



PMEA Council for Teacher Training, Recruitment, and Retention

"Supporting the life cycle of a music educator..." • Paul K. Fox, Chair • Page 1 of 8

Collegiate Communiqué #32 *Defining Professionalism & Association* December 2021

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

Collegiate Communiqué is published 1-3 times a year and serves as a "quick-read" and "starting point" for news, perspectives, and research frequently geared to college students and higher education members.

Features in this issue:

- Updates from the PMEA Council TTRR
- PMEA Mentor Program
- Giving Back to the Association
- Holiday Reading Suggestions



This is **your** forum. You are invited to submit an article or announcement for a future issue:

paulkfox.usc@gmail.com. Previous issues are archived here: <https://www.pmea.net/focus-areas/pcmea/>

"Who's Who" in PCMEA – Getting to Know Your PA State Collegiate Officers



PCMEA 2021-2022 Executive Cabinet

President: Amanda Herold, Gettysburg College
 President-Elect: Adam Jonkman, Marywood University
 Secretary-Treasurer: Dylan Opalinski, Indiana University of PA
 Technology Coordinator: Lily Zhou, Gettysburg College
 Region I: Rachel Crust, Slippery Rock University
 Region II: Tyler Roland, Indiana University of PA
 Region III: Tessa Vendetti, Penn State University
 Region IV: Dax Sowul, Marywood University
 Region V: Jason Cebulski, Gettysburg College
 Region VI: Alexy Fitzmeyer, Temple University

If You Haven't Done So Already... *It's Time* to Re-Up Your Membership!

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

PMEA/PCMEA/NAfME membership dues have remained the same for 2021-2022! Click on the link above and join, or renew using the 2021-22 PMEA Membership PDF, the PCMEA 2021-22 Membership Form, or online by logging in.

*2021-22 PMEA/NAfME Membership Dues Information

- Full Active – \$142
- Full Active Spousal (if both spouses are PMEA active members, one can apply for membership at this rate) – \$122
- Retired – \$68
- Collegiate (Student) – \$44
- Introductory (open to 1st year teachers who were PCMEA members during the 2019-20 member term) – \$92
- PMEA Only Retired – \$31

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Kudos to the PA recipients of...

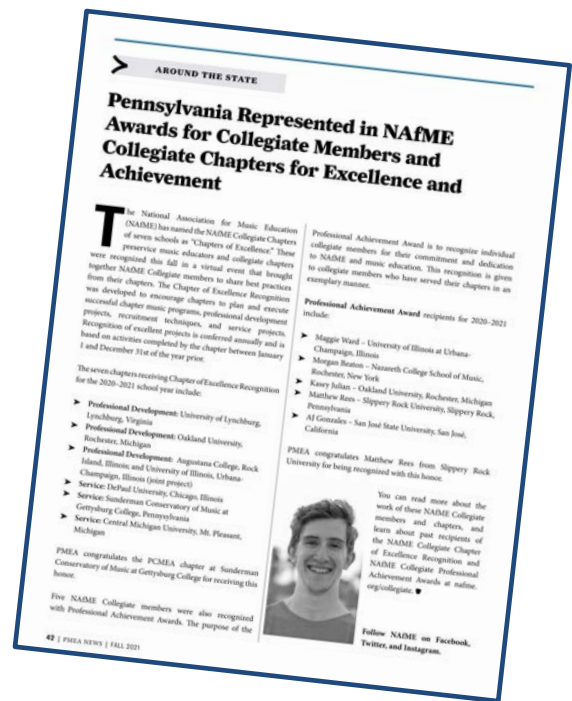
2020-2021 NafME Collegiate Awards

Citation of Excellence Award for service was presented to the PCMEA Chapter from the Sunderland Conservatory of Music at Gettysburg College

