

Report to the PMEA State Board

January 9, 2021

Paul K. Fox, Chair

paulkfox.usc@gmail.com

submitted 12/4/20

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- I. Council TTRR Focus Areas 2017-2022
 - a. **“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.”
 - b. **“Recruitment** of quality and engaged candidates to college music education programs.”
 - c. **“Retention/engagement** of urban, rural, minority, disadvantaged, & more diverse music teachers/students in the profession.”
- II. Council TTRR Revised Goals 2020-2022 (as of 10/25/20 – see attached minutes of last online meeting)
 - a. Expansion of HS Pre-College Prep Media and Marketing for Future Music Education Majors (DO 2021-22)
 - b. Model Curriculum Framework (DELETE from TTRR goals – DEFER to C/I Council)
 - c. Modern Band (DELETE from TTRR goals – Little Kids Rock program will continue on its own)
 - d. Music Student Virtual Conference (DO 2020-2021)
 - e. Online/Virtual Tools (DO for rest of 2020, then DELETE)
 - f. PDE Career and Work Standards, Job Shadowing, Internships (DELAY >2022)
 - g. Recruitment of urban, rural, minority, disadvantaged, & more diverse music teachers and students (DO 2021-22)
- III. “State-of-the-Retired-Members” report and activities (since July 20, 2020 Board update)
 - a. Quarterly feature articles in *PMEA News*
 - b. Monthly releases of *Retired Member Network eNEWS* digital publications (archived at <https://www.pmea.net/retired-member-network-enews-archive/>) and updates to eNEWS retirement book review index (revised 12/4/20)
 - c. “Retirement 101 – Preparations for Living the Dream” session proposal for PMEA 2021 Spring Conference
 - d. Update of *Retiree Resource Registry* with a total of 145 participants (last revision 8/25/20)
 - e. Revisions to *Ultimate Retiree Resource Guide* and other materials on PMEA website
 - f. Reach-out and “welcome” to newest retired members by emails (last email sent on 9/15/20)
 - g. Updates to PA member compositions and community band, chorus, orchestra, and theater lists (last revision 6/24/20)
- IV. Official activities of Council TTRR members (since July 20, 2020 Board update)
 - a. Submission of recommendations for workshop or webinar sessions on “career development” (in support of PD Council)
 - b. Submission of retirement and teacher self-care workshop proposals for PMEA Spring 2021 Virtual Conference (Chair)
 - c. Summer and Fall issues of *Collegiate Communique* digital publication (archived at <https://www.pmea.net/resources/pcmea/>) targeting higher education and PCMEA members: 6/4/20 <https://www.pmea.net/wp-content/uploads/2020/06/Collegiate-Communique-060420.pdf> and 10/28/20 <https://www.pmea.net/wp-content/uploads/2020/10/Collegiate-Communique-s-102820.pdf>
 - d. *For the Good of the Order* eBulletin sent to all PMEA and PCMEA members: 8/9/20 <https://conta.cc/2XMMYUC>
 - e. Council TTRR-sponsored research for Online/Virtual/Remote/Alternative Music Education Resources
 - f. Updates of volunteer postings for participation in PCMEA/college music education major mock interviews
 - g. Two-hour Allegheny County Bar Association CLE workshop on teacher ethics and COVID-19 (7/6/20) and video on collaborative workshops on ethics in education: (Chair) <https://youtu.be/D-e5lCUAmo4>
 - h. DCMEA Virtual Conference sessions on school musicals and social media on 7/9/20 (Chair)
 - i. Ethics presentations for collegiates at Slippery Rock University on 9/30/20 and Grove City College on 10/13/20 (Chair)
 - j. Scheduling of two-part webinar series:
 - Teacher Ethics, Part I – *The Basics* (Definitions, Scenarios, and the PA Code of Professional Practices and Conduct co-presented by Paul Fox and Thomas Bailey) – January 12, 2021
 - Teacher Ethics, Part II – *Going Beyond* (Model Code of Ethics for Educators) presented by Paul Fox – February 9, 2021
 - k. SMTE and SEL initiatives: Creation of stress-relieving videos to be used with college students, teachers, and secondary-age students in the schools, produced by music students from the Slippery Rock University (SLU) and Millersville University: YouTube playlist <https://youtu.be/3S0cxF5jVw8> OR SLU website: <https://slipperyrockuniversitymusic.wordpress.com/2020/10/02/sru-music-education-students-collaborate-with-millersville-university-to-create-mindfulness-video-series/> (Kathy Melago)
 - l. Assistance on the “PMEA – Beyond the Classroom Project” in search of “masters and maestros” to compile a digital resource library of introductory, one-hour, pro-bona video workshops of professionals in the Performing Arts arena (Tina Bennett)
 - m. Planning and participation in the Music Student Virtual Conference M.E.E.T. (Music Exploration Enrichment Training) tentatively scheduled for April 27, 2021 (Tina Bennett, Jonathan Helmick, Kathy Melago, Paul Fox, and Abi Young)
 - n. Article postings on teacher health/wellness and “self-care,” and supervision/philosophy of music education
 - “The Future of Music Education” by Rich Victor <https://paulfox.blog/2020/06/07/the-future-of-music-education/>
 - “Sleep and Retirement” by Paul Fox <https://paulfox.blog/2020/06/25/sleep-and-retirement/>
 - “Burned Out or Bummed Out” by Paul Fox <https://paulfox.blog/2020/08/16/burned-out-or-bummed-out/>
 - “The Psychology of Music Education” by Trishna Patnaik <https://paulfox.blog/2020/09/20/psychology-of-music/>
 - “Embracing the Intangibles – Empathy & Engagement” by Paul Fox <https://paulfox.blog/2020/11/03/embracing-the-intangibles/>

