

Building the Pipeline: Encouraging Educators

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Key Areas of Focus

Recruitment, Retention and Mentoring

01

Teach Music Coalition

02

Enhancing College Recruitment

03

**Developing Mentorship
Programs**

04

**Early Outreach for Student
Engagement**

05

**New Educational Opportunities
For Music Industry Careers**





teachmusic.org

In response to the nationwide teacher shortage, the **TeachMusic Coalition** was formed to help find resources and solutions for the immediate, short term, and longer-term challenges facing the music educator workforce, working to retain, shepherd, diversify, and recruit the next generation of music educators.

This coalition is made up of many industry partners, including the American Choral Directors Association, the American String Teachers Association, Music for All, the National Association for Music Education, the National Federation of State High School Associations, the NAMM Foundation, and many others.

Change in UG Music Ed Enrollment

2011 Versus 2022

Choral



29.8%

Instrumental



21.4%

General



48.3%

Change in UG ME Degrees Conferred

2011 Versus 2022

Choral		14%
Instrumental		0.5%
General		38%

Change in Universities Offering ME Programs

2011 Versus 2022

Choral	↓	13.1%
Instrumental	↓	11.3%
General	↓	50%

WHY?

All Music Education

92%

Of all students have
ACCESS to music
education during
the schools day

55%

Of all students
PARTICIPATE in
music education
during the schools
day

8%

Of all students **have**
NO ACCESS to
music education
during the schools
day

Number of Music Students

In the United States

27,225,000

in 90,471 Public Schools

**What is the % Placement of
Music Education Graduates
Wanting to go into Teaching?**

100%

Change the Narrative



teachmusic.org

Information and resources for:

- Students, Parents, Educators, Counselors

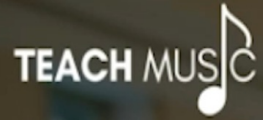
Alternative Certification – Information organized by state to fully understand the process

Placement Tools

- Job Board (Newly Launched)
- Frontline Proactive Recruiting (Spring 2025)
- Direct Feed from Frontline (December 2025)

Mentoring Workgroup – Replicable models (Iowa/Idaho)

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Become a **MUSIC TEACHER**

Interested in teaching music? We can help!

NEW UPDATE



TEACH MUSIC

"You're not just teaching how to play an instrument, you are teaching them how to express their feelings and cope with their emotions if needed."

TEACHING MUSIC: A CAREER CHOICE WITH REMARKABLE IMPACT

If you love music and if you love helping others get better in their music-making, then consider music education and here's why:

HIGH JOB SATISFACTION. A recent survey by the National Federation of State High School Associations (NFHS) found extremely high job satisfaction for K-12 music educators, regardless of where they teach, what they teach, or what grade levels they teach.

HIGH PLACEMENT RATE. The country is facing a shortage of music educators right now. A degree or alternate pathway toward music licensure provides a clear direction to full and meaningful employment.

DO WHAT YOU LOVE. Continue to be a music-maker as part of your career. Instead of on the side. Many music educators not only help others make music but continue to perform, compose, and produce music in their communities.

MAKE A DIFFERENCE. Students benefit from music not just by learning the notes but by being part of a caring community that values them and their contributions. You can help make the world a better place by supporting children learning music.

ARE THERE JOBS FOR MUSIC TEACHERS? YES!

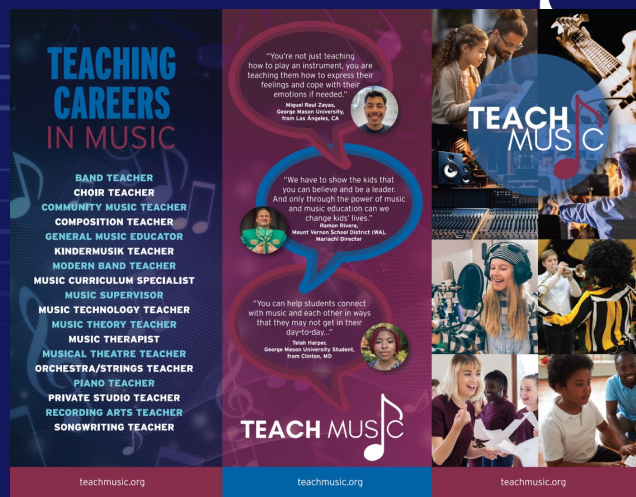
Number of music teaching jobs in the US is currently **140,000**.