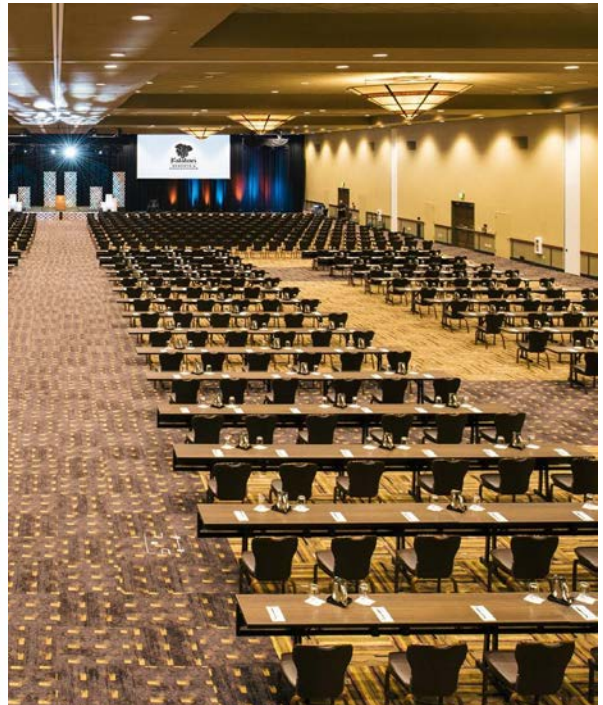
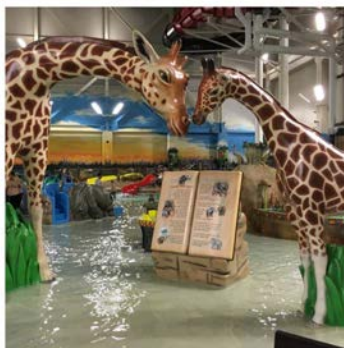
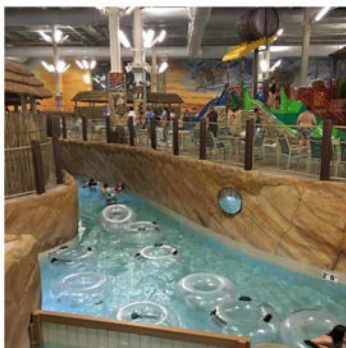
Professional Achievement Award honored Matthew Rees from the Slippery Rock University



Read more in the *PMEA News*
Page 42 of the Fall 2021 issue



Register for the PMEA Annual Conference – April 6-9, 2022 – Kalahari Resort/Poconos



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Updates from the Council for Teacher Training, Recruitment, and Retention

Abridged from official minutes of the October 24, 2021 Council TTRR online meeting recorded by Sarah H. Watts

Complete Council TTRR report to the PMEA Board by Chair Paul K. Fox: <https://www.pmea.net/wp-content/uploads/2021/11/Council-TTRR-Report-to-PMEA-Board-010822.pdf>

Old Business

- a. **Projects 2020-2022** – advocacy in the midst of COVID, promote TTRR resources, PCMEA video projects, Career Education and Work Standards, furthering the ePublications, supporting workshops, webinars, professional development opportunities, share suggestions for topics/presenters; collegiate funding concerns (i.e., gas/commuting costs for student teachers), recruitment of a diverse teaching force
- b. **New Goals 2021 & Beyond** – Videos, Crescendo/Jr., recruitment of diverse teaching force, serving in advisory capacity to Professional Development Council, expansion of pre-college recruitment materials, address collegiate concerns, support Strategic Plan, get students excited to be music education majors
- c. **Collegiate Concerns** – costs to renew clearances, costs to take/retake Praxis exams, mileage reimbursement for student teachers, PMEA Access Grants ---revisit this at April meeting
- d. **Diversity, Equity** – PMEA is doing better – branching out into Modern Band; what are the other ways we reach students, potential future teachers?



