

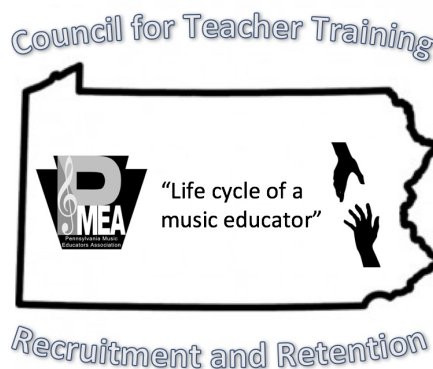
PMEA Council for Teacher Training, Recruitment and Retention

Minutes, Annual In-Person Meeting, Thursday, April 7, 2022

Kalahari Convention Center/Poconos, PA

7:45 a.m. Introductions/Roll Call (\* Voting Members):

Paul Fox,\* Chair and Retired Member Coordinator  
Nathan Buonviri,\* Higher Ed Region VI  
David Deitz, PDE Arts Advisor  
Lisa Endler,\* Mentoring Program  
Amanda Herold,\* PCMEA President  
Adam Jonkman,\* PCMEA President-Elect  
M. Greg Martin,\* Higher Ed Region VI  
Kathleen Melago,\* SMTE Chair  
George Moffat, Guest  
Lesley Moffat, Guest Speaker  
Eric Plum,\* Mentoring Program  
Sarah Hart Watts,\* Higher Ed Region III  
Travis Weller,\* PCMEA Advisor  
Debbie Wolf,\* Higher Ed Region VI



7:50 a.m. Official Business:

1. Election of the PMEA Council TTRR Chair – two-year term 2022-2024  
(nominations from the floor will be accepted)  
  
-Solicited nominations – Paul Fox nominated, seconded, unanimously voted in for additional term.
2. Completion of Google Form – Survey of TTRR Goals and Priorities for 2022-2024, the link of which is here: <https://forms.gle/mx4C5na2xWQ7CpYFA>. We need to formulate the council's “next steps” and take your “voices” to the Strategic Planning session during the PMEA Summer Conference. **Please respond to our survey by May 31.**  
  
-This survey will be completed in advance of PMEA’s Strategic Plan survey. Where are we going? This will take an hour to complete in order to provide substantive feedback.

February 20<sup>th</sup> email – thank you, Mr. Fox for your leadership! Please be patient with teachers as we come out of the difficulties of pandemic teaching. Stay the course!

PKF – please provide any input or ideas moving forward

8:00 a.m. - doors open to all attendees

We have created a 15-minute presentation entitled “What in the World is PMEA Council TTRR,” derived mostly from the information you have shared in your (un)official reports. (ATTACHED)

- Overview of TTRR Governance
- Highlight Focus Areas, Subcommittees
- Sample TTRR Projects, i.e. Crescendo Conference, PCMEA Video Project, Mock Interviews, etc.
- Future Retirees – PSERS Involvement
- Data regarding teacher retention, burnout – difficult to recruit new teachers into a profession where issues of burnout and devaluing of teachers are circulating widely. How to show the positive side of entering the field?
  - Debbie Wolf will send international survey indicating global teacher satisfaction
- Teacher self-care – essential for practicing and pre-service teachers
- Career Development – Advocacy; Rebuilding programs across the state
- Collegiate Concerns – clearances, financial commitments
- Building a more diverse teaching force
- Need higher education representatives for Regions IV, V

Next Council TTRR meeting: October 23, 2022 at 7 p.m. via Zoom

8:20 a.m. Invited guest speaker Lesley Moffat presentation on “Teacher Retention”

8:50 a.m. Adjournment

Respectfully submitted by,

Sarah Hart Watts



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2

## 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.”



PMEA Annual Conference – What in the World is Council TTRR – 4.7.22 – Page 3

3

## Overarching Purpose/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.”



PMEA Annual Conference – What in the World is Council TTRR – 4.7.22 – Page 4

4

## Focus Areas 2017-2022

### Training

“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.”



PMEA Annual Conference – What in the World is Council TTRR – 4.7.22 – Page 5

5

## Focus Areas 2017-2022

### Recruitment

“Recruitment of quality and engaged candidates to college music education programs.”



