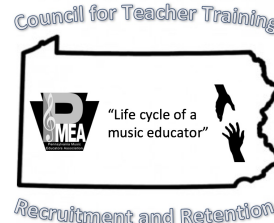




Collegiate Communiqué #25 *Inclusion & Equity in Music Education* Summer 2019

Greetings from the PMEA Chair of the Council for Teacher Training, Recruitment, and Retention.

Collegiate Communiqué is released (bi-)monthly and serves as a "quick-read" and "starting point" to news, perspectives, and research geared to music education students and higher education teachers. This issue focuses on research on and perspectives for promoting equality and diversity, a representation of the wide spectrum of people and cultures, abilities, economic backgrounds, and gender identities – *music education for all*. In addition, more details about the upcoming **PMEA Summer Conference** in Harrisburg are provided on page 5.



This is **your** forum. You are urged to submit an article for a future issue of *Collegiate Communiqué*!

Email: paulkfox.usc@gmail.com. Archives: <http://www.pmea.net/resources/pcmea/>.



"Human" by Gerd Altmann at pixabay.com

The Third "Focus Area and Goal" of Council TTRR

"Retention and engagement of urban, rural, minority, disadvantaged, and more diverse music teachers and students in the profession."

Research seems to support the statement, "Schools need more *educators* of color if we hope to succeed with *students* of color." In addition, throughout the U.S., there seems to be an ever-shrinking pool of Black and Latino teachers. The Council TTRR hopes to promote further analysis and discussion on the problem of recruitment and retention of more diverse educators/students to PA school music programs. Please review the intriguing articles and "go-to links" on pages 2-4 in this issue of *Collegiate Communiqué*.

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Addressing Issues of Educator Diversity and Recruitment of "Teachers of Color"

Shared by O. David Deitz, Fine Arts Consultant for the Pennsylvania Department of Education

Serving on the PMEA Council TTRR, we are fortunate to have the expertise, insight, dedication, and good "research eyes" of our PDE Rep David Deitz in finding these studies and news releases. His nickname could be "Data Deitz!" You should join "his" collaborative *PDE Arts and Humanities Learning Community* (see box on page 3 below). These links were released over the last ten months.

- **Groups Tell Washington to Make Teacher Diversity a Priority. But How, Exactly?**
<http://blogs.edweek.org/edweek/campaign-k-12/2019/05/teacher-diversity-congress-education-department-federal-action.html>
- **Teachers of Color Get Lower Evaluation Scores Than Their White Peers**
http://blogs.edweek.org/edweek/teacherbeat/2019/05/teachers_of_color_evaluation_ratings.html
- **We Need More Teachers of Color. Let's Scrap Exams That Keep Them Out of the Classroom**
<https://www.edweek.org/tm/articles/2019/05/07/we-need-more-teachers-of-color-lets.html?cmp=eml-enl-eu-news2&M=58828559&U=1839152&UUID=4e6bcf187823e686bc4c8658d0e53d09>
- **Teachers of Color Get Lower Evaluation Scores Than Their White Peers**
http://blogs.edweek.org/edweek/teacherbeat/2019/05/teachers_of_color_evaluation_ratings.html
- **Tests, Costs May Be Making Illinois' Teacher Shortage Worse**
<https://www.sj-r.com/news/20190417/tests-costs-may-be-making-illinois-teacher-shortage-worse>
- **The State of Teacher Diversity in American Education**
http://www.shankerinstitute.org/sites/shanker/files/The%20State%20of%20Teacher%20Diversity_0.pdf
- **Washington Principals Face a Growing Teacher Shortages**
<https://www.seattletimes.com/education-lab/washington-principals-face-a-growing-teacher-shortage-how-are-they-filling-classroom-vacancies/>
- **Program Aims to Boost Faculty Diversity at NY State Colleges**
<https://wnyt.com/education/program-aims-to-boost-faculty-diversity-at-ny-state-colleges/5283054/>
- **Let Minority-Serving Colleges Be a Model for Teacher Prep**
http://blogs.edweek.org/edweek/teacherbeat/2019/03/minority_serving_colleges_teacher_prep.html?cmp=eml-enl-eu-news3&M=58771947&U=1839152&UUID=4e6bcf187823e686bc4c8658d0e53d09
- **The U.S. Teacher Shortage – What Does Today's Population of Teacher Candidates Look Like?**
http://www.ascd.org/ASCD/pdf/journals/policypriorities/pp201706_infographic.pdf
- **An Important First Step: PDE's Focus on Teacher Diversity**
<https://8rri53pm0cs22jk3vvqna1ub-wpengine.netdna-ssl.com/wp-content/uploads/2018/04/Teachers-of-Color-Public-Release.pdf>
- **More Than Half of PA Public Schools Do Not Have a Teacher of Color**
<https://whyy.org/articles/more-than-half-of-pa-public-schools-do-not-have-a-teacher-of-color/>
- **Philly Educators Group Looks to High School to Introduce Young Black Men to Teaching Career**
<https://whyy.org/articles/philly-educators-group-looks-to-high-school-to-introduce-young-black-men-to-teaching-career/>
- **Diversifying the Classroom: Examining the Teacher Pipeline**
<https://www.urban.org/features/diversifying-classroom-examining-teacher-pipeline>
- **How and Why Teachers of Color Matter**
http://blogs.edweek.org/edweek/rick_hess_straight_up/2018/08/how_and_why_teachers_of_color_matter.html?cmp=eml-enl-eu-news3&M=58567714&U=1832473



