



- 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. Proposed Goals (“a” to “h” – top issues on TTRR 2022 Survey discussed at the October 22, 2022 online council meeting)
  - a. Support of collegiate funding issues (costs of certification exams, clearances, membership dues, registrations)
  - b. Recruitment/retention/engagement of more diverse (under-represented) music students and teaching force to the profession
  - c. New strategies to cope with building back music programs
  - d. New PCMEA videos on preparing future music/education majors
  - e. Development of PDE Career Education and Work Standards and strategies for job shadowing/interning
  - f. TTRR career development resources (mock interviews, TTRR advisors, etc.)
  - g. Support of new in-person or virtual workshops, webinars, or conference sessions on interviewing, leadership training, etc.
  - h. Writing articles for PMEA (e-)publications
  - i. Assessment of candidates for the two new PMEA Annual Scholarships (see below VI. i.)
- V. Additional Goals suggested by participants in the PMEA Leadership Academy
  - a. Creation and distribution of a video on the value of continuing PMEA membership for PCMEA graduates
  - b. Targeting and assignment of each graduating PCMEA member entering the PA workforce to a PMEA Mentor
- VI. News/Notes from Council TTRR members (condensed from Minutes of October 22, 2022 online meeting)
  - a. Welcome to newest Council TTRR members: Travis Weller, PCMEA Advisor, and Tina Bennett, TRI-M Chair.
  - b. Council TTRR Guest Speaker (during meeting) at PMEA Conference 2023: Courtney Coffey to “talk about my journey and how changing my approach to teaching has made things easier and more successful for both me and my students.”
  - c. FMEHS (Aaron and Stephanie Magaro, Chairs): family leave in 2023; positive experiences reported at 2022 conference (“event is back on track”); email Stephanie with ideas for potential helpers
  - d. Mentoring Program (Lisa Endler and Eric Plum, Chairs): Connection of two teachers with mentors this year
  - e. PCMEA (Adam Jonkman, President, Alexander Robbins, President-Elect): working on video updates; report difficulty in finding common meeting times; further projects include organizing database of active collegiate chapters and relevant contact information; Duquesne chapter getting restarted and inquiring about funding; interested in exploring funding issues for getting PCMEA students registered for the full July-June membership cycle
  - f. PDE (David Deitz, Chair): Focus on teacher training and recruitment issues – teachers are “silent quitting” and PDE is planning initiatives to address retention; work on dance certification; recommendation to find ways to address diversity issues (“What are we doing to ensure teachers are prepared to teach diverse music and cultures?”); upcoming completion of data set to examine staffing changes in the arts (“Are teachers with other certifications being pressed into service in music settings?”)
  - g. Regional Higher Education Representatives: professional development days planned by Regions I, II, III, V
  - h. SMTE (Kathleen Melago, Chair): Basic Skills Test waivers in effect for those who enter major by summer 2025; looking for relief from college requirements of 6 credits of college math, 3 credits of literature, and 3 credits of writing; (“more requirements are continually added but nothing is taken off our plates”); seek advocacy to help stakeholders understand the complexities (and costs) of teacher preparation (PreK-12 music teaching)
  - i. Stark-Fox Family Fund Scholarships to be offered in 2023: PMEA Council TTRR Continuing Education Award (Sophomore to Graduate Music Education Majors) and PMEA Music-for-Lifelong-Learning Award
  - j. Scott Cullen, President: PMEA Strategic Plan writing teams fully engaged
  - k. Mark Despotakis, Director of Public and Government Affairs: updates on Crescendo and career readiness standards
  - l. Eric Plum: job shadowing pathways and Act 158 apprenticeships (connecting with Mark Despotakis and Travis Weller)
  - m. Vacancies: Region IV & V Higher Education Representatives

*Respectfully submitted by  
Paul K. Fox  
November 24, 2022*