



- I. Mission: “Serving in the role of an advisory committee for PMEA, the mission of the 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.”
- II. Overarching Purpose and Stakeholders: “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.”
- III. 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.”
- IV. Document Archives (activity since PMEA Board Meeting July 20, 2021)
 - a. Minutes to Council TTRR Online Meeting October 24, 2021 (below)
 - b. Slides to Council TTRR Online Meeting: <https://www.pmea.net/wp-content/uploads/2021/11/Council-TTRR-Online-Meeting-slides-s102421.pdf>
 - c. PA Educator Ethics Update to the Board October 17, 2021 (below)
- V. “State-of-the-Retired-Members” activities (since reported at PMEA Board Meeting July 20, 2021)
 - a. Revisions to *Ultimate Retiree Resource Guide/Bibliography* (last revision 11/15/21)
 - b. Quarterly feature articles in *PMEA News*
 - c. Submission and acceptance of PMEA spring 2022 conference session “Retirement 101 – The Who, What, When, Where, and How of Preparing for Post-Employment” with collaboration of volunteer retired members
 - d. Update of *Retiree Resource Registry* with a total of 148 participants (last revision 11/15/21)
 - e. Design of document/graphics for a reach-out to retired members whose membership have lapsed (10/11/21)
 - f. *Retired Member Network eNEWS* digital publications (archived at <https://www.pmea.net/retired-member-network-enevs-archiv/>) and updates to eNEWS retirement book review index (revised 10/9/21)
 - g. Updates to PA member compositions and community band, chorus, orchestra, and theater lists (last revision 7/15/21)
- VI. Official activities of Council TTRR members (since reported at PMEA Board Meeting July 20, 2021)
 - a. Planned presentations of retirement, ethics, and interviewing workshops for PMEA Spring 2022 Conference (Chair)
 - b. Ethics presentation for Slippery Rock University freshmen music education students 10/6/21 (Chair)
 - c. Presentation of PMEA summer 2021 conference session “Networking and Branding and Jobs, Oh My – Marketing Yourself for Employment” 7/23/21 (Chair)
 - d. Presentation of PMEA summer 2021 conference session “Retirement 101 – Retiree Stories & Strategies” 7/22/21 (Chair)
 - e. Presentation of PMEA summer 2021 conference session “Catch the E-Train – Essential Ethics for the New Educator” 7/21/21 (Chair)
 - f. Participation in summer work sessions on PMEA Strategic Plan 7/20/21 (council members Tina Bennett, Scott Cullen, Mark Despokatis, Lisa Endler, Aaron Magaro, Kathleen Melago, Henry Pearlberg, Eric Plum, Phil Stattel, PMEA staff, and Chair)
 - g. Summer issue of *Collegiate Communique* archived at <https://www.pmea.net/resources/pcmea/> 6/25/21 (Chair)
 - h. Article postings on teacher training, health/wellness and “self-care,” ethics, retirees, and interviews/getting a job (Chair)
 - *Studies in PA Educator Ethics Case Law* <https://paulfox.blog/2021/06/26/studies-in-pa-educator-ethics-case-law/>
 - *Those Were the Good Ol' Days* <https://paulfox.blog/2021/08/14/those-were-the-good-ol-days/>
 - *Do You Have a "Side Gig?"* <https://paulfox.blog/2021/09/04/do-you-have-a-side-gig/>
 - *PA Educator Ethics Update* <https://paulfox.blog/2021/10/06/pa-educator-ethics-update/>
 - *Giving Back to the Association* <https://paulfox.blog/2021/11/10/giving-back-to-the-association/>

Respectfully submitted by
Paul K. Fox
November 17, 2021

Minutes: Semi-Annual Council TTRR Meeting

October 24, 2021

Paul K. Fox, Chair

Sarah Watts, Recorder

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1. Roll Call

In attendance (online/Zoom call):

Scott Cullen
O. David Deitz
Lisa Endler
Paul Fox
Amanda Herold
Adam Jonkman
Kathleen Melago
Eric Plum
Sarah Watts
Debbie Wolf
Abi Young

2. Council TTRR Tenets (Mission, Purpose, Focus Areas, Subcommittees)

Changes? Propose new focus areas?