"Hand" by Trustseeker08 at pixabay.com

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Become a Member of the *PDE Arts & Humanities Learning Community*

1. Go to pdesas.org.
2. In the upper right-hand corner, click "register." (If you are already a SAS user, click "login")
3. Complete your registration. (A PPID number is only necessary if you ever want Act 48 professional development credit.)
4. The upper right-hand corner will now say "MySAS Tools," click on that.
5. On the left-hand side, look for "communities." Click.
6. In the stripe "Find a community," type "arts."
7. Select the icon called "Arts and Humanities Professional Learning Community." You are in!
8. Look around the Forums, Topics, Events and Content Repository.

Diverse Teachers, Students, and Classrooms... from Edutopia

A sampling from their very large library of articles: <https://www.edutopia.org/search?query=Teacher%20Diversity>

- **Creating an Identity-Safe Classroom**
<https://www.edutopia.org/blog/creating-an-identity-safe-classroom-becki-cohn-vargas-dorothy-steele>
- **A Diversity Documentary: How to Cover LGBT Issues in the Classroom**
<https://www.edutopia.org/article/teacher-recruitment-starting-high-school>
- **Preparing for Cultural Diversity: Resources for Teachers**
<https://www.edutopia.org/blog/preparing-cultural-diversity-resources-teachers>
- **The Research Is In: The Real Impact of Class Size and School Diversity**
<https://www.edutopia.org/article/choosing-kindergarten-what-does-research-say-youki-terada>
- **Teacher Preparation: What Schools of Education Can Do**
<https://www.edutopia.org/what-schools-education-can-do>
- **Teacher Recruitment Starting in High School**
<https://www.edutopia.org/article/teacher-recruitment-starting-high-school>
- **Teaching Young Children About Bias, Diversity, and Social Justice**
<https://www.edutopia.org/blog/teaching-young-children-social-justice-jinnie-spiegler>



A Sampling of Articles from MEJ

Members' access to all NAFME journals/magazines: <https://nafme.org/my-classroom/journals-magazines/>

- **Compelling Questions about Music, Education, and Socioeconomic Status**
<https://journals.sagepub.com/doi/full/10.1177/0027432113494414>
- **Do Students See Themselves in the Music Curriculum?**
<https://journals.sagepub.com/doi/full/10.1177/0027432116644330>
- **Equity in Music Education: The Music We Speak – Language and Power in the Urban Music Classroom**
<https://journals.sagepub.com/doi/full/10.1177/0027432118815153>
- **"I Dream a World" – Inclusivity in Choral Music Education**
<https://journals.sagepub.com/doi/full/10.1177/0027432117735875>
- **Minority Students and Faculty in Higher Music Education**
<https://journals.sagepub.com/doi/pdf/10.1177/0027432108330862>
- **Performing Our World: Affirming Cultural Diversity Through Music Education** <https://journals.sagepub.com/doi/full/10.1177/0027432112443262>