PMEA Annual Conference – What in the World is Council TTRR – 4.7.22 – Page 6

6



## Focus Areas 2017-2022

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### Retention and Diversity

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

PMEA TTRR 10.24.21 – Page 7

7

## Subcommittees

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### Training

- Ethics
- PMEA Model Curriculum
- 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

PMEA Annual Conference – What in the World is Council TTRR – 4.7.22 – Page 8

8

## Sample Council TTRR Projects

- A. PMEA CRESCENDO virtual conference for students
- B. Distribution of Council TTRR flier and other printed materials, and PCMEA public service video(s) for HS students in preparation of a college major in music education
- C. Mock Job Screening Interviewers

Tina Bennett (PMEA officer)  
Dave Deitz (TTRR)  
Paul Fox (TTRR)

Henry Pearlberg (PMEA officer)  
Eric Plum (TTRR)  
(plus others)



PMEA Annual Conference – What in the World is Council TTRR – 4.7.22 – Page 9

9

## Sample Council TTRR Projects

- 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
- E. Support of local and state professional development workshops on teacher ethics

NAfME Eastern Division  
April 23, 2021

PMEA Conferences  
July 21, 2021  
April 7, 2022

Local PCMEA/collegiate workshops  
like at Slippery Rock University  
October 6, 2021



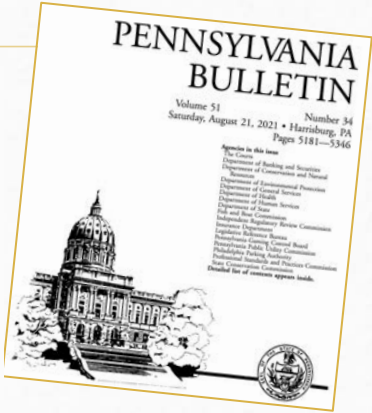
PMEA Annual Conference – What in the World is Council TTRR – 4.7.22 – Page 10

10

## Sample Council TTRR Projects

F. PDE Educator Ethics Law Updates

- New PA Code of Professional Practice & Conduct
- 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/>



PMEA Annual Conference – What in the World is Council TTRR – 4.7.22 – Page 11

11

## Sample Council TTRR Projects

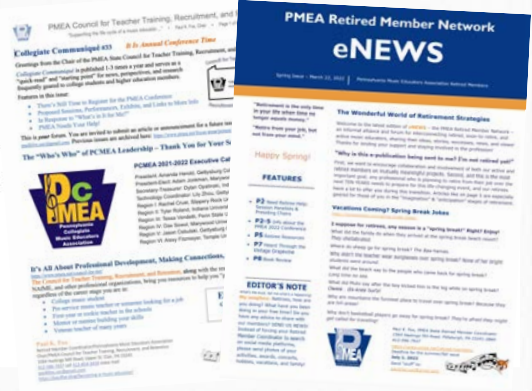
G. TTRR Advisors

H. TTRR Supplemental Materials

I. ePublications
 

- Collegiate Communique* (archived in PCMEA focus area)
- For the Good of the Order* (archived in TTRR focus area)
- Retired Member Network eNEWS* (archived in retired member focus area)

J. PMEA Strategic Planning



PMEA Annual Conference – What in the World is Council TTRR – 4.7.22 – Page 12

12



## The Future – Landing Our Doorstep...

### Pennsylvania Teacher Shortage Areas

A teacher shortage occurs when there are not enough teachers in key subject areas, which has been partly caused by years of teacher layoffs during the Great Recession, a growing student population and fewer people entering teacher preparation programs, according to the [Learning Policy Institute](#).

The following is a list of teacher shortage areas in Pennsylvania for the 2020-21 school year as reported by the U.S. Department of Education.

- Gifted Education
- Art and Music
- Career and Technical Education
- Elementary Education
- English as a Second Language
- Health and Physical Fitness
- Language Arts
- Mathematics
- Science
- Special Education
- Library Media
- World Languages

### Pennsylvania teacher shortage concerns state department of education



October 01, 2021 at 6:26 pm EDT

By Jennifer Tomasic, WPXI-TV

HARRISBURG, Pa. — The State Department of Education calls the teacher shortage in Pennsylvania one of the issues it is most concerned about this school year.

PMEA Annual Conference – What in the World is Council TTRR – 4.7.22 – Page 13

13

## The Future – Landing Our Doorstep...

### B. Recruitment/Retention:

#### Teacher burnout

“More than half of teachers are looking for the exits, a poll says. Teachers are picking up slack for absent colleagues. They're covering for unfilled positions. And 55% of them say they will leave teaching sooner than they had originally planned, according to a poll of its members by the nation's largest teacher's union.” – *NPR*

The National Education Association poll, conducted in January (2022), helps quantify the stress being placed on educators right now. It found that the number who say they'll leave the profession sooner has risen significantly since August. Among the NEA poll's other findings:

- 90% of its members say that feeling burned out is a serious problem.
- 86% say they have seen more educators leaving the profession or retiring early since the start of the pandemic.
- 80% report that unfilled job openings have led to more work obligations for those left.

