



PMEA Council for Teacher Training, Recruitment, and Retention

“Supporting the life cycle of a music educator...”

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What in the world is... the PMEA Council TTRR?



The Pennsylvania Music Educators Association (PMEA) State Council for **Teacher Training, Recruitment, and Retention** (Council TTRR) is comprised of representation from PMEA higher education members and leadership from HS Future Music Educators Honors Symposium, PCMEA, mentors, Society for Music Teacher Education, TRI-M, retired members, and the PA Department of Education Fine Arts Education Consultant. With a focus on “the life cycle of a music educator,” it serves as an advisory committee for the other PMEA councils as it seeks and proposes programs or resources for the career development of pre-college, pre-service, first-year through veteran, and retired PA music teachers.

The Council TTRR three subcommittees announced the following 2017-2021 Focus Areas and Goals:

- **Training** of pre-college, pre-service, in-service, and retired members in career development to support professionalism, career exploration, growth and change, and personal goal setting.
- **Recruitment** of quality and engaged candidates to college music education programs.
- **Retention** and engagement of urban, rural, minority, disadvantaged, and more diverse music teachers and students in the profession.

Training

Ethics
 PMEA Model
 Curriculum
 Framework Lesson Exemplars
 PDE CEW Standards
 Personal Leadership/Goal Setting
 NafME Society
 for Music Teacher
 Education (SMTE)



Recruitment

Careers in Music Teaching
 Job Shadowing
Collegiate Communique
 Future Music
 Educator Honor
 Symposium
 TRI-M
 Urban Music
 Leadership Conf.



Retention

Mentor programs
 Retiree Resource Registry
Retired Member Network eNEWS
 Stress in the workplace, teacher
 burnout remediation, and other health
 and wellness sessions
 “What I Wish I Had Known...”
 sessions and other career development
 resources



Visit the Council TTRR’s section on the website: <https://www.pmea.net/council-for-ttrr/>.



PMEA Council for Teacher Training, Recruitment, and Retention

The **Mission** of the Pennsylvania Music Educators Association (PMEA) State Council for Teacher Training, Recruitment, and Retention (Council TTRR) is to “discuss strategies and implement programs which support the life cycle of a music educator.”

Council TTRR’s **Overarching Purpose** is “the planning of meaningful projects and services for the involvement of future music teachers (high school and collegiate), first-year music educators (and those in the first five years), veteran teachers, mentors, department chairs, cooperating teachers, TRI-M and PCMEA members and leaders, Higher Education teachers, SMTE, and retired members.”

Council TTRR seeks to provide consultant services and programs for these constituents (* **voting members**):

- Middle school and high school students/sponsors in the **TRI-M Music Honor Society***
- High school students in the **Future Music Educators Honors Symposium*** (FMEHS)
- All pre-college music students interested in preparing for a career in music education
- **PA Collegiate Music Education Association*** (PCMEA) members, pre-service and music education majors, and student teachers
- First-year and “rookie” PreK to Grade 12 teachers or transfers to school music programs
- Experienced public and private PreK to Grade 12 music educators
- Cooperating teachers, department chairs, lead teachers, and **mentors*** in music education
- Urban Music Leadership Conference representatives
- Higher education teachers and **representatives from the six PMEA Regions***
- **Society for Music Teacher Education*** (SMTE) members
- **Retired music teachers***

The primary focus of the Council TTRR is to foster the support of “**career development**” (more holistic and geared to the individual educator and his/her emotional and intellectual needs at specific phases or stages of their employment) as opposed to “professional development” (usually focused on a specific subject or skill strand).

Sample recommended workshop, webinar, and conference sessions:

- “How to become a professional”
- “Advice for the first-year teacher or transfer”
- “What I wished I knew before I started teaching” (career-focus, not curriculum issues)
- “Getting mentally prepared for the school year”
- Health, wellness, and stress management
- Ethics
- Strategies to avoid teacher “burn out,” exhaustion, or “feeling overwhelmed”
- Personal organization systems
- Leadership training (self) and goal setting
- Coping with “life transitions,” e.g. preparing for retirement, or an unexpected transfer into a new position or specialty
- Opportunities in the field of music education and getting the skills sets and pre-requisites ready for applying/becoming a music education major

“Future Visions” for the Council TTRR – proposed targets and action plans under review

- PDE Career and Education Work Standards, Chapter 4 of Title 22 (also called “readiness standards”)
 - Career awareness and preparation
 - Career acquisition
 - Career retention and advancement
 - Entrepreneurship
- Conference panel discussion proposal featuring music and/or non-music education professionals
 - What could school have done to help you prepare for your career?
 - How did you get into this career?
 - What opportunity is there for advancement and/or participation in other music careers?
- Job shadowing and/or internships for high school students assigned to professionals currently working in music careers (Co-Chair Council TTRR Teri Myers’ Altoona School District in 2018-2019)
- Lesson plans for “creating, performing, responding, and connecting” submitted to PMEA Model Curriculum Framework (MCF) team for “exemplary” consideration after training rollout
- Diversity and sensitivity training and strategies for the engagement of urban, rural, minority, disadvantaged, and more diverse music teachers and students across a wider spectrum of levels of interests, skills, experiences, previous training, and current participation in PMEA
- Training and networking of cooperating and supervising teachers