

Memo

Scotia-Glenville CSD

To: Mrs. Susan Swartz, Superintendent
From: Nick Criscone
Date: May 9, 2023
Re: Tenure Recommendation for Erin Ferraro

Ms. Ferraro currently serves a Glen-Worden teacher at the 1st grade level. She currently teaches General Education. I am recommending that Ms. Ferraro receive tenure based on the following information and without reservation.

- **Planning and Preparation –**
 - Excellent planning skills, always working to individualize activities for the below, average, and more advanced learners.
 - Links learning to real world topics that first graders can relate to.
 - Finds external activities for students, that support their learning.
 - Organizes reading and math groups by abilities.
- **Classroom Environment-**
 - The environment is fun, yet serious. Ms. Ferraro, after providing her initial instruction, finds fun ways for students to connect to the material.
 - Students feel safe, cared for, celebrated, and trust the teacher with sensitive information. Brain and movement breaks are used several times through the day to keep their brains working at their best.
 - There is a strong classroom culture, centered on learning, taking risks, hands-on use of manipulatives. Students are consistently productively on task, where that's during independent time (reading or practicing math, for ex) or instructional time.
- **Instruction –**
 - Intentional and deliberate with Learning Targets posted for every subject, along with how they will know if they were successful.
 - Well thought out, accounts for struggling, & higher achieving students, grouping as appropriate.
 - Data is frequently used to form decisions on reteaching, providing extra supports in small groups and to make well informed decisions.
 - Ms. Ferraro is clear in directions and procedures, having students share with their partners what they are expected to do, checking for understanding.
- **Professional Responsibilities-**
 - Attends all school wide, district wide and elementary meetings.
 - Plans frequently with my grade level partner. They communicate about all areas of the curriculum and planned their scope and sequencing of each program used. She also frequently shared materials that she would find and/or create to supplement our math, literacy, science, and social studies curriculum. She has also shared materials with first grade teachers from other schools in the district.
 - She conference with colleagues often including teaching assistants, social worker, reading specialist, special education teacher and speech and language therapist to discuss student needs and create plans on how to best meet those needs.
 - M. Ferraro is a member of the ELA committee and attended meetings to look at and discuss the new Wonders 2023 program that is to be implemented next school year.
 - She cleaned out and redecorated the faculty room to make it a welcoming space for staff members to eat lunch and take their breaks.
 - Ms. Ferraro hosted a student teacher from SUNY Oneonta in the Fall. She mentored her by giving suggestions and feedback to her teaching.