Respectfully submitted by
Paul K. Fox
12/4/20

Minutes: Semi-Annual Council TTRR Meeting

October 25, 2020

Paul K. Fox, Chair

paulkfox.usc@gmail.com

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1. Roll Call 7:01 p.m.

Present: Tina Bennett, Scott Cullen, David Deitz, Mark Despokatis, Paul Doerksen, Paul Fox, Jonathan Helmick, Stephanie Magaro, Ken Masaki, M. Greg Martin, Kathleen Melago, Eric Plum, Susan Raponi, Phil Stattel, Sarah Hart Watts, Debbie Wolf, and Abi Young.

2. Department Reports

a. TTRR Chair's Recap

Progress of goals 2019-2020 and ongoing:

Expansion of Council TTRR print, online, and social media presence, PMEA State Board's adoption of MCEE, marketing of resources for HS student prep for a college music education major, establishment of mock job screening interview panel, contributions to PMEA Toolkit for remote learning and virtual performances, and updates to TTRR supplemental links

TTRR Chair's activities: DCMEA Virtual Conference sessions on school musicals and social media, two-hour Allegheny County Bar Association CLE workshop on teacher ethics and COVID-19, ethics presentations at Slippery Rock University and Grove City College

e-Publications: *Collegiate Communique* (archived at <https://www.pmea.net/focus-areas/pcmea/>), *For the Good of the Order* (archived at <https://www.pmea.net/council-for-ttrr/>), and *Retired Member Network eNEWS* (archived at <https://www.pmea.net/retired-member-network-e-news-archive/>)

b. FMEHS

FMEHS (Stephanie Magaro): Sessions will be planned as integral part of PMEA Virtual Spring Conference April 14-17, 2021; website: <https://www.pmea.net/future-music-educators-honors-symposium/>

c. Mentoring

Mentor Program (Eric Plum): Added new mentors (including retired members) and mentees; 68 members are participating on very active Facebook page; last mentor training offered on October 20, 2020; special thanks expressed to Teri Myers for her service/leadership to the program; webpage: <https://www.pmea.net/focus-areas/mentor-program/>

d. PCMEA

PA Collegiate Music Education Association (Ken Masaki): Updates were made to the PA collegiate chapters' Facebook pages (https://www.facebook.com/pcmea?view_public_for=333636236727356) and PCMEA's official website (<https://pcmeawebmaster.wixsite.com/pcmea>); planning "Making a Difference as a PCMEA Student" for *PMEA News*; recognized University of the Arts PCMEA chapter for becoming more active with excellent membership recruitment; TTRR is requesting help on making new videos for prospective HS students preparing for a music education major; former PCMEA video organized by PCMEA President 2018 Harlow Alexander: <https://drive.google.com/file/d/14-ci3McadwghiktHluB2Eh4Uyv1uvmJX/view>; PCMEA's "other" website: <https://www.pmea.net/focus-areas/pcmea/>

e. PDE

PA Department of Education (O. David Deitz): PMEA Fine Arts Consultant reported on work with PMEA EXCOM over the summer sharing PDE requirements for re-opening schools, COVID-19 issues of music education in the schools, and the fostering of social-emotional-learning, formation of and (Deitz) participation on the Pennsylvania Arts Education Leadership Council, management of the PDE SAS Arts and Humanities Learning Community (links to articles and other resources for art, music, dance, and theater: <https://www.pdesas.org/Community>); School District of Philadelphia (SDP) in partnership with PDE, the Community College of Philadelphia, Cheyney, West Chester, Temple, Drexel, Arcadia and Cabrini universities, and local education and youth organizations have spearheaded the pilot program "Aspiring 2 Educate" in order to seek, support, and recruit more future "teachers of color" and cultivate and diversify the city's educator pool (<https://www.education.pa.gov/Postsecondary-Adult/Pages/Aspiring-to-Educate.aspx>); PMEA's PDE information website: <https://www.pmea.net/resources/pennsylvania-dept-of-education-information/>

f. Retired Members

Retired Members (Paul Fox): PMEA continues to support strategies for informing, recruiting, engaging, and recognizing PA music teacher retirees and to provide valuable information on "surviving the transition to post-employment" of those members considering retirement from full-time teaching over the next 1-5 years; website: <https://www.pmea.net/retired-members/>

g. SMTE

Society for Music Teacher Education – PA (Kathleen Melago): Reported on the hosting of summer meetings of both the PA higher education membership and a focus group to look at COVID-19 issues; discussed student stressors in returning back-to-school; released a series of resources for SEL (mindfulness and guided meditation), a set of stress-relieving videos to be used with college students, teachers, and secondary-age students in the schools, produced by music students from the Slippery Rock University (SLU) and Millersville University (YouTube playlist: <https://youtu.be/3S0cxF5jVw8> OR the SLU website: <https://slipperyrockuniversitymusic.wordpress.com/2020/10/02/sru-music-education-students-collaborate-with-millersville-university-to-create-mindfulness-video-series/>); continuing joint advocacy efforts with K-12 partners to find placements for field experiences and student teaching and seeking to help get future music educators enter the profession smoothly and in a timely manner; SMTE on the PMEA website: <https://www.pmea.net/focus-areas/higher-educationsmte/>

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



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h. TRI-M (no report)

TRI-M (Modern Music Masters) Honor Society: information about starting a TRI-M Chapter and videos and narratives from several Tri-M Chapters around the state are on the PMEA website: <https://www.pmea.net/tri-m/>

i. Higher Education

Region I Higher Education (Jonathan Helmick): See 3b "Collegiate Concerns" below

Region III Higher Education (Sarah Hart Watts): All college students, K-12 teachers, and community members are invited to the PCMEA Region III Virtual Professional Development Workshop on Sunday, November 1, 2020; see website: <https://region3pcmea.wixsite.com/workshop>

j. PMEA staff/officers

PMEA State President (Phil Stattel), Immediate Past President (Tina Bennett), and Executive Director (Abi Young): President Stattel welcomed TTRR members and thanked them in advance for their work on the council; Tina discussed ideas for the Music Student Virtual Workshop (see 4b below); Abi Young reported the slow start of 2020-2021 membership renewals, PMEA affording an extra month of "forgiveness" to continue receiving communications, plans to send out (USPS) expired dues notices, creation and distribution of testimonies on "why it is important to renew your PMEA membership," and the sharing of these statistics: NAFME saw a 40% drop in expected membership renewals (September), which are similar to these PMEA's current enrollments:

	October 2020	December 2019
Active PMEA	1563	2641
PCMEA	229	255
Retired Members	206	370

3. Old Business

a. Review of Mission, Overarching Purpose, and Focus Areas

- "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/engagement of urban, rural, minority, disadvantaged, & more diverse music teachers/students in the profession."

b. Collegiate Concerns

Annual costs of professional clearances continue to be a challenge for many college students (needed even for virtual field experiences); discussion shared that this requirement is being defined by individual school districts (professionals working in the same district need only to obtain security clearances once in five years) because legislators gave local school entities a wide degree of latitude for interpretation of the law; will become a possible legislative "ask" for future advocacy efforts (Mark Despokatis)

Requesting information on the "state of the state" (Jonathan Helmick): Do we know the number of PA music programs that have maintained their structure? How can we leverage resources to help programs which are experiencing a "gap year" for their students? What is the retention data for music educators in the state? Deitz reported that most PDE data is as much as 15 months behind.

Suggestion to link prospective HS students interested in the profession to PMEA virtual conference sessions (Jonathan Helmick): See 4b

c. TTRR Focus on Major PMEA Projects

TTRR Chair's recommendations – "the four D's" of prioritizing goals – DO, DELAY, DELEGATE, or DELETE:

- HS Pre-College Prep for Future Music Education Majors (**DO** 2021-22)
- Model Curriculum Framework (**DELEGATE** to C/I Council)
- Modern Band (**DELETE** from TTRR goals – will continue on its own)
- Music Student Virtual Conference (**DO** 2020-2021)
- Online/Virtual Tools (**DO** for rest of 2020, then **DELETE**)
- PDE Career and Work Standards, Job Shadowing, Internships (**DELAY** >2022)
- Recruitment of urban, rural, minority, disadvantaged, & more diverse music teachers and students (**DO** 2021-22)

d. Review of Goals (2020-22)

e. Urban/Rural Engagement and Diversity

Outline and discussion of TTRR short to long-range goals (see below)

4. New Business

a. Selection of TTRR Co-Chair

Chair's request: Appealed for volunteer(s) to serve as co-chair (and/or) recording secretary for TTRR Council; send email if interested

b. Music Student Virtual Conference

HS/JHS Music Student Conference (TTRR Chair, Phil Stattel, Tina Bennett): PMEA EXCOM proposal:

"PMEA Executive Committee would greatly appreciate the TTRR Council's assistance in planning an event within the virtual annual conference for students. We envision a one-day event (maybe on Saturday, April 17) that would be comprised of 3-5 session periods – a mix of breakouts and general sessions. We thought that the TTRR Council would have some great ideas for content. The idea is to involve students outside of All-State and FMEHS - which is focused on high school seniors majoring in music education. This could be more of a career development type program that introduces students to various careers in music. The Council can also discuss ages to involve (stick with the All-State parameters of 10th-12th grades or include junior high options too...)" could be involve students in grades 6-12."

PMEA State Council for Teacher Training, Recruitment, and Retention

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Goal is to reach-out, connect with, and engage “average-but-music-motivated kids,” and to involve them in PMEA;

Purpose is to intentionally complete PMEA’s “five-sided future” of stakeholders:

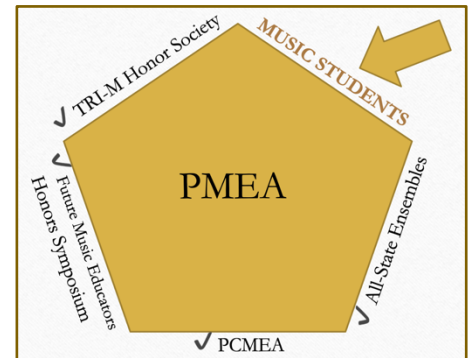
- TRI-M
- All-State participants
- Future Music Educators Honors Symposium
- PCMEA
- **Other music students** as yet less involved in PMEA

Volunteers from Council TTRR are asked to serve on this subcommittee; please email TTRR Chair if available (so far, we have received responses from the following members:

Nathan Buonviri, Paul Fox, Jonathan Helmick, and Kathleen Melago

Brainstormed a few ideas for the naming of this event:

- Collaboration
- Consortium
- Convocation
- Follow Your Muse
- **M.E.E.T. (music-exploration-enrichment-training)** TTRR Chair’s and Abi’s favorite
- Muse-quest
- Music-a-thon
- Music Emporium
- Music-Innovation
- Music.Synergy
- Project 2021
- Project PMEA
- Summit
- Symposium
- Synergism



Possible sessions to offer (contributions from Tina Bennett, Paul Fox, Greg Martin):

- Auditioning - tips and techniques
- College readiness
- Conducting
- Improvisation
- Instruments - upgrades and simple repairs
- Leadership
- Lifelong Learners/Performers/Community Ensemble Participation
- Meet an Artist
- Meet a Composer
- Meet a Conductor
- Modern Band
- Music Career Readiness
- Music Organization
- Preparing for a Music or Music Education Major (offered simultaneously for FMEHS?)
- Social Emotional Learning
- Small Ensemble
- Treating Music as a Part of Your Life

c. College Percussion Help

Polled higher education reps on feasibility of loaning of colleges’ percussion equipment/room for auditions: Consensus was that due to strict protocols for sterilization, “no visitor” policies at the universities, and other COVID-19 restrictions, we cannot offer access to timpani and mallet instruments for PMEA members’ students for practice or to record All-State auditions at this time; All-State virtual tryouts to be held early 2021

d. New Goals/Projects 2020-2022 (none)

e. Other ideas or concerns (none)

f. Recognition of Demi-Decade (5+ years) Award of contributions to the PMEA TTRR Council: Paul Fox, Jonathan Helmick, M. Greg Martin, Susan Metelsky, Sheryl Monkelen, and Debbie Wolf

g. Adjournment: 8:39 p.m.

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5. Members of the PMEA Council for Teacher Training, Recruitment, and Retention 2020-2021

VOTING MEMBERS

- a. **Paul Fox**, retired
- b. **Nathan Buonviri**, Temple University
- c. **Craig Denison**, Indiana University of PA
- d. **Paul Doerksen**, Duquesne University
- e. **Lisa Endler**, Woodland Hills SD
- f. **Jonathan Helmick**, Slippery Rock University
- g. **Amanda Herold**, Gettysburg College
- h. **Aaron Magaro**, West Shore SD
- i. **Stephanie Magaro**, Manheim Central SD
- j. **Ken A. Masaki**, Indiana University of PA
- k. **M. Greg Martin**, West Chester University
- l. **Kathleen Melago**, Slippery Rock University
- m. **Susan Metelsky**, Beaver Area SD
- n. **Sheryl Monkelien**, Mansfield University
- o. **Eric Plum**, Greencastle-Antrim SD
- p. **Sarah Hart Watts**, Penn State University
- q. **Debbie Wolf**, Cairn University

Council TTRR Chair/Retired Members Coordinator
Higher Education Representative, Region II
PCMEA Advisor, Higher Education Representative, Region II
Higher Education Representative, Region I
Mentor Program Co-Chair
Higher Education Representative, Region I
PCMEA President-Elect
Future Music Educators Honors Symposium Co-Chair
Future Music Educators Honors Symposium Co-Chair
PCMEA President
Higher Education Representative, Region VI
SMTE PA State Chair
TRI-M Chair
Higher Education Representative, Region IV
Mentor Program Co-Chair
Higher Education Representative, Region III
Higher Education Representative, Region VI

NONVOTING MEMBERS

- r. **Tina Bennett**, Clarion-Limestone Area SD
- s. **Scott Cullen**, Octorara HS
- t. **Ann Clements**, retired
- u. **David Deitz**, PDE Fine Arts Consultant
- v. **Douglas McCall**, Penn State University
- w. **Henry Pearlberg**, Wallingford-Swarthmore SD
- x. **Susan Raponi**, Carnegie-Mellon University
- y. **Scott Sheehan**, Holidaysburg Area HS
- z. **Phil Stattel**, Penns Valley Area SD
- aa. **Abi Young**

Immediate Past State President
State President-Elect
Volunteer Contributor
PMEA PDE Representative
Volunteer Contributor
State Immediate Past President
Volunteer Contributor
NAfME National President-Elect
State President
Executive Director