New Business

- e. **PMEA Strategic Plan** – in progress
- f. **Vacant Positions** – PCMEA advisor (in progress), Region IV and V Representative, Co-Chair Council TTRR
- g. **Conferences 2022** – April – Poconos; July – Reading
- h. **TTRR meeting on April 7, 2022 at Kalahari Resort** – Lesley Moffat, guest speaker – open to all educators
- i. **COVID-19 Safety Poster** – back inside cover of PMEA news
- j. **Establishing a committee** – funding assistance of collegiate members' involvement in P(C)MEA, how to create a foundation (Eric Plum volunteering)
- k. **Next Council TTRR meetings** – April 7, 2022 (in-person) and October 23, 2022 (online)

Sample Reports

- l. **FMEHS** – All (6) applicants accepted for 2021 conference; feedback from last year's participants at https://docs.google.com/document/d/1EuDs3nOp1ChicTENar02achtTBMJGBety2l_eD6C9g/edit
- m. **Higher Education/SMTE** – Difficulties in placing student teachers and other practicum requirements; efforts to recruit new teachers to the field (SMTE); focus on middle school setting for recruitment; need to explore how to tie into career artifacts projects and build more interest in music career pathways; priority to diversify music education program student population (Kathleen Melago); PCMEA dues discussion; Cairn University November 13 student service project for students with special needs (Debbie Wolf); Region III Workshop at Penn State University: impactful day of sessions on "Diversify, Equity, and Inclusion" (Sarah Watts)
- n. **PDE** – Act 13: changes in teacher evaluation (check PMEA website); Little Kids Rock workshops; political and COVID challenges; Missouri law 2-hour training course for substitute teachers (David Deitz)
- o. **TRI-M** – Search of student input regarding impact of music education; grant opportunity for a high school to start up a chapter (Susan Metelsky)

Other News Items

- p. **New PA Code of Professional Practice and Conduct** – addressing educator misconducts <https://www.pacodeandbulletin.gov/Display/pabull?file=/secure/pabulletin/data/vol51/51-34/1312.html>
- q. **PA Senate Bill 224** – addressing teacher shortage <https://www.pasenategop.com/blog/senate-passes-bill-to-address-teacher-shortage-by-improving-certification-process/>
- r. **IRRC review of Chapter 49** – certification revisions and ethics training/competencies <http://www.irrc.state.pa.us/docs/3283/AGENCY/3283PRO.pdf>

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PMEA Mentor Program

Who Should You Turn to for Help?

Coordinators Lisa Endler and Eric Plum – <https://www.pmea.net/focus-areas/mentor-program/>

In 2005, twelve PMEA members met during the Summer Professional Development Conference to be trained as mentors. Since its inception, the program has assisted members, developed a webinar series, planned other professional development opportunities, and trained 57 additional members to serve as mentors.

PMEA currently has trained mentors available in every specialty area, instructional level, and demographic area. PMEA mentors are actively teaching in the area and level that they represent. These exemplary professionals are ready to answer any questions music teachers may have about lesson planning, classroom management strategies, assessment and data collection, communication, the SLO process, and to discuss problems both beginning and experienced music educators may be facing in their teaching situation.



If you would like more information about the program or would like to be networked with a mentor, please contact the PMEA Mentor Program Co-Coordinator:

- Lisa Endler – Woodland Hills School District – endlili@whsd.us
- Eric Plum – Greencastle-Antrim School District – eplum@gcasd.org

Visit the NEW PMEA Mentor Facebook group: <https://www.facebook.com/groups/717186051786543/>

Attention Beginning Teachers and Those of You in New Assignments

You are not alone! PMEA is here to help you get a grip on your new responsibilities. Sign up now to be part of the PMEA Mentor Program. You will be paired with an experienced music educator in a similar setting who has been trained to hear you and help you. Contact PMEA Mentor Program Co-Coordinator for more information or to be networked with a mentor.



Others Who Can Assist...

