

SUNY Buffalo State PDS Consortium
Minutes: November 15, 2019
Tapestry Charter School

In attendance: Shannon Budin, Pixita del Prado Hill, Keli Garas-York, Karly Glowny, Eric Klapper, Jennifer Pangborn, Patty Recchio, Kathy Wood

I. Old Business

- A. Reporting the results of the survey distributed after the PDS Conference
- B. Please see attached Power Point Presentation

II. New Business

- A. Primary area of need is to hire more diverse candidates to teach in K-12 schools
- B. Currently Tapestry Charter has between 6-13% diverse teacher population which is not reflective of their current student body. They have begun several local as well as national initiatives to address this, some involving Buffalo State. They also have an Equity Board.
- B. TCS leadership asked for more direct conversations with our students at BSC (even those not in teaching).
- C. Targeted efforts to recruit:
 - 1. DeFT (Developing Future Teachers Fellowship program to address substitute teacher shortage and provide professional development for teacher candidates)
 - 2. Site visits (e.g. Jim Cercone's ENG classes)
 - 3. Program to help teacher aides earn teaching certificates with Buffalo Public Schools
 - 4. Future Teachers Club activities/ grow your own (e.g. Urban Teacher Academy)
- D. Challenges related to recruitment: creating a welcoming environment for JPs who may come to focus on identity and who they are (since they already do this with the teachers and students through their CREW model).
- E. Next steps
 - A. Reach out to Kathy Palumbo and Rosemary Arioli and other practicum coordinators to see about increased student teaching placements. For example, currently no special ed placed there.

III. GaPP areas:

- A. 21 new teachers started at TCS; TCS leadership aware of one new teacher from BSC
- B. No overt areas needed for professional development although there appear to be common areas that all new hires are needing.
- C. TCS induction model includes targeted PD weekly with goals / foci per year.
 - 1. Year 1 – focus on classroom management
 - 2. Year 2 – data based decision making related to instruction
 - 3. Year 3 – curriculum development

IV. Adjournment at 11:00 am.