- Some subcommittees on hold due to COVID

3. Chair's Recap 4Q 2021

A. Future role and new goals of PMEA Council TTRR and PMEA Strategic Plan 2022-2026

- P. Fox attended Strategic Plan meeting last summer. More meetings to come to clarify/shape plan
- Need help from PCMEA to create videos for HS student recruitment
- Mock Interview panel is available to pre-service teachers
- New code of conduct, Chapter 49 certification competencies will necessitate revised ethics trainings
- TTRR Advisors are available for various topic areas
- TTRR Supplemental Materials resources are available
- ePublications –upcoming deadline (10/31/21) for *Collegiate Communique* – please check email for this resource; Amanda, please send a greeting to include in this issue
- Beyond the Classroom project is suspended for the moment. Recruit those who signed up for Crescendo
- PMEA Crescendo – conference for grades 8-12 – a new direction and a success! Possibilities for even younger students? Crescendo Jr.?

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- B. Marketing of Council TTRR flier and other printed materials, and distribution of the PCMEA public service video(s) for HS students in preparation of a college major in music education ? (delayed – 2022?)
- C. Mock Job Screening Interviewers ✓ (ongoing)
- D. Communication of Board of Education revisions to the PA Code of Professional Practice and Conduct and Chapter 49 Certification provisions and competencies for new ethics training in pre-service, induction, and in-service programs. ✓ (current priority)
- E. Support of local and state professional development workshops on teacher ethics ✓ (ongoing)
- F. PDE Educator Ethics Law Update (10/17/21)
- New Code of Professional Practice & Conduct
 - IRRC review of Chapter 49 Certification revisions
 - Sources:
<https://www.pacodeandbulletin.gov/Display/pabull?file=/secure/pabulletin/data/vol51/51-34/1312.html>
<http://www.irrc.state.pa.us/docs/3283/AGENCY/3283PRO.pdf>
<https://paulfox.blog/2021/10/06/pa-educator-ethics-update/>
- G. TTRR Advisors ✓ (ongoing)
- H. TTRR Supplemental Materials ✓ (ongoing)
- I. ePublications ✓ (ongoing)
- *Collegiate Communique* (archived in PCMEA focus area on the PMEA website – deadline for next issue October 31, 2021)
 - *For the Good of the Order* (archived in TTRR focus area)
 - *Retired Member Network eNEWS* (archived in retired member focus area)
- J. Other Council members activities ✓
- 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)
 - Planning and participation in the PMEA CRESCENDO Virtual Conference on April 17, 2021 (Tina Bennett, Nate Buonviri, Mark Despokatis, Jonathan Helmick-chair, Marissa LaBant, Kathy Melago, Paul Fox, and Abi Young) (ongoing)
- K. News relevant to TTRR from the Commonwealth
- Training: Awaiting new Chapter 49 revisions and professional development requirements for teacher ethics from the PDE
 - The intersection of three crises in the state of Pennsylvania:



1. COVID's effect on the ability to hold live music rehearsals and public performances – Deitz/Despokatis best resources to consult regarding this issue.
 2. Impending teacher shortage with fewer music education majors graduating from colleges. Data demonstrate that art and music have significant shortages. More emergency substitute certifications are being issued. It has been difficult to find qualified music educators to fill vacancies. View news links for further information regarding PA Senate Bill 224 - passed Senate. This bill makes it easier for out of state teachers to be certified in PA.
 3. Increased numbers of educator misconducts being filed.
 - Questions and focuses going forward in 2021-2022 – What are...
 1. PDE plans for changes in COVID protocols for 2021-2022 year?
 2. The definitions of new competencies on teacher ethics training to be required for pre-/in-service and induction training?
 - Recruitment/Retention: Teacher shortage (news media stories)
 - **This week:** Legislature passes PA Senate Bill 224 <https://www.pasenategop.com/blog/senate-passes-bill-to-address-teacher-shortage-by-improving-certification-process/>
4. **Fast Track – Department Reports (submitted)**
- a. FMEHS – Stephanie Magaro
 - 2021 virtual spring conference – Future music educators participated in mentoring and professional development activities; participant reflections indicate the success of the program!
 - b. Mentoring Program – Lisa Endler, Eric Plum – Thank you to Lisa Endler, co-chair.
 - There are 76 trained mentors across the state with 3-4 active pairings. Mentors undergo two training sessions. This initiative recognizes the need to retain new teachers. Possible future ideas may include automatically linking PCMEA members to a PMEA mentor. It will be necessary to hear from PCMEA what they need/want in terms of the Mentoring Program, perhaps add these ideas into the Strategic Plan? Hoping to connect with PCMEA chapters, visit chapter meetings for a panel discussion or topic exploration regarding this topic. Visit Facebook page for further information.
 - c. PCMEA – Amanda Herold
 - PCMEA members are hoping for more interaction amongst active PCMEA schools and those who do not have chapters. Amanda, et al, helping to renew Carnegie Mellon chapter.
 - Exploring the possibility of music educator honors symposium or PMEA session to provide opportunity to host a panel for prospective music educators (this has happened in the past and was paused for COVID) - provides a relatable point of contact between PCMEA and PMEA members.
 - Amanda will communicate about the videos to explore this project further.
 - There is a vacant position for PCMEA advisor – someone has been invited, waiting to hear back.