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Special Spotlight on Diversity in the Current Issue of NafME

Teaching Music <https://lsc-pagepro.mydigitalpublication.com/publication/?i=575802>

Check out these very relevant articles in the April 2019 edition:

- Page 6: "The Work of Culturally Responsive Teaching" (Constance McKoy)
- Page 7: "A Resource for Diversity" (Rob Deemer)
- Page 14: "The Benefits of Interaction" (Students with & without Disabilities)
- Page 16: "I Can't Live Without My Playlist" (Teaching Hip-Hop/Technology)
- Page 20: "Including the Music of Your Students in Your Curriculum" (Johnathan Hamiel)
- Page 30: "Opening Doors for All Students" (2019 NafME National Conference)
- Page 46: "Teaching Students with Dyslexia in the General Music Classroom" (Lori Schwartz Reichl)



Selected Nonmusic Predictors of Urban Students' Decisions to Enroll and Persist in Middle and High School Ensemble Electives

by Daryl W. Kinney, Excerpts from the NafME *Journal of Research in Music Education*, Vol. 67, Issue 1, 2019

<https://journals.sagepub.com/doi/full/10.1177/0022429418809972> or <https://journals.sagepub.com/doi/pdf/10.1177/0022429418809972>

"The purpose of this study was to fit theoretical models of prediction to urban students' decisions to enroll and persist in music ensembles using academic achievement, socioeconomic status (SES), number of parents/guardians at home, mobility, ethnicity, and sex as explanatory variables. Through multinomial logistic regression, I built predictive models for initial enrollment (i.e., 6th grade) and retention (8th and 10th grades) in band, string, and choir electives."



"Factors influencing initial enrollment in band, strings, and choir remained relatively stable over retention models, with notable exceptions: SES became a weaker predictor of band enrollment in high school, whereas number of parents/guardians at home became more salient for this group. All music participation was predicted by academic achievement; however, this was evidenced only in reading test scores for choir participants, whereas math and reading achievement predicted enrollments in instrumental music electives."

"Making a concerted effort to recruit and retain minority students, males, those from a lower SES, and transient students will go far in bolstering enrollment in music ensemble electives, especially if these efforts are coupled with strategies to make these experiences more relevant to traditionally underserved populations. The effect of the individual teacher on program success was not considered in this study but is obviously a factor in populating these ensembles. Teachers of each respective music elective offering are thus encouraged to consider how nonmusic factors function in the context of the models presented previously. Through deliberate, conscientious efforts to reach students often underserved by music ensemble offerings, teachers will no doubt create a more democratic, equitable, and viable elective choice for all."

It's time...

...to "Re-Up" Your PMEA/PCMEA Membership

<https://www.pmea.net/membership-information/>

...to Register for the PMEA Summer Conference

July 16-17, 2019 at the Red Lion Hotel Harrisburg/Hershey

<https://www.pmea.net/pmea-summer-conference/>

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PMEA Council for Teacher Training, Recruitment, and Retention

"Supporting the life cycle of a music educator..."

Paul K. Fox, Chair • Teri Myers, Co-Chair

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PMEA Summer Conference Updates

Special thanks to the leadership of our very-own "Super PMEA PD Team" including Abi Young, Danielle Cullen, and Debbie Chrisman, we have a revised schedule for the PMEA Summer Conference, which will be held at the Red Wolf Hotel in Harrisburg/Hershey on July 16-17, 2019.

Registration and hotel information are available at <https://www.pmea.net/pmea-summer-conference/>.

Clinicians in orange and with an asterisk (*) are current or former Members of or Advisors to Council TTRR.