Retiree Resource Registry (R³) Directory:

<https://docs.google.com/spreadsheets/d/1PElt4SBMUtNBPYYjpSwdxIruGpt9PntXO1iHgoYbGgE/edit?usp=sharing>

Retiree Resource Registry Index:

<https://docs.google.com/document/d/1CpU7d5yUtRUCiqNahkdBUKHKEqNcPVZTT4bt5J-upPY/edit?usp=sharing>

TTRR Advisors (below): <https://www.pmea.net/council-for-ttrr/>

- Sue Basalik: Technology
- Nora Burrigade: high school prep for becoming a music education major
- Debbie Chrisman: Elementary Band and Strings
- David Deitz: PDE, data/research
- Craig Denison: PCMEA, data/research, music education, music psychology
- Paul Doerksen: pre-service training, student teaching
- Paul Fox: ethics, retirement, pre-service training
- Kathleen Melago: Society for Music Teacher Training
- Susan Metelsky: TRI-M
- Teri Myers: mentoring, job shadowing, webinars
- Susanna Caudell Sonnenberg: remote/virtual music lessons

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Giving Back to the Association

A Pep Talk for Pre- and In-Service Music Teachers to Become "Team Members"

by Paul K. Fox – abridged – complete article originally published here: <https://www.pmea.net/membership-information/>

Only one professional association got me through more than five decades in music education and 35+ years of full-time directing, equipping me to handle the twists and turns of an ever-changing career (e.g., becoming a choral director even though I had never sang in a high school or college choir), and even attending music festivals as a viola and tuba student for four years in the Penn Hills school district. Who do I credit for giving me this "life force," "teacher chops," and music mastery? **PMEA.** We are so fortunate to have this priceless "collaboration of our colleagues," numerous resources for the benefit of our own professional development, and services we provide to our music students. Cut me and I bleed PMEA **blue!**



How Are You Feeling?

A "call to action" is necessary because of the turmoil the pandemic has left the arts education community, new school health and safety mandates, re-prioritization of district resources (in some places away from the arts in spite of the need for more – not less – social emotional learning), reports of the drop in music participant enrollments, decrease in membership renewals, and teacher shortages.

The crush of COVID-19 and all the program delays, suspensions, (and hopefully not) permanent losses have made this one of the most challenging times I can ever recall. The only way we can get through this is "together..." and frankly, "if you're not part of the solution, you're part of the problem!" This is NO TIME to let your membership and involvement lapse! PMEA, PCMEA, and other professional music education organizations (like NAFME, ACDA, ASTA) need your renewed "dedication to the cause," willingness to help "the team" and one other, and active participation.

Collegiate members, full active members, and retired members – all of us joining forces – can truly "make a difference!" No matter how busy or stressed you are and how much you feel you are "slugging it out in the trenches" alone, we all need to become partners and devote time for and dedication to the associations we are blessed to have right now that support music educators in the Commonwealth, the nation, and the profession.



as·so·ci·a·tion

The Essential Role of Associations

No matter what career you have chosen... if you are a *professional*, you NEED an ASSOCIATION!

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The architects may have defined "this essential bond" best:

Membership in the relevant professional organization is one of the things that separates a profession from a conventional job. It is a key element that defines a professional. Membership in one's professional organization is expected of all professionals. It is important to support the advancement of one's profession, and becoming a member of the professional organization is a part of that advancement.

Involvement with a professional society will afford the participant an opportunity to network with other colleagues in industry and practice. Making connections with others who have similar interests reinforces why one has chosen this career. It enables new professionals to associate with senior members of the profession and learn from them. Joining a professional organization is critical in keeping abreast of the latest knowledge and practices locally, regionally, and globally. It helps the professional to stay abreast of current issues and opportunities and will also assist in personal advancement for the member who becomes involved.

Many professional organizations offer continuing education, seminars, and lectures along with other opportunities for learning. An active participant will have the opportunity to serve in professional development. Working with people outside of one's own firm and volunteering will build leadership skills. Opportunities for working with the community for the betterment of society and the local economy will be available. There will be possibilities for making real contributions to the human condition through projects the professional organization may take on as a part of giving back to the community. There are events that will call for public speaking skills and professional visibility which will assist in moving one's career to another level by connecting with other professions and local leaders in the area. The profession will benefit from members' service and the members will be rewarded in return by such things as personal fulfillment, professional enrichment, and building a stronger resume as a result.

Further definition of the professional responsibilities and ethical practices will come in part from the professional organization. It is a central core for regulation, education, revitalization, networking and service. Joining a professional organization provides occasions and experiences to renew one's enthusiasm for the practice of interior design. The interaction can be both inspirational and enlightening. Being a member of a professional organization is a symbiotic relationship between the organization and the member that will benefit them both.

— Alabama Board for Registered Interior Designers <https://abrid.alabama.gov/about-interior-design/importance-of-joining-a-professional-organization/>



My own "top-ten" benefits for membership in a professional association like PMEA are:

1. Development and sharing of the standards and best practices of the profession
2. Student festivals and music performance assessments
3. Professional development and career advancement opportunities: workshops, conferences, and publications
4. Leadership training
5. Collaborative projects such as health and wellness seminars, ethics training, library of online resources, etc.
6. Networking opportunities
7. Models and resources for curriculum writing
8. Coaching and mentoring resources
9. Resources in job hunting and interviewing techniques
10. Advocacy of music education and "a voice" (more political "clout") in defining future government public policy



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So, Really: What's in it for Me?

Review a few of the synonyms of "association" like "alliance," "consortium," "coalition," "connection," etc. I am sure you've heard the saying: "TEAM stands for Together Everyone Achieves More." Or, to quote the philosopher Aristotle: "The whole is greater than the sum of its parts."

The easiest way for me to show the value of joining PMEA and becoming more active, engaged, and successful in your teaching assignment (no matter what the primary specialty – general music, vocal, band, strings, jazz, music theory, technology, etc.) is to take a snapshot of the benefits displayed on the www.pmea.net website. Why try to reinvent the wheel? You might be surprised the extent of the HELP that is available just around the corner! Go ahead... click away! Take a peek at what you may be missing!

- [Advocacy and Public Policy](#)
- [Annual Conference 2022 \(Kalahari Resorts/Poconos\)](#) – sessions to be shared in a future blog-post – and the [Summer Conference in the Doubletree Hotel/Reading](#).
- [Composition Program](#) (deadline January 5, 2022)
- [Collegiate Communique](#) (archives)
- [Council for Teacher Training, Recruitment, and Retention](#)
- [Crescendo Student Conference](#)
- [Early Childhood](#)
- [Educating Students with Special Needs](#)
- [Fest and Festival Information](#)
- [Future Music Educators Honors Symposium](#)
- [Higher Education and Society for Music Teacher Education](#)
- [Interactive Model Curriculum Framework](#) and [Curriculum & Standards Information](#)
- [Job Board](#)
- [Leadership Academy](#)
- [Lending Library](#)
- [Mentor Program](#)
- [Music Performance Assessments](#)
- [News and Updates](#) including [PMEA "Take Note" Podcasts](#) and [Community Happenings](#)
- [PA Collegiate Music Educators Association](#)
- [PA Department of Education Information](#)
- [PMEA News](#) (archives)
- [Research](#)
- [Retirement Resources](#) and [Retired Member Network eNEWS](#) (archives)
- [Scholarships and Awards](#)
- [Teaching Resources](#)
- [TRI-M](#)
- [Webinars](#)



So now, reflect on the title of this blog! It is essential to GIVE BACK to our association – to help PMEA achieve its mission: "to advance comprehensive and innovative music education for all students through quality teaching, rigorous learning, and meaningful music engagement." We're all in this together, and together we can make it better! The number one thing you can do for ANY association is to pay your annual dues, attend its meetings, be active, and HELP OUT! In return, PMEA can assist you in finding and sustaining your passions! What are you waiting for? If you have not renewed for the 2021-2022 year, please visit this [PMEA membership webpage](#).