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- There is interest in talking to Scott Sheehan about having an open forum with him for all PCMEA students, a unifying event, can bring new chapters into the fold – also consider inviting Kathleen Melago. Paul Fox available to volunteer as well.
 - Gettysburg Advisor – Russ McKutcheon
- Region III Workshop – Sarah Watts
- Penn State Region III workshop – a success! An impactful day of sessions related to issues of Diversity, Equity, and Inclusion in our field.
- d. TRI-M – Susan Metelsky
- Seeking student input regarding impact of music education
 - Exploring a grant opportunity for a high school to start a chapter.
- e. PDE – David Deitz
- Act 13: There will be a change in teacher evaluation. Check PMEA website to learn more about the changes.
 - We are hoping to get Modern Band trainings to happen soon, can facilitate these workshops via Little Kids Rock through PMEA.
 - Political issues impacting music education: The governor cannot run for another term, PDE is anticipating change in political party. PDE political appointees are leaving which is particularly affecting certification issues and causing many problems, especially with music/art/dance certifications.
 - Trying to get schools up and running has been difficult with Department of Health and temperament of local school boards. School district noncompliance is causing a great deal of work outside realm of normal work. A challenging time for superintendents and principals.
 - Send any questions to David Deitz.
 - Missouri recently passed legislation permitting high school graduates with 20 hour training course to be substitute teachers.
- f. Others? SMTE, Region Representatives, etc.
- Higher Education concerns – there have been difficulties in placing students for practicum placements. K-12 teachers are reluctant to take them on. Pre-service teachers are required to complete 20 hours of observation. Some programs have been using videos to meet this requirement. K-12 teachers, please share videos that show you but not students. We can explore using existing YouTube content, as well.
 - SMTE conference report – some groups are working on efforts to recruit new teachers to the field.
 - Recruiting into music ed programs brings about cyclical concerns – if there are no teachers, jobs will be cut.
 - Consider the teacher work force in recruitment of students into teacher preparation programs.
 - Trades are recruiting students younger and younger – music has to be at the table to considered as a career path. Consider Middle School as a setting where efforts can and should be focused.



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- We need to explore how to tie into career artifacts projects to get more interest in music career pathways.
- We need to explore how to educate our current teacher work force to intentionally facilitate student career artifact creation. This does not have to be a separate approach. Teachers can integrate into what they are already doing.
- A priority must be diversifying our music education program student population.

Other Items:

- D. Wolf Praxis preparation presentation – West Chester hosted
- Cairn student service project for students with special needs, November 13th
- The \$40 dues and conference scheduling can be prohibitive to some students' involvement PCMEA
 - K. Melago – students without financial means are being marginalized. Those with means may have advantages on the job market
 - Pay-what-you-can dues – more inclusive, people may be more inclined to join PMEA once in the profession
 - Explore alternate routes to paying dues as per available campus resources (i.e. Marywood example)
 - PMEA dates could be communicated to ensemble directors ahead of time
 - Dues fund – a small overcharge to fund students in need
 - Idea – PMEA grant to fund a school's chapter to attend once every four years
- PMEA staff/officers – Scott Cullen
 - Working on the strategic plan is a priority – be on the lookout for a forthcoming survey
 - Some members are finding memberships have lapsed
 - Partnership with PARS in development, sharing of resources

Membership Data 2021:

- 1969 active members
- 230 collegiate
- 195 retired
- Last year, numbers dropped from 2019 (except for collegiate)
- December 2020 numbers: 1926 active members; 440 collegiate

5. 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 – we are doing better – branching out into Modern Band, what are the other ways we reach students, potential future teachers

