

Center for Educator Recruitment, Retention, & Advancement

---

# From Recruitment to Retention: A Continuum That Works!



Center for Educator Recruitment, Retention, & Advancement

# About CERRA

---

- ❖ Center for **E**ducator **R**ecruitment, **R**etention, and **A**dvancement
- ❖ Located on the campus of Winthrop University
- ❖ Founded in 1986
- ❖ Oldest and most established teacher recruitment program in the country
- ❖ Funded by the SC General Assembly through the Commission on Higher Education
- ❖ Governed by a Board of Directors
- ❖ Serves all South Carolina school districts and all institutions of higher education with teacher education programs



Stewart House at Winthrop University  
Home of CERRA-SC



Center for Educator Recruitment, Retention, & Advancement

# CERRA's Mission

---

The mission of the Center for Educator Recruitment, Retention and Advancement (CERRA) is to provide collaborative leadership in the recruitment, retention, and advancement of outstanding educators for all children in South Carolina.



Center for Educator Recruitment, Retention, & Advancement

# CERRA's Goals

---

1. Provide data-driven programs and services that meet the state's current and future recruitment, retention, and advancement needs.
2. Maintain and expand CERRA's role as a leading repository and interpreter of data on educator recruitment, retention, and advancement.
3. Use innovative communication tools to promote CERRA's mission and the education profession.
4. Be a visible, credible advocate for the education profession.



# CERRA's Programs

---



**ProTeam**  
SOUTH CAROLINA

A middle school recruitment program that encourages exemplary students in seventh and eighth grades to attend college and consider education as a viable career option.

Program Director: Marcella Wine-Snyder  
E-mail: [winesnyderm@cerra.org](mailto:winesnyderm@cerra.org)



Center for Educator Recruitment, Retention, & Advancement



**Teacher  
Cadets**

SOUTH CAROLINA

A high school recruitment program that encourages academically talented, high-achieving students with exemplary interpersonal and leadership skills to consider teaching as a career. A secondary goal is to provide these future leaders with insights about teaching and schools so that they will become civic advocates of education.

Program Director: Marcella Wine-Snyder  
E-mail: [winesnyderm@cerra.org](mailto:winesnyderm@cerra.org)



Center for Educator Recruitment, Retention, & Advancement



**Teacher  
Educators**  
SOUTH CAROLINA

Better known as "College Partners," Teacher Educators are a network of college faculty who provide support to Teacher Cadet sites in South Carolina. This model validates the rigor of the Teacher Cadet Program, as each of the partnering institutions provide the opportunity for Teacher Cadets to receive college credit.

Program Director: Marcella Wine-Snyder  
E-mail: [winesnyderm@cerra.org](mailto:winesnyderm@cerra.org)



Center for Educator Recruitment, Retention, & Advancement



Teaching  
**Fellows**  
SOUTH CAROLINA

Recruits high-achieving high school students into the education profession by providing scholarship funding for their attendance at one of the 11 designated teacher preparation institutions. Teaching Fellows work within a cohort model, partner with communities and businesses, receive advanced professional development, and participate in enrichment opportunities.

Program Director: Jenna Hallman  
E-mail: [hallmanj@cerra.org](mailto:hallmanj@cerra.org)

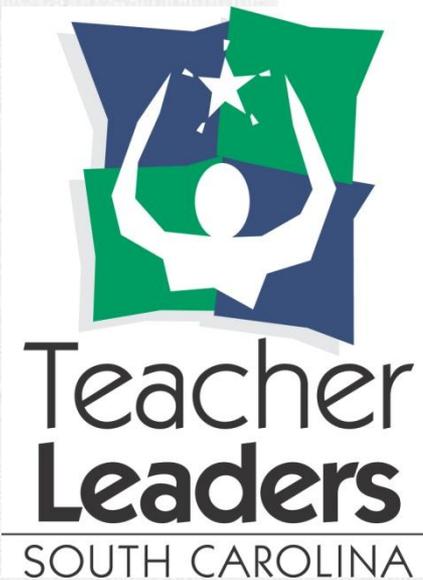


Center for Educator Recruitment, Retention, & Advancement



The purpose of the South Carolina Teacher Expo is to match educators seeking positions with school and district personnel. The Expo provides opportunities for candidates to interview for positions in South Carolina public school districts.





The purpose of the South Carolina Teacher Forum is to give recognition to the state and district teachers of the year, to develop leadership among this group, to provide teachers a voice in the education policy decision-making process, and to impact the professional development of all teachers.

Program Director: Jason Fulmer  
E-mail: [fulmerj@cerra.org](mailto:fulmerj@cerra.org)





CERRA provides training to experienced teachers and administrators to become effective mentors to beginning teachers, believing that effective mentoring and support contributes to their development as quality teachers and their retention in the profession.

Program Director: Jason Fulmer  
E-mail: [fulmerj@cerra.org](mailto:fulmerj@cerra.org)



# Other Services

## National Board Certification Support

CERRA is responsible for tracking the loans of previous National Board (NB) candidates and providing awareness and support sessions to candidates and teachers interested in the process. Please contact Jenna Hallman for information about the process or the current NB legislation.



## Future Educators Association

CERRA is the state contact for Future Educators Association. Through this sponsorship, CERRA provides information to high school and college FEA chapters and assists with registration costs. There are more than 25 chapters across the state with other schools working to establish the club.



### Job Bank

The Online Job Bank provides an outlet for districts to post teacher vacancies and for teacher candidates to locate teaching positions in all 84 school districts and several special schools. Position postings are linked directly to the South Carolina Online Employment Application System.

### Online Application

The South Carolina Online Employment Application System is a one-stop-shop allowing job candidates to apply to any or all districts in South Carolina through a single application. Many South Carolina school districts require applicants to submit an application through the System.



## Research

Each fall CERRA administers the Teacher/Administrator Supply and Demand Survey to every school district and several special schools. Results from the survey are included in a statewide report detailing hiring, vacancy, and departure data that help guide decisions regarding public education in South Carolina. Ongoing research projects include assessing the effectiveness of CERRA's programs and services, fulfilling data requests from various audiences, and keeping up-to-date research and data on our website.

For more information, contact Dr. Jennifer Garrett.  
E-mail: [garrettj@cerra.org](mailto:garrettj@cerra.org)



# Questions?



[www.cerra.org](http://www.cerra.org)

[www.teachercadets.com](http://www.teachercadets.com)



[facebook.com/cerrasc](https://facebook.com/cerrasc)



Follow @cerrasc



CERRA App on  
Google Play &



Google play

Apple App Stores