

**Strategic Plan
School of Education**

2022-2023



BUFFALO STATE
The State University of New York

**“It is our choices, Harry, that
show what we truly are, far more
than our abilities”**

***Albus Dumbledore in *Harry Potter and the Chamber of Secrets*
(J. K. Rowling, 1999)***

Consistent with the Buffalo State Strategic Goals, the School of Education frames our work with 6 priority areas that are specific to teacher and leader education and align well with accreditation and campus goals.

SIX PRIORITY AREAS in the SCHOOL of EDUCATION

- 1. Curriculum Renewal**
- 2. Border Crossing**
- 3. A Shared Culture of Doing**
- 4. Impact and Partnerships**
- 5. Growth Mindset**
- 6. Exemplars of Teaching**

Buffalo State College Strategic Goal 1: Provide an Excellent Education Inside and Outside the Classroom

College Focus Area 1: Create Engaging and Distinctive Academic Programming SOE Priorities 1, 2, 5

Goal Statement 1.1.1 (BSC Goal: Focus Area: SOE Goal)

In the School of Education, creating engaging and distinctive academic programming begins with strong curriculum. Building on approved new program revisions and investigating new programs will lead to two outcomes, better options for certification that will increase graduates' employability and distinctive program elements that set our graduates apart and enhance their commitment to school improvement, social justice, and community improvement.

Goal Statement 1.1.2

The International Professional Development School program, IPDS, has grown to be a nationally recognized option for short term study abroad. The IPDS Advisory Committee will explore new options for continuing and expanding our international partnerships through live visits, student teaching exchanges, virtual engagement strategies and professional development opportunities.

Goal Statement 1.1.3

One of the most important ways that we can strengthen recruitment and support successful graduation for all is to offer information and opportunities for future employment. The teacher shortage prevalent in the country is now felt in specific areas of the state and even in the WNY region. Employment data and teacher shortage data currently published in NYS point to a continuing need for teachers of Career and Technical Ed, Technology Ed, Special Ed, particularly Autism and Deaf Education, TESOL and Bilingual Education. Career Development workshops will

be mandatory for student teachers each semester. New possibilities for early majors will be explored to provide information on shortage areas to better assist candidates and advisors to plan their progress through majors toward graduation and beyond (4 +1 or Adv Certs). Curriculum planning will reflect a response to new avenues for teacher certification that will lead to employment opportunities for graduates of our teacher education programs.

Goal Statement 1.1.4

Because the School of Education features highly specialized areas of study in TESOL, Urban Education, Bilingual Special Education and International Education, we see great potential in investigating microcredentials in these areas to advance our candidates' employability and distinctiveness. The School of Education will investigate the potential and viability of micro-credentials in cluster areas in educator preparation programs.

College Focus Area 2: Academic Support Services

SOE Priorities: 3,4,5,6

Goal Statement 1.2.1

Faculty and teacher candidates in the SOE have been honored with awards for providing significant student support, from Presidential recognition for faculty advisement to Chancellor's Awards for Student and Faculty Excellence in Teaching, Research and Service. These awards are evidence of the continuing commitment of the SOE to high quality academic advisement, teaching and strategies that support student success. Our goal is to prioritize responsive advisement practices across departments, service project support, faculty mentoring of student research, and the continuous identification and celebration of excellence among faculty and teacher candidates.

College Focus Areas 3 & 4: Faculty and Staff

SOE Priorities: 2, 4, 5, 6

Goal Statement 1.3.1

While Buffalo State places high priority on effective teaching through more active engagement of learners, the School of Education's core mission to prepare teachers for the 21st century suggests that we might offer expert consultation to both P-12 educators and non-education faculty in higher education. This goal asserts the mission of the SOE to share the scholarly and practical knowledge of our faculty with P-12 teachers, so that all teachers might explore research and practice in effective teaching for their respective disciplines and populations. The PDS will lead this effort.

Goal Statement 1.3.2

An important goal for the School of Education is to pursue our plan to recruit, develop and retain a diverse faculty from all areas of expertise represented in the SOE. We will utilize the

SUNY PRODI-G program to invite education scholars to join the SOE, and wherever possible, given limited financial support for faculty positions, seek out qualified faculty in our academic areas who will add to the diversity of the faculty and contribute their perspectives and experiences to the preparation of teachers.

Buffalo State Goal 2: Continue to Create an Engaged Community

College Focus Area 1: Recruit New Students for Undergraduate and Graduate Programs

SOE Priorities: 1, 2, 3, 4, 5, 6

Goal Statement 2.1.1

Lack of diversity among the population of teachers has been a significant problem in the United States for some time. We will focus on breaking through the stereotypical teacher demographic on three fronts:

- 1) Deliberately recruiting and successfully employing faculty from ethnic and cultural groups representative of children and families.
- 2) Promoting activities and focusing attention on the value of diverse experiences for teacher candidates and their accompanying faculty including travel abroad.
- 3) Supporting and replicating the successful pipeline programs currently in place including the Urban Teacher Academy at McKinley High School and the Buffalo Urban Teacher Pipeline Residency Program for Teacher Aides and Assistants and the Teacher Opportunity Corps grant

Goal Statement 2.1.2

We will assess the impact of the programmatic and support strategies that focus on recruitment and retention of candidates from pre-major to major to graduation to determine factors that impact retention of candidates, particularly those in pipeline programs.

Focus Area 3: Support an Engaging Co-Curricular Program.

Focus Area 4: Serve as an Anchor Institution.

SOE Priorities: 3, 4

Goal Statement 2.3.1

As in former years, the SOE requires that 100% of our childhood, early childhood and exceptional ed candidates participate in service learning. The SOE will work with the Office for Community Engagement to support and expand their footprint in WNY and with our IPDS network to support and expand opportunities for service to international schools.

College Focus Area 1: Telling Our Story Externally
SOE Priorities: 4

Goal Statement 3.1.1

We will advance public dissemination of SOE work, scholarship, research, community service and impact through publication, public relations, and professional development for educators led by our BSC faculty and teacher/mentors in PDS schools and communities served by our programs.

College Focus Area 4: Enhance a Culture of Continuous Improvement
SOE Priorities 3 & 5

Goal Statement 3.4.1

Because of the nature of the teaching profession, a requirement for self-reflection and assessment is already high priority for faculty in the SOE. Following a successful re-accreditation of educator preparation programs through CAEP, we will continue to incorporate the standards articulated in CAEP into curriculum, assessment and planning.

**Buffalo State Goal 4: Provide the Appropriate Resources
Necessary to Succeed**

SOE Priority: 5

Goal Statement 4.1

Funding for our many programs requires thoughtful management of multiple resource streams: SUNY, Research Foundation, and BSC Foundation monies. The Hank Mann and the Woods Beals endowed chairs provide strong foundations for programs and service in the SOE and the communities we serve. Private donations continue to provide significant support for student and faculty travel, undergraduate and graduate research. We will increase our utilization of our donors' generous support for key programs such as recruitment events, information sessions, student research presentations, IPDS, PDS and TEU professional development events. We will seek new opportunities for donors and grants to augment state funds and to expand our impact locally and internationally.