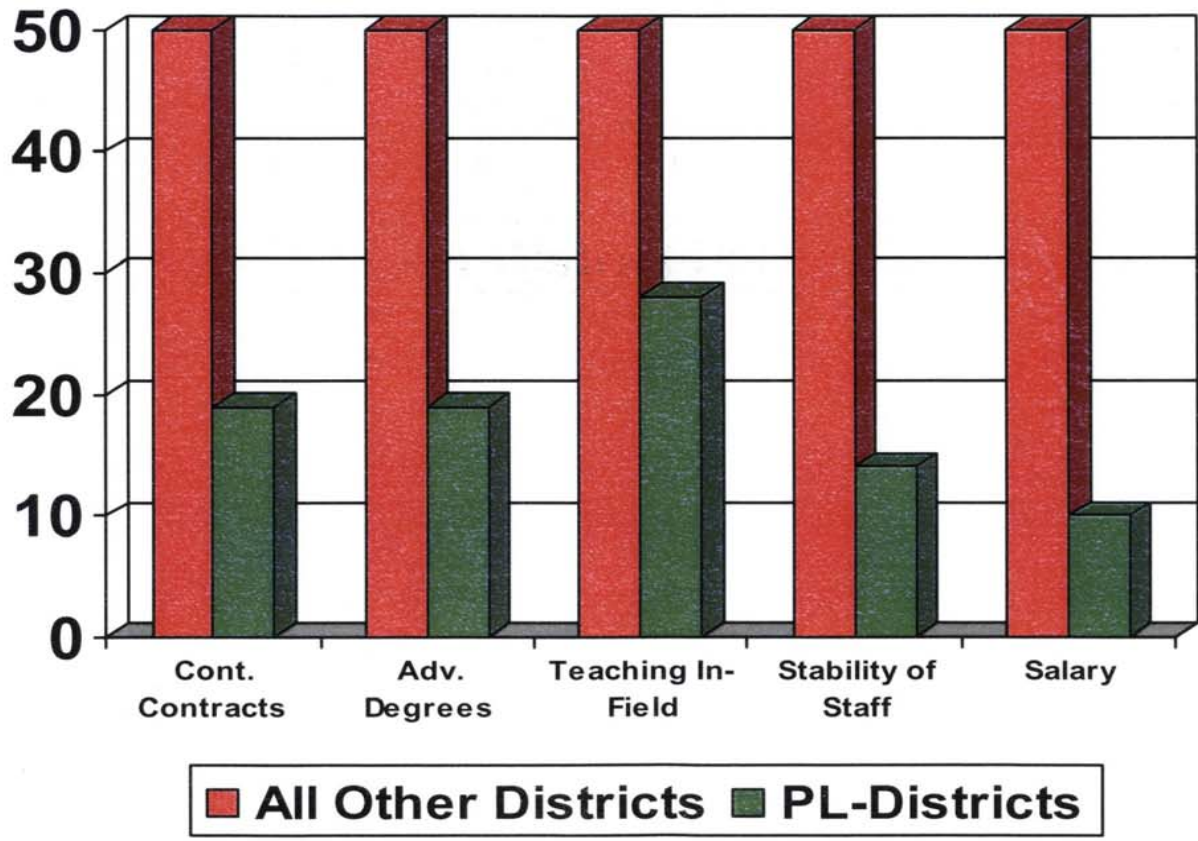
Steps Taken by SC to Improve the Quality of Teaching

6. Established a comprehensive teacher recruitment center that has become the model of the country.
7. Established several loan and scholarship programs that encourage entry into the teaching profession.
8. Use those programs to encourage teachers to teach in critical need subjects and districts.
9. In the process of eliminating substandard certificates.
10. Enhanced requirements for alternative certification.