PMEA Annual Conference – What in the World is Council TTRR – 4.7.22 – Page 14

14

## The Future – Landing Our Doorstep...

### C. Training:

#### Rising expectations of teachers

1. New PDE Chapter 49 revision development requirements
2. Revised Code of Professional Ethics and Conduct
3. Social media needs
4. Teacher self-care, goal-setting, leadership training, etc.

**Career development**



PMEA Annual Conference – What in the World is Council TTRR – 4.7.22 – Page 15

15

## Priorities 2020-2022 (2023?)

1. Advocacy of music education during/after the COVID-19 pandemic, with strategies to cope with transitioning to “the new normal” and to build back and “grow” of music programs. *[priority #1 – all Council members]*
2. Distribution/promotion of Council TTRR resources *[Buonviri, Fox, S. Magaro, Metelsky]*
3. Creation and marketing of new PCMEA video(s) for preparation of HS students to succeed and thrive as future music education majors *[on hold until 2022? – PCMEA student leadership, Bennett, Fox, Watts]*
4. Sharing strategies and resources for the PDE Career Education and Work Standards, and/or opportunities for job shadowing/interning *[Deitz, Doerksen, Myers]*



PMEA Annual Conference – What in the World is Council TTRR – 4.7.22 – Page 16

16

## Priorities 2020-2022 (2023?)

5. Writing/distribution of 3 PMEA e-publications: *Collegiate Communique*, *For the Good of the Order*, and *Retired Member Network eNEWS* [Buonviri, Fox, S. Magaro] **Need contributions from all Council members!**
6. Support of in-person and virtual workshops, webinars, and conferences for career development [all Council members]
7. Recommendations towards addressing collegiate funding concerns and improved retention of music education majors [on hold for remainder of 2022; Bennett, Doerksen, Fox, Helmick, Stattel, Watts, Wolf]



PMEA Annual Conference – What in the World is Council TTRR – 4.7.22 – Page 17

17

## Collegiate \$ Concerns

- Costs to renew professional clearances every year
- Costs to take and retake basic skills tests
- Mileage reimbursement assistance for student teachers?
- PMEA Access Grants (Jonathan Helmick)
- Annuitant issues, restrictions and lack of equity/equal access for hiring retirees to observe field placements/student teaching, etc.



PMEA Annual Conference – What in the World is Council TTRR – 4.7.22 – Page 18

18



## Priorities 2020-2022 (2023?)

5. Writing/distribution of 3 PMEA e-publications: *Collegiate Communique*, *For the Good of the Order*, and *Retired Member Network eNEWS* [Buonviri, Fox, S. Magaro] **Need contributions from all Council members!**
6. Support of in-person and virtual workshops, webinars, and conferences for career development [all Council members]
7. Resolutions towards addressing collegiate funding concerns and improved retention of music education majors [on hold for remainder of 2022; Bennett, Doerksen, Fox, Helmick, Stattel, Watts, Wolf]
8. Recruitment, retention, and engagement of urban, rural, minority, disadvantaged, and more diverse music teachers and students – to help alleviate shortages of qualified PA educators [Deitz, Fox, Helmick, Pearlberg]



PMEA Annual Conference – What in the World is Council TTRR – 4.7.22 – Page 19

19

## Diversity/Equity



How to... recruit, retain, encourage, support, and engage urban, rural, minority, disadvantaged, and more diverse music teachers and students?

PMEA Annual Conference – What in the World is Council TTRR – 4.7.22 – Page 20

20



### Future Music Educators Honors Symposium

Program for High School Seniors

#### Future Music Educators Honors Symposium

**Program for High School Seniors**

**For** – Pennsylvania High School Seniors who have been accepted at a college or university to make music education majors. Students will be chosen from the applications submitted.

**Purpose** – To present a series of experiences within these students' chosen career path, in a professional setting. Students will be making connections with their future peers and mentors, creating a support system, and having opportunities to discuss and reflect on all aspects of their future careers with college music educators.

**When** – Running concurrently with the 2022 PMEA Annual Conference, April 6-9 at the Kalahari Resort.

**Requirements**–Students should be in high academic standing. Applications will be chosen based on musical activities and courses, participation in the community and leadership experience.

**Cost** – \$275 (includes conference registration and meals during the event; does NOT include housing)

#### FMEHS

- “We’re back “live and in-person!”
- 13 participants for 2022 conference
- Thursday to Saturday, April 7-9, 2022
- Attendance to 2 panels, 2 general sessions, and 6-7 breakout sessions
- Rachel Whitcomb to serve as liaison to higher education connections
- Search for new panelists: college students, professors, and new teachers

Co-Chairs Aaron and Stephanie Magaro

PMEA Annual Conference – What in the World is Council TTRR – 4.7.22 – Page 21

21

### PCMEA Chapters in Each Region

**Region I**

- Carnegie Mellon University
- Duquesne University
- Geneva College
- Grove City College
- Seton Hill University
- Slippery Rock University
- Westminster College

**Region II**

- Clarion University
- Edinboro University
- Indiana University of Pennsylvania
- Mercyhurst College

**Region III**

- Pennsylvania State University

**Region IV**

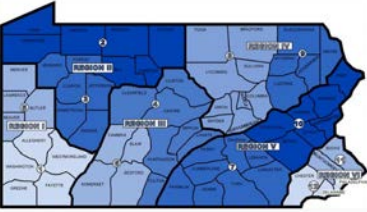
- Bloomsburg University
- Bucknell University
- Lycoming College
- Mansfield University
- Marywood University
- Susquehanna University
- Wilkes University

**Region V**

- Elizabethtown College
- Gettysburg College
- Lancaster Bible College
- Lebanon Valley College
- Messiah College
- Millersville University
- Moravian College
- York College of PA

**Region VI**

- Chestnut Hill College
- Eastern University
- Immaculata University
- Temple University
- Philadelphia Biblical University
- University of the Arts
- Valley Forge Christian College
- West Chester University



#### Higher Education



**Region I**  
Paul Doerksen  
Jonathan Helmick

**Region II**  
Craig Denison

**Region III**  
Susan Hart Watts

**Region IV & V**  
vacant

**Region VI**  
Nathan Buonviri  
M. Greg Martin  
Debbie Wolf




PMEA TTRR 10.24.21 – Page 22

22

Meeting at Kalahari Resort

11

### Regional Higher Education Representatives



Nate Buonviri  
Temple Univ.

Jonathan Helmick  
Slippery Rock Univ.

M. Greg Martin  
West Chester Univ.


Sarah Hart Watts  
Penn State Univ.

Debbie Wolf  
Cairn Univ.



Not pictured: Craig Denison, Indiana University & Paul Doerksen, Duquesne University

PMEA Annual Conference – What in the World is Council TTRR – 4.7.22 – Page 23

23



### Mentoring



Lisa Endler & Eric Plum,  
Mentor Co-Chairs

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.

Lisa Endler – Woodland Hills School District  
Eric Plum – Greencastle-Antrim School District

PMEA Annual Conference – What in the World is Council TTRR – 4.7.22 – Page 24

24





### Mentoring




Lisa Endler & Eric Plum,  
Mentor Co-Chairs

<https://www.pmea.net/focus-areas/mentor-program/>  
<https://www.facebook.com/groups/717186051786543/>



PMEA Annual Conference – What in the World is Council TTRR – 4.7.22 – Page 25

25



**PENNSYLVANIA COLLEGIATE MUSIC EDUCATORS ASSOCIATION**  
DEDICATED TO THE PROFESSIONAL DEVELOPMENT OF ALL  
PCMEA MEMBERS AND ASPIRING MUSIC EDUCATORS EVERYWHERE!

### PCMEA



Amanda Herold, President  
Adam Jonkman, President Elect

**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

<https://pcmeawebmaster.wixsite.com/pcmea>  
<https://www.pmea.net/focus-areas/pcmea>


PMEA Annual Conference – What in the World is Council TTRR – 4.7.22 – Page 26

26

27

28





Tri-M Music  
HONOR SOCIETY

TRI-M

**Tri-M**

Tri-M Members are writing and speaking about the Impact of Music Education in their lives. See the links below for some wonderful, heartfelt videos and narratives from several Tri-M Chapters around the state.

[Hershey Tri-M Members Speak of Impact of Music Education](#)


[Beaver Area Tri-M Members write about the impact of Music Education in their lives](#)

[Blackhawk HS writes about Importance of Music Education in their Lives](#)

[Punxsatawny HS Tri-M Videos and Narratives on the Impact of Music Education in their Lives](#)

[Collegiate Academy Tri-M Speaks on Impact of Music Education](#)

For more information on how to create a chapter, contact PMEA Tri-M Chair Susan Metelsky at [metelskys@basd.k12.pa.us](mailto:metelskys@basd.k12.pa.us)



<https://www.pmea.net/tri-m/>

<https://www.youtube.com/watch?v=1iznEnXFX1M>

Susan Metelsky, Chair

PMEA Annual Conference – What in the World is Council TTRR – 4.7.22 – Page 29

29

# Upcoming...

a. PMEA Strategic Plan – Summer Conference  
July 18-20, 2022 in Reading, PA

b. Vacant Positions

- PCMEA Advisor
- Region IV Representative
- Region V Representative
- Co-Chair Council TTRR

c. Council TTRR Annual Virtual Meeting  
October 23, 2022 at 7 p.m. via Zoom



PMEA TTRR 10.24.21 – Page 30

30

- PMEA Annual Conference – What in the World is Council TTRR – 4.7.22 – Page 31