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6. New Business

- a. PMEA Strategic Plan – in progress
- b. Vacant Positions – PCMEA advisor (in progress), Region IV and V Representative, Co-Chair Council TTRR
- c. Conferences 2022 – April – Poconos; July – Reading
 - For TTRR April meeting: We will explore the possibilities of inviting a speaker to this meeting, suggested speaker, Lesley Moffat (30 minutes).
- d. Covid-19 Safety Poster – back inside cover of PMEA news
- e. Other? Establishing a committee for helping to fund collegiate members’ involvement, how to create a foundation – Eric Plum is volunteering
- f. Next TTRR meetings: April 7, 2022 and October 24, 2022

7. Information/Adjournment

Members of the PMEA Council for Teacher Training, Recruitment, and Retention 2020-2022

VOTING MEMBERS

- | | |
|---|--|
| a. Paul Fox , retired | Council TTRR Chair/Retired Members Coordinator |
| b. Nathan Buonviri , Temple University | Higher Education Representative, Region II |
| c. Craig Denison , Indiana University of PA | Higher Education Representative, Region II |
| d. Paul Doerksen , Duquesne University | Higher Education Representative, Region I |
| e. Lisa Endler , Woodland Hills SD | Mentor Program Co-Chair |
| f. Jonathan Helmick , Slippery Rock University | Higher Education Representative, Region I |
| g. Amanda Herold , Gettysburg College | PCMEA President |
| h. Adam Jonkman , Marywood University | PCMEA President-Elect |
| i. Aaron Magaro , Conestoga Valley SD | Future Music Educators Honors Symposium Co-Chair |
| j. Stephanie Magaro , Manheim Central SD | Future Music Educators Honors Symposium Co-Chair |
| k. M. Greg Martin , West Chester University | Higher Education Representative, Region VI |
| l. Susan Metelsky , Beaver Area SD | TRI-M Chair |
| m. Kathleen Melago , Slippery Rock University | SMTE PA State Chair |
| n. Eric Plum , Greencastle-Antrim SD | Mentor Program Co-Chair |
| o. Sarah Watts , Penn State University | Higher Education Representative, Region III |
| p. Debbie Wolf , Cairn University | Higher Education Representative, Region VI |

NONVOTING MEMBERS

- | | |
|---|--|
| q. Tina Bennett , retired | Immediate Past State President |
| r. Scott Cullens , Octorara HS | State President-Elect |
| s. David Deitz , retired | PMEA PDE Representative |
| t. Mark Despokatis | PMEA Director of Public and Government Affairs |
| u. Henry Pearlberg , Wallingford-Swarthmore SD | PMEA Past State President |
| v. Susan Raponi , Carnegie-Mellon University | Volunteer Contributor |
| w. Scott Sheehan , Holidaysburg Area HS | NAfME National President-Elect/
PMEA Past State President |
| x. Phil Stattel , Retired | State President |
| y. Abi Young | Executive Director |

PDE Educator Ethics Law Update to the PMEA Board

October 17, 2021

1. As posted in the *Pennsylvania Bulletin*, Volume 51, Issue 34 on August 31, 2021, revisions to the PA “Code” of **Professional Practice and Conduct** have been approved by the Pennsylvania Board of Education, Pennsylvania Department of Education (PDE), and the Pennsylvania Professional Standards and Practices Commission
2. The old “Code” had eleven sections; the new “Code” is organized into six sections:
 - Mission
 - Introduction
 - Definitions
 - Commitment to Students
 - Commitment to Colleagues
 - Commitment to the Profession
3. This “Code” is a regulation that licenses and governs all PA professional educators:
 - “Professional conduct defines interactions between the individual educator and students, the employing agencies, and other professionals...”
 - “This chapter makes explicit the values of the education profession. When individuals become educators in this Commonwealth, they make a moral commitment to uphold these values.”
4. We are awaiting the final release of the official copy of this “Code” and updates on the Commission’s website.
5. The final draft of revisions to the PA Chapter 49 Certification of Professional Personnel (with specific mandated competencies for ethics training to be covered in pre-service classes, induction programs, and professional development in-service workshops) was approved by the PA State Board of Education on September 9, 2021, and is currently being examined by the Independent Regulatory Review Commission.
6. PMEA is ahead of the curve in providing ethics training of its members: webinars, conference sessions, and PCMEA workshops.
7. Sources for more information:
 - <https://www.pacodeandbulletin.gov/Display/pabull?file=/secure/pabulletin/data/vol51/51-34/1312.html>
 - <http://www.irrc.state.pa.us/docs/3283/AGENCY/3283PRO.pdf>
 - <https://paulfox.blog/2021/10/06/pa-educator-ethics-update/>