There are **24 states** facing shortages in music and arts positions in the United States.

DID YOU KNOW?

Your student loans may be forgiven if you teach music for a qualifying employer like a public school or non-profit. Learn more at TeachMusic.org.

teachmusic.org



TEACH MUSIC

"You're not just teaching how to play an instrument, you are teaching them how to express their feelings and cope with their emotions if needed."

TEACHING CAREERS IN MUSIC

- BAND TEACHER
- CHOIR TEACHER
- COMMUNITY MUSIC TEACHER
- COMPOSITION TEACHER
- GENERAL MUSIC EDUCATOR
- KINDERMUSIK TEACHER
- MODERN BAND TEACHER
- MUSIC CURRICULUM SPECIALIST
- MUSIC SUPERVISOR
- MUSIC TECHNOLOGY TEACHER
- MUSIC THEORY TEACHER
- MUSIC THERAPIST
- MUSICAL THEATRE TEACHER
- ORCHESTRA/STRINGS TEACHER
- PIANO TEACHER
- PRIVATE STUDIO TEACHER
- RECORDING ARTS TEACHER
- SONGWRITING TEACHER

TEACH MUSIC

teachmusic.org



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TEACH MUSIC

Learn more!
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Enjoy your work.
Impact society.
Build community.
Teach Music.





NEW UPDATE



teachmusic.org

<https://www.teachmusic.org/college-interest/>

TEACH MUSIC
COALITION

BE A FOUNDING PARTNER COLLEGE
— SHAPE THE FUTURE OF MUSIC EDUCATION —

Enhance Education
Provide resources for teachers, parents, students, and counselors

Foster Career Development
Support continuous professional growth for future music educators

Attract Enrollment
Collaborate with organizations to recruit and retain the next generation of music educators

Gain Visibility and Build Community
Highlight your institution among high-quality students nationwide and strengthen community bonds

Let us know you're interested - scan here!

teachmusic.org



Join Us!

TEACH MUSIC Home About TeachMusic Other Resources Job Board Contact

Interested in joining the TeachMusic Coalition?

Please fill out the form below! We will be in touch with you in the near future.

<https://www.teachmusic.org/coalition-interest/>

TEACH MUSIC
COALITION

Yes, I am interested in joining the TeachMusic Coalition!

2.a

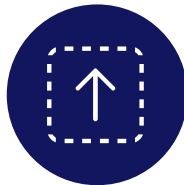
Enhanced University Recruitment

Thinking outside of the "norm"



K-16 Initiative

Music ed majors serve as role models to inspire younger students to follow the same path. Use pro-sports model to emulate. Get youngsters on campus early through Junior Conservatory Programs.



Vertical Alignment

Middle School → High School → College
Establish a collaboration between university and district educators to establish a music educator career pipeline. Explore how older students can better serve younger students.



Expanding College Outreach and Recruitment

Enhance university/school district relationships
Collegiate NAFME Networking through
Shadow a Music Ed Major Day & College Game Day event similar to how college athletes are recruited.

Universities have a unique opportunity to engage high schools in different ways than they have in the past.

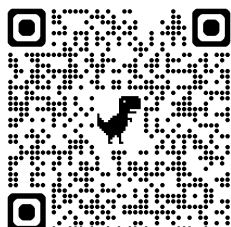


2.b

College & University Case Studies

University of South Carolina

The University of South Carolina launched a Music Teaching Artists Certificate Program early January, 2025 to address the teacher shortage in South Carolina.



UNC - Greensboro

This model allows those with an undergraduate degree in music to apply for a Post-Baccalaureate Certificate in Music Education to provide them with the knowledge and skills needed for teaching.



Additional University Recruitment Strategies

- Collegiate NAFME students serve as ambassadors for *Music Ed Showcase Days* and/or *Shadow a Music Ed Major Day*.
- Paid work-study programs in local schools for collegiates to teach lessons, sectionals while also getting valuable teaching experience.
- Summer music programs/On-campus programs as recruiting opportunities
 - Carnegie Mellon Pre-college “Try-out” Program
 - Ohio State University Jr. Conservatory



2.c



The High Cost of Higher (Music) Ed State-funded Promise Scholarships

Eligibility Steps: Nevada

- Choose Eligible CC Institution
- Be a Nevada Resident
- Have obtained a HS diploma
- Submit NPS application and FAFSA
- Meet with a mentor prior to 1st semester
- Complete 8 hrs of community service during the last year of high school
- Enroll in at least 12 credit hours

Continuing Eligibility Steps

- Students remain eligible for up to 3 years providing they continue to meet Title IV Financial Aid Satisfactory Academic Progress (SAP) and enroll in at least 12 credits.
- Meet with a mentor annually
- Complete 8 hrs of community service each fall and spring semester.

3.a

Exemplary High School Models

Portage PS (MI) Human Services Career

Pathway: Educator Academy: Cultivates foundational skills for a successful career in the field of education. Students work directly with young learners in an educational setting.

CCSD Teacher Academy College Pathway Program (TACPP)

Guides students in grades 8-12 toward a successful teaching career. Dual credit offered

Nevada State University's Teacher Academy Pipeline

Project (TAPP) The program provides opportunities for high school students to earn college credits at a reduced cost, participate in field trips to college campuses, and engage in learning experiences alongside peers interested in education.



3.b

What Can Current Educators Do?

Creating opportunities for high school students to experience success in education

- Leadership development in high school ensembles
 - Peer mentoring
 - Section leader
- Connecting drum majors and student leaders to music ed pathways
- Strengthening student leadership roles in music programs
 - Student led activities



3.b

Mentoring Programs

State Music Education Association



Alabama

Information coming soon

Arkansas

Information coming soon

Iowa

[Iowa Alliance for Arts Education Model of Excellence Mentor Program](#)
(<https://iowaalliance4artse.d.org/mentor-program/>).

New Hampshire

[NHMEA Mentoring Program](#)
(<https://nhmea.org/nhmea-mentoring-program/>).

4.b

Additional Mentorship Opportunities

Activating opportunities at both the local and state level



- Life coach opportunity especially for those in more rural communities
- Leveraging School Music Dealers and their experienced reps to be a support mechanism for the teachers – not just transactional.

5.a

Preparing Students for Music Industry Careers

Creating opportunities for high school students to experience success in the Music Industry



<https://careers.namm.org/toolkit>

Individually designed for Educators, Counselors, NAMM Members, Students and Parents include:

- Brochures, Posters, Handouts
- Powerpoints, Scripts and Guide
- Media Tiles
- Templates
- Discussion Prompts



5.a

Preparing Students for Music Industry Careers

"What should I major in to get a job in the industry?"

LOOKING FOR A JOB IN THE MUSIC INDUSTRY?



Music Industry

Music Business/Management

Music Production and Engineering

Recording and Production

Contemporary Writing and Production

Film and Media Scoring

Song Writing

Call to Action

What does our path to success look like?

Early Outreach

Inspire students to consider music education before college

Boost Recruitment

Strengthen college partnerships and provided incentives for music majors



Expand Mentoring

Support new educators with structured mentorship programs



Grow TeachMusic Coalition

Build our national coalition to sustain recruitment and mