

Semi-Annual PMEA Council TTRR Meeting

Minutes

April 20, 2023

In Attendance:

*denotes voting member

Paul Doerksen*
M. Greg Martin*
Sarah Watts*
Scott Cullen
Paul Fox*
Mark Despotakis
Brett Keith
Phil Stattel
Scott Sheehan
Kathy Melago*
Jonathan Helmick*

Tina Bennett*
Sue Barre
Courtney Coffey
Adam Jonkman*
Chuck Niedhardt
Travis Weller*
Nate Buonviri*
Debbie Wolfe*
Henry Pearlberg
Alex Robbins*

Call to order 8:15 am

Quorum established

Old Business – None

New Business - None

Announcements:

Cards for voting members – gather thoughts on issues and express interest in involvement

Rank your preferences for activities

Can mail this postcard to PKF or respond to email – deadline – April 24, 2023 (PKF B-day)

Stark-Fox Fund Scholarships – TTRR will select candidates, \$19,000 in funds for this year

Next meeting Sunday, October 22, 2023

Meeting Adjourned



What Makes the PMEA TTRR Council Tick?



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Scott Sheehan – NAFME National President

WELCOME BACK, SCOTT!

- Divisive Concept Laws
- Music Teacher Profession Initiative Project

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PMEA Governance		Councils				Effective 2016
Advocacy	Curriculum/ Instruction	District Presidents & Vice Presidents	Professional Development	Student Performance Events	Teacher Training Recruitment & Retention	Past State Officers
*Council Chair (elected by council for a 2 year term)	*Council Chair (elected by council for a 2 year term)	No Council Chair	*Council Chair (elected by the council for a 2 year term)	*Council Chair (elected by council for a 2 year term)	* Council Chair (elected by council for a 2 year term)	Immediate Past President serves as chair
12 District Advocacy Reps	12 District C/I Reps	12 District Presidents	12 District PD Reps	12 District Festival Coordinators	SMTE Higher Ed Coordinator	
4 Industry Reps***			PD Chair-Elect	12 District Fest Coordinators	PCMEA President	
MEOWM Chair***	5 Elected Content Area Reps (Band, Choir, General Music, Jazz and Orchestra)			Music Performance Assessment Chair**	PCMEA President-Elect	
PCMEA Advocacy Rep			Immediate Past PD Chair (is also the Asst 4th Coordinator)		PCMEA State Advisor**	
PDE Consultant (ex officio)	3 Special Needs Area Reps** appointed (Early Childhood, Students with Special Needs, Music in a Cultural Context)	12 District Vice Presidents (ex officio)		PMEA All-State Coordinator (ex officio)	Retired Members Chair	
	Research Chair**		PMEA Staff Member (ex officio)		Mentor Program Chair**	
					6 Regional SMTE Reps	All Past State Presidents and State PD (currently C/I) Chairs

*** council chairs who serve on the State Board **appointed by the State President for a two-year term, may be reappointed ***Appointed by Council Chair (in cooperation with the council)

State Board

**5 Council Chairs, PMEA District Presidents and PMEA State President, Vice President and Immediate Past President


PMEA Executive Director (ex officio)

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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.”



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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.”



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Focus Areas 2017-2024

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.”



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Focus Areas 2017-2024

Recruitment

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



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Focus Areas 2017-2024

Retention and Diversity

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



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Partners & (Informal) Subcommittees

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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PMEA Membership Stats

Signs of Significant Growth:

Total PMEA Membership

April 2022 – 3167

April 2023 – 3706

(17% increase)

Also in 2023:

Mentors – 45 TRI-M Chapters – 111

Mentees – 6 FMEHS – 16

2023 Breakdown of Members:

Full Active – 2592

Full Active Spousal – 38

Collegiates – 682

Introductory (first year) – 5

Retired – 347

Corporate

Regular – 12 Bronze – 13

Gold – 9 Silver – 8

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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)



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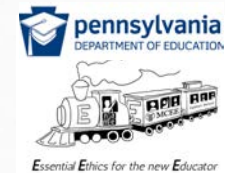
Sample Council TTRR Projects

- D. Communication of Board of Education revisions of the PDE Chapter 49 Certification provisions and competencies including the new PA Code of Professional Practice and Conduct and ethics training in pre-service, induction, and in-service programs
- E. Support of local, state, and national professional development workshops on **career development**

NAfME Eastern Division
April 13-16, 2023

PMEA Conferences
July 17-19, 2023
April 17-20, 2024

PCMEA/collegiate workshops, e.g.,
Slippery Rock University,
Grove City & Vandercook Colleges



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Sample Council TTRR Projects

- F. TTRR Advisors
- G. TTRR Supplemental Materials
- I. ePublications
 - *Collegiate Communicate* (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



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The Future – Landing Our Doorstep...

A. Recruitment/Retention:

Teacher shortage

“Pennsylvania is dealing with a major teacher shortage. The Commonwealth will need thousands of new teachers by 2025, but fewer college students are entering the education field and more teachers are leaving the profession. According to the Pennsylvania Department of Education, Pennsylvania issued licenses to 20,000 new teachers a decade ago, but last year the state certified only 6,000.” – March 17, 2023



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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.

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The Future – Landing Our Doorstep...

B. Recruitment/Retention:

Teacher burnout

“U.S. K-12 workers have the highest burnout level of all industries nationally.”

“Burnout gap between K-12 workers and all other workers has increased.”

“More than four in ten K-12 workers in the U.S. (44%) say they ‘always’ or ‘very often’ feel burned out at work, outpacing all other industries nationally.”

College and university workers have the next highest burnout level... (35%)” – *GALLUP June 13, 2022*

U.S. Workers' Burnout Rates by Industry, 2022

Please indicate how often the following is true of your job. You feel burned out at work.

Industry	% Always/Very often
K-12 Education	44
College or university	35
Professional services	33
Government or public policy	32
Health	31
Healthcare	31
Law	30
Information	29
Manufacturing	28
Transportation	28
Utilities	28
Construction	27
Food and beverage services	27
Finance	27

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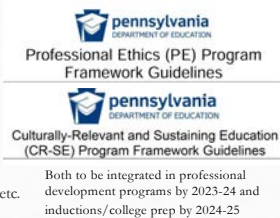
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The Future – Landing Our Doorstep...

C. Training:

Rising expectations of teachers:

1. New PDE Chapter 49 revisions and professional development requirements for all educators
2. Revised Code of Professional Practice & Conduct
3. Culturally relevant & sustaining education
4. Social-emotional-learning (SEL)
5. Students with special needs
6. Online/virtual/remote/alternative tech/resources
7. Teacher self-care, goal-setting, leadership training, etc.



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Priorities 2023-2024

1. **Completion and implementation of the new PMEA Strategic Plan**
[Not on survey – Chair's emphasis for all Council members]
2. **Support of collegiate funding issues**



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Collegiate \$ Concerns

- Costs to renew annual professional clearances
- Costs to take and retake basic skills tests
- Mileage reimbursement/student teachers?
- PMEA Access Grants
- Annuity issues, restrictions and lack of equity/equal access for hiring retirees to observe field placements/student teaching



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Priorities 2023-2024

1. **Completion and implementation of a new PMEA Strategic Plan**
[Not on survey – Chair's emphasis for all Council members]
2. **Support of collegiate funding issues**
3. **Recruitment, retention, and engagement of a more diverse population (under-represented) of music students and teaching force to the profession to help alleviate shortages of qualified PA educators**
4. **Development of new strategies to help build/bolster music programs**
5. **Creation and marketing of new PCMEA video(s) for preparation of HS students to succeed and thrive as future music education majors**
6. **Sharing of lessons and other resources for the PDE Career Education and Work Standards and/or opportunities for job shadowing/interning**



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Priorities 2023-2024

7. Continuation of TTRR career development resources including expansion of mock interviewers, TTRR advisors, ethics training, etc.)
8. Support of in-person and virtual workshops, webinars, and conferences for career development
9. Contribution of articles/announcements to PMEA e-publications: *Collegiate Communicate*, *PMEA Digital News*, and *Retired Member Network eNEWS* (Chair's call for participation of all Council members)
10. Ranking of the candidates for the two new PMEA Annual Scholarships



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Stark-Fox Family Fund Scholarships



- PMEA Council TTRR Continuing Music Education Award (Music Education Majors)
- PMEA Music-for-Lifelong-Learning Award (STEM Majors)
- Eligible: Current undergraduate or graduate students who have completed at least two semesters in an accredited Pennsylvania higher education institution
- Paid directly to candidates as reimbursement of college expenses (tuition, housing, meals, books, instrument, etc.)
- Applications at <https://www.pmea.net/scholarships-and-awards/>

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Priorities 2023-2024

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9. Contribution of articles/announcements to PMEA e-publications: *Collegiate Communicate*, *PMEA Digital News*, and *Retired Member Network eNEWS* (Chair's call for participation of all Council members)
10. Ranking of the candidates for the two new PMEA Annual Scholarships
11. Creation/distribution of a video on the value of PMEA membership*
12. Targeting of every graduating PCMEA member entering the PA workforce and assignment of a PMEA Mentor* *Suggestions by PMEA Leadership Academy



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FMEHS

Program for High School Seniors

For – Pennsylvania High School Seniors who have been accepted at a college or university to major in music education. A maximum of 20 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 for their career preparation, and having opportunities to discuss and reflect on all aspects of their future careers with college music education majors and professional educators.

When – Running concurrently with the 2023 PMEA Annual Conference, April 19-22 at the Kalahari Resort & Convention Center. The program will begin on Wednesday evening, April 19 and concluded on Saturday, April 22 following the All-State Wind Ens. & Chorus Concert.


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

Co-Chairs Aaron and
Stephanie Magaro

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PCMEA Chapters in Each Region



Region I
 • Carnegie Mellon University
 • Duquesne University
 • Geneva College
 • Grove City College
 • John Carroll University
 • Slippery Rock University
 • Westmoreland College

Region II
 • Case Western Reserve University
 • Indiana University of Pennsylvania
 • Montclair College

Region III
 • Pennsylvania State University

Region IV
 • Bloomsburg University
 • Bucknell University
 • Lehigh University
 • Mansfield University
 • Maryland 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
 • Haverford University
 • Temple University
 • Philadelphia Biblical University
 • University of the Holy Spirit
 • Valley Forge Christian College
 • West Chester University

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

Higher Education

Society for Music Teacher Education

Society for Research in Music Education

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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.

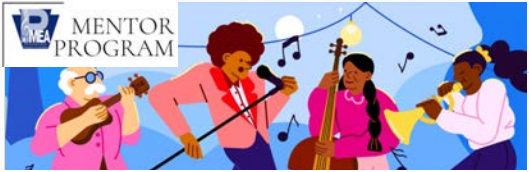
Debbie Wolf
 Cairn Univ.

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

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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.

<https://www.pmea.net/focus-areas/mentor-program/>

Mentoring




Lisa Endler & Eric Plum,
 Mentor Co-Chairs

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PCMEA


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



Special welcome to our newest state chapter advisor:
 Travis J. Weller,
 Messiah College



Adam Jonkman,
 President



Alexander Robbins,
 President-Elect

<https://pmeanewmaster.wissite.com/pmea/>
<https://www.pmea.net/focus-areas/pmea/>

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PDE Arts Advisor

Act 13 Educator Effectiveness
(Complete Toolkits)
Overview for Classroom Arts Teachers 2021
Framework for Evaluation: Classroom Teacher
Student Performance Measure (SPM) Sampler for Music Educators 2022
PMEA Webinar: Educator Effectiveness for Music Teachers 2021
(*PMEA Member Login Required)

Arts Education Access Data
Data Review of Arts (Music) Access
Public School District Access – Music
Public School District Access – Master
PMEA Membership in Public School Districts
PA Superintendent Survey Results (2019) – link to survey results sent to and art teachers over the past five years.

Arts Education Policy and Regulation
PA State Arts Education Flyer
Pennsylvania Arts and Humanities Education Requirements

Career Readiness
The Pennsylvania Career Ready Skills Continuum
Alignment of the PA Career Ready Skills Continuum to PA Standards The

<https://www.pmea.net/resources/pennsylvania-dept-of-education-information/>

O. David Deitz

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SMTE

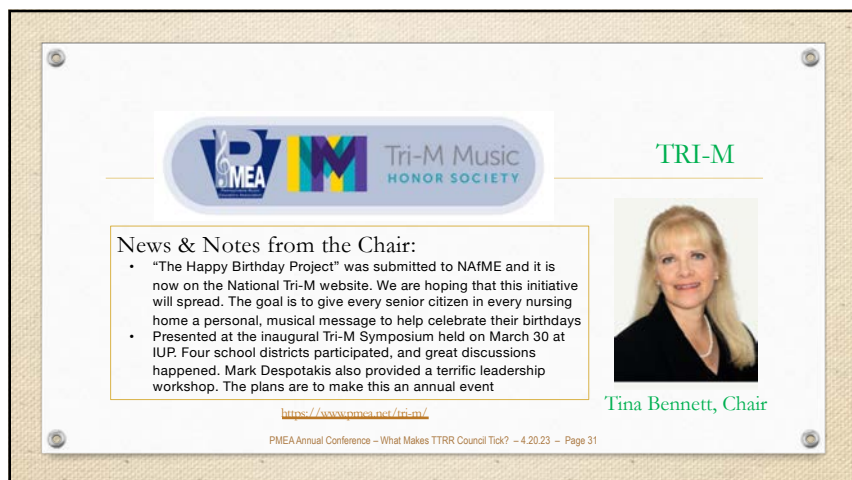
Welcome to the PMEA SMTE resource page! This page is designed specifically with music teacher educators in mind, and we intend to continually curate content here that will meet your needs. If you have any recommendations of content to be added, please contact advocacy@pmea.net. Preparing the next generation of music educators is an important endeavor and depending on the size of your program, you might feel like a lone ranger trying to navigate state requirements and make your program as strong as possible. PMEA is here to support you through resources, networking, and professional development. On behalf of PMEA, thank you for all you do for our profession! – Dr. Kathleen A. Melago, Professor of Music Education, Slippery Rock University

<https://www.pmea.net/focus-areas/higher-education/smite/>

Kathleen Melago, Chair

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TRI-M

News & Notes from the Chair:


- "The Happy Birthday Project" was submitted to NAFME and it is now on the National Tri-M website. We are hoping that this initiative will spread. The goal is to give every senior citizen in every nursing home a personal, musical message to help celebrate their birthdays
- Presented at the inaugural Tri-M Symposium held on March 30 at IUP. Four school districts participated, and great discussions happened. Mark Despotakis also provided a terrific leadership workshop. The plans are to make this an annual event

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

Tina Bennett, Chair

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Upcoming...

- TTRR "Goal Poll" Deadline 4/24/23
- PMEA Summer Conference
July 17-19, 2023, in Harrisburg/Hershey
- Vacant Positions
 - Region IV Representative
 - Region V Representative
 - Co-Chair Council TTRR
- Council TTRR Annual Virtual Meeting
October 22, 2023, at 7 p.m. via Zoom

Council for Teacher Training
"Life cycle of a music educator"
Recruitment and Retention

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Courtney Coffey – special guest



- Actor, model, and empowerment coach based in Los Angeles.
- “She has always known that she was meant to be a performer and began her professional on-screen acting career on ABC Family’s *Jane By Design*. Since then, she has continued working on her craft and building skills in all areas of the industry.”
- Studied the works & techniques of Stanislavsky, Meisner, and Stella Adler. Currently continuing her training at The Acting Center in Los Angeles.
- She can be seen in the web series *Finding the Reasons* and a short entitled *Hoof*.
- In addition to training, she is dedicated to being an advocate for the mental health and empowerment of other performing artists. Through 1-1 coaching, public appearances, and online resources, she seeks to lift-up others, knowing that growing together is vital in this industry.

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