Opening General Session TUE 10am (Russ Sperling)

A Better Beginning: A Pre-Method Approach to Starting Young String Students TUE 1pm (Elizabeth Lavender)

Digital Artists in the Music Classroom: Balancing Tech Integration to Optimize Learning TUE 1pm (Jessica Vaughan-Marra)

Not Just Playing Around: Games in the Title I Music Classroom TUE 1pm (Christina Baker)

Unpacking the Score: Embedding Musicianship in the Vocal Music Classroom TUE 1pm (Kyle Weary)

Assessment Strategies in a World with No Time TUE 2:30pm (Matt Carraher)

Choir Director as Voice Teacher: Vocal Pedagogy in the Choral Classroom TUE 2:30pm (Kyle Weary)

Performance Solutions for First-Year Students TUE 2:30pm (Elizabeth Lavender)

Rethinking K-2 Music Classes: What I've Learned from Preschool Children TUE 2:30pm (Joanne Rutkowski)

Building Connections & Generating "Buzz" with Prospective High School Students & Families TUE 4pm (Christopher Marra)

Got Ethics? Concepts, Case Studies & Conundrums in Music Education TUE 4pm (Paul Fox*)

High Five! Using Hand Gestures to Teach Vocal Technique and Choral Musicianship TUE 4pm (Caron Daley)

How Would You Define "Dog" to a Child? Considering How We Teach Musical Concepts TUE 4pm (Joanne Rutkowski)

Band Reading Session TUE 7pm (Christopher Marra)

Choral Reading Session TUE 7pm (Caron Daley)

Traditional Children's Music from Catalonia & Spain TUE 7pm (Jessica Perez-Moreno)

G Suite for Music Educators WED 8:30am (Susan Basalik*)

No Pain, All Gain: Conductor Choices & Physical Outcomes Educators WED 8:30am (Tim Paul)

One Chorus – Endless Options! WED 8:30am (Rachel Pollard)

PMEA Mentor Program Training WED 8:30am (Teri Myers*)

Vocal Development in Preschool and Beyond WED 8:30am (Leslie Weaver)

Amazing Apps for Strengthening Instrumental Performance Skills WED 9:45am (Kathleen Melago*)

G Suite for Music Educators - continued WED 9:45am (Susan Basalik*)

Movement Development in Preschool and Beyond WED 9:45am (Leslie Weaver)

Are You Retiring Soon? Retirement 101 WED 11am (Paul Fox*)

G Suite for Music Educators - continued WED 11am (Susan Basalik*)

Recruitment to First Songs: Surviving the 1st Three Months of Elementary Band & Orchestra WED 11am (Debbie Chrisman*)

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PMEA Council for Teacher Training, Recruitment, and Retention

"Supporting the life cycle of a music educator..."

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What's TTRR? How Can We Help YOU?

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



Established in July of 2011 as a part of updates to PMEA's governance, the mission of the Council for Teacher Training, Recruitment & Retention (Council TTRR) was defined to "discuss strategies and implement programs which *support the life cycle of a music educator.*" Furthermore, the Council TTRR's overarching purpose became "the planning of meaningful projects and services for the involvement of future music teachers (high school and collegiate), first-year or less experienced music educators and newcomers to the profession, transferees to new assignments, veteran teachers, department chairs, mentors, cooperating teachers, Modern Music Masters (TRI-M) and Pennsylvania Collegiate Music Education Association (PCMEA) members and their leaders, Higher Education teachers, Society for Music Teacher Education (SMTE), and retired members." The three subcommittees of Council TTRR has formed the following 2017-2020 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."

Here are several of the services developed by Council TTRR members over the past four years, accessible from the Teacher Training, Recruitment, and Retention focus area website: <https://www.pmea.net/council-for-ttrr/>

Council for Teacher Training



Recruitment and Retention

- **TTRR Advisors** for inquiries/help in numerous categories: data/research, ethics, EL band, EL strings, prep for becoming a music education major, job shadowing, mentoring, music education, music psychology, PDE, pre-service training, research, retirement, SMTE, student teaching, technology, TRI-M, and webinars
- **Prerequisites and resources** for pre-college training of high school students seeking to become music education majors
- **PCMEA video "Advice from the Collegiates"** for HS students
- **Catalog of supplemental materials** for links to everything from goal-setting, mentoring, recruitment of new educators, retirement, teacher burnout, time and class management, and tips on interviewing and for landing a job

For more info, contact Chair Paul Fox at paulkfox.usc@gmail.com.

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