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Holiday Reading Suggestions for the Always-Studying (Growing) Professional

Hurray! You made it to winter recess... a little time to catch-up with your family and friends and then... rest, refresh, rewind, and rejuvenate! After a suitable "mental health" break and "get away from it all," it will be time for more "retooling" and "recharging your batteries" by exploring and absorbing a few new perspectives from our music education colleagues. So, if you've got the time, we've got the resources... to become even more equipped, inspired, and confident to *get ahead!*

In our last issue of *Collegiate Communiqué*, we highlighted these super-relevant books for your perusal. How many of these did you have a chance to read?

- *Music Education and Social Emotional Learning – The Heart of Teaching Music* by Scott Edgar
- *Thrivers – The Surprising Reasons Why Some Kids Struggle and Others Shine* by Michele Borba
- *Love the Job, Lose the Stress – Successful Social and Emotional Learning in the Modern Classroom* by Lesley Moffat
- *I Love My Job But It's Killing Me – The Teacher's Guide to Conquering Chronic Stress and Sickness* by Lesley Moffat
- *The Burnout Cure – Learning to Love Teaching Again* by Chase Mielke
- *Navigating the Unknown in Education – New Narratives Amid COVID-19* by Sally J. Zepeda and Philip D. Lanoue



While you are at it, add these to your list, including a few "old gems" to (re)discover:

- *Marginalized Voices in Music Education* edited by Brent C. Talbot
- *A Place in the Staff – Finding Your Way as a Music Teacher* by Jen Rafferty
- *My Many Hats – Juggling the Diverse Demands of a Music Teacher* by Richard Weymuth
- *Case Studies in Music Education* by Frank Abrahams and Paul D. Head
- *Enhancing the Professional Practice of Music Teachers* by Paul G. Young
- *Your Brain on Music – The Cognitive Effects of Music Education on the Brain* by Laura Saunders
- *The Music Advantage – How Music Helps Your Child Develop, Learn, & Thrive* by Dr. Anita Collins
- *This Is Your Brain on Music – The Science of a Human Obsession* by David J. Levitin

Timely blogs have been posted on the "[Music in a Minuet](#)" and [paulfox.blog](#) websites – likely a worthwhile scan of issues and solutions for collegiates, "rookies," transfers, and those seeking continuing education:

- *Ten Books to Improve Practice* by Kyle Oberhauser and Lori Schwartz Reichl <https://nafme.org/10-books-to-improve-practice/>
- *Musical Creativity Is in the DNA of SEL* by Michael P. Fleischmann <https://nafme.org/musical-creativity-is-in-the-dna-of-sel/>
- *Talking to Students about Pursuing Music in the Era of COVID* by Barbra Weidlein <https://nafme.org/talking-to-students-about-pursuing-music-in-the-era-of-covid/>
- *Embracing the Intangibles: Teaching Empathy and Engagement* by Paul Fox <https://nafme.org/embracing-the-intangibles-teaching-empathy-and-engagement/>
- *Model Code of Ethics for Educators* by Paul Fox <https://paulfox.blog/2021/02/11/model-code-of-ethics-for-educators/>
- *Tips and Tricks for Building Music Programs in Rural Areas* by Christopher L. Clark <https://nafme.org/tips-and-tricks-for-building-music-programs-in-rural-areas/>
- *Leadership Lessons* by Paul Fox <https://paulfox.blog/2020/07/14/leadership-lessons/>

Finally, if you have not visited <https://community.nafme.org/> and "joined in" to many of the NAFME online discussion groups, you are missing a lot of free and insightful advice and feedback.



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