Steps Taken by SC to Improve the Quality of Teaching

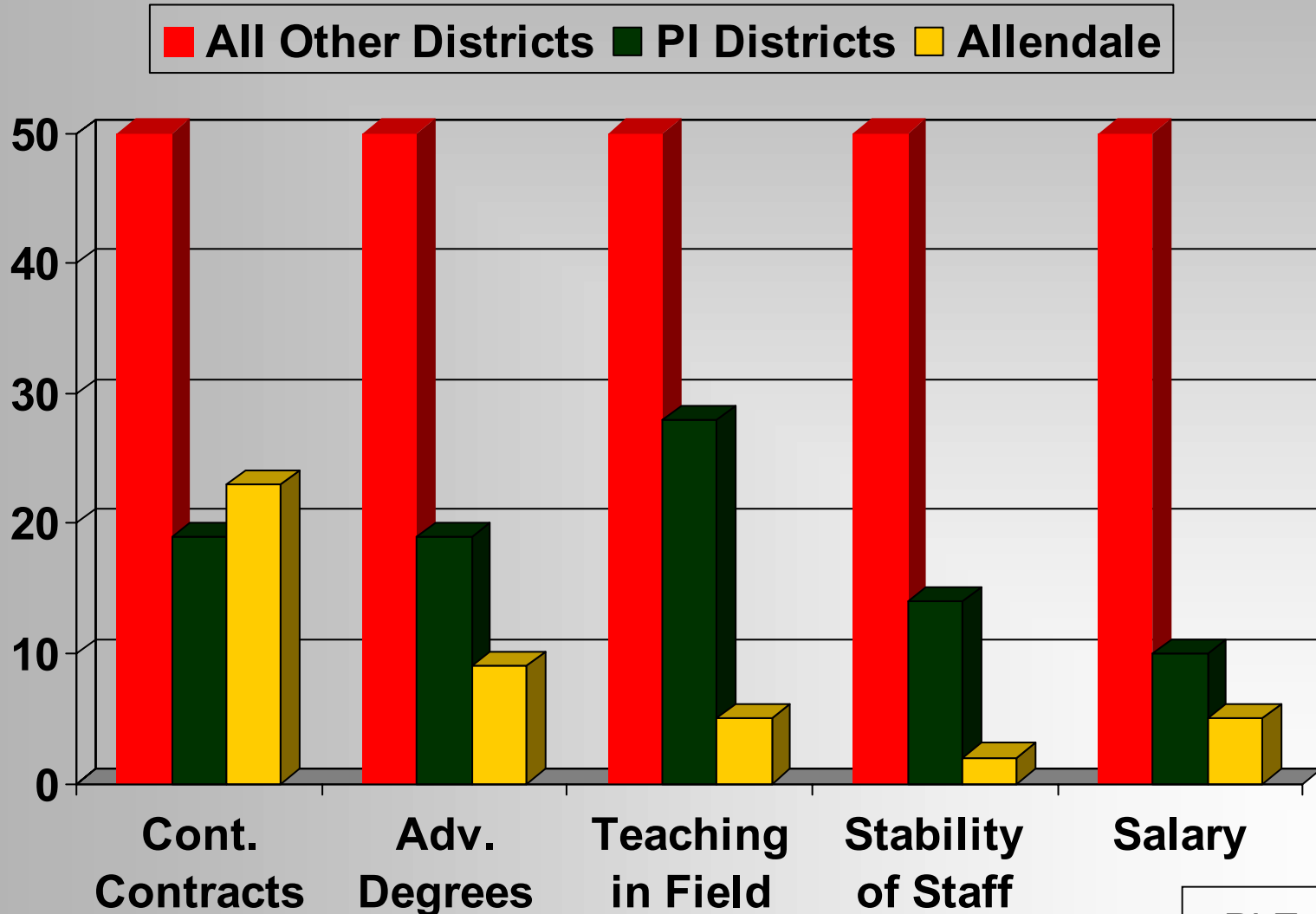
11. Tightened the standards by increasing compensation for additional courses beyond degrees (BA +18, MA +30).
12. Instituted a teacher specialist program to improve performance of teachers in low-performing districts.
13. Instituted principal specialist/leader/mentor program to enhance instructional leadership of principals in low-performing districts.
14. CERRA focusing on lower-performing districts to insure that they receive advantage of more services through the Center and to target recruitment of those districts.

Elementary School Teachers by Percentile

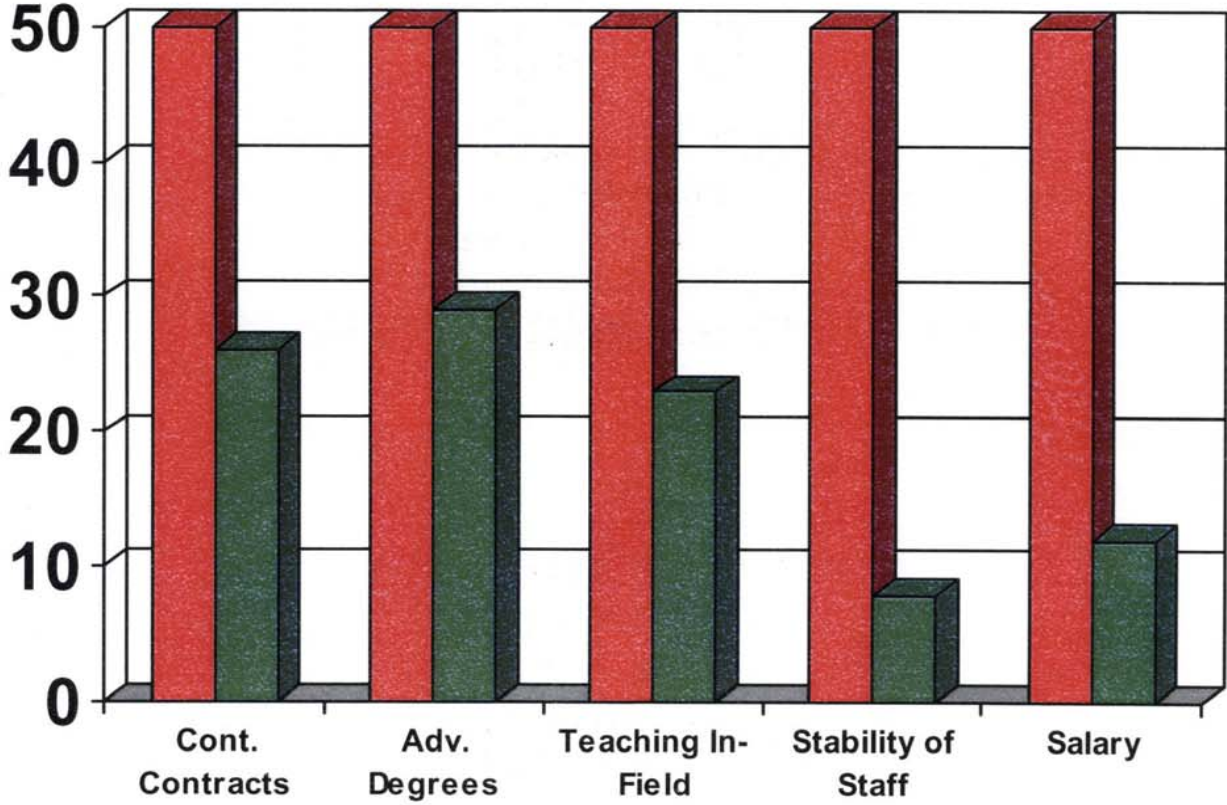


PI Ex. 1404D

Elementary School Teachers by Percentile



Middle School Teachers by Percentile

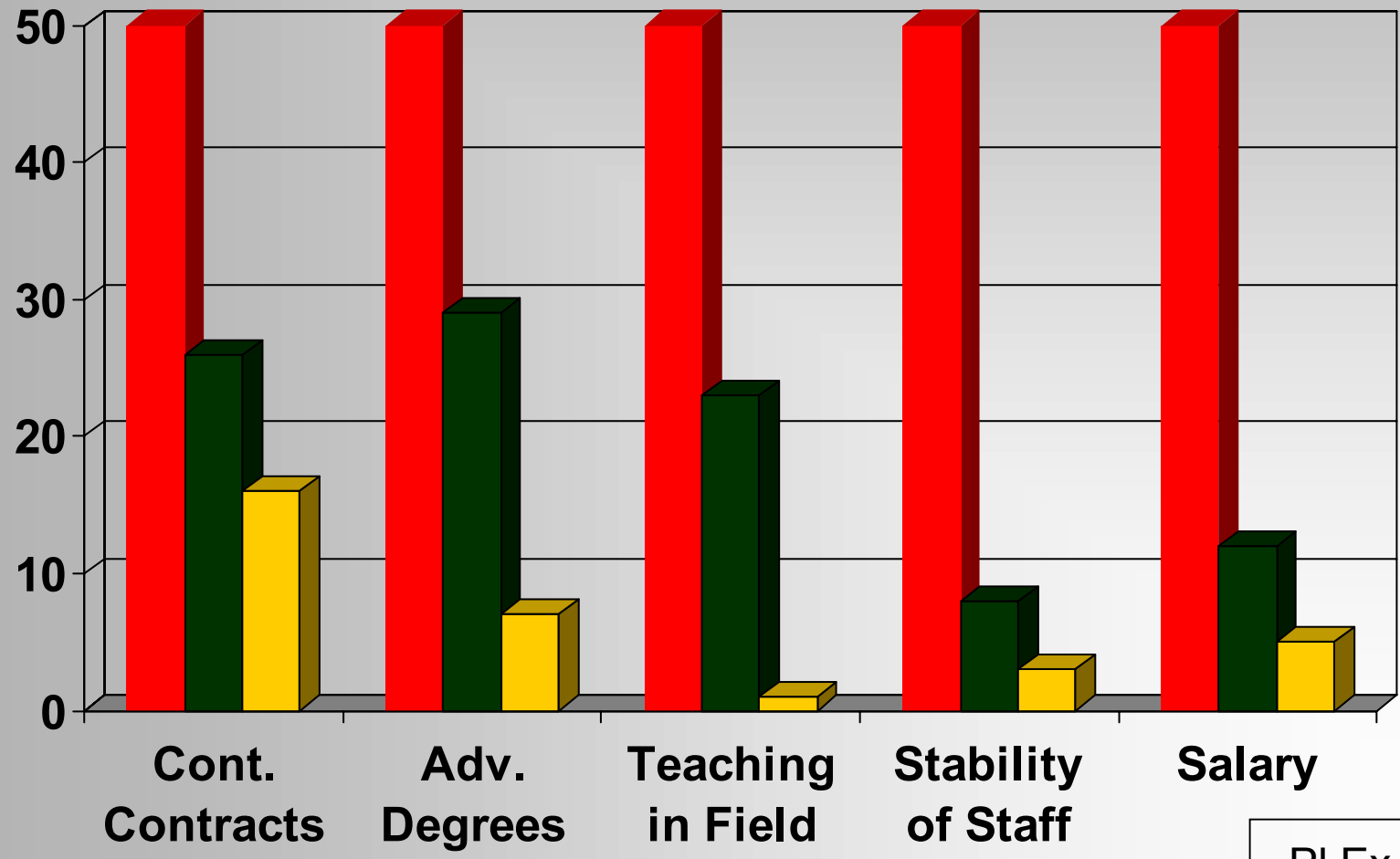


■ All Other Districts ■ PL-Districts

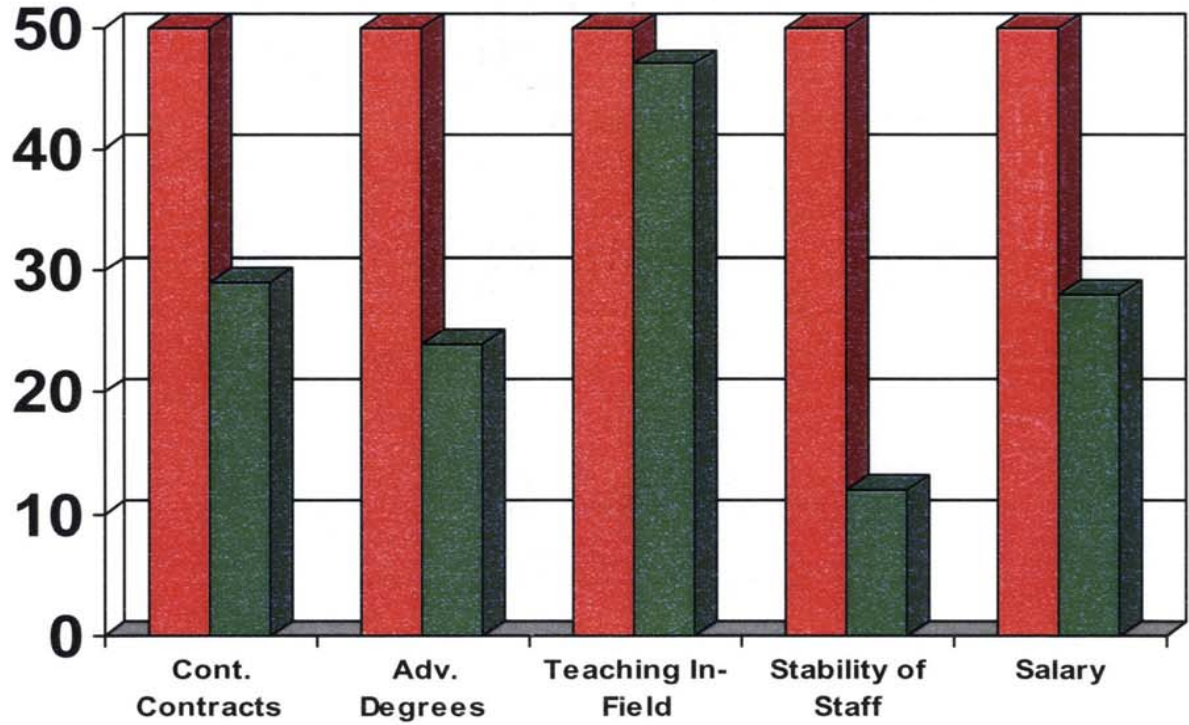
PI Ex. 1404H

Middle School Teachers by Percentile

■ All Other Districts ■ PI Districts ■ Allendale



High School Teachers by Percentile



■ All Other Districts ■ PL-Districts

PI Ex. 1404I

High School Teachers by Percentile

■ All Other Districts ■ PI Districts ■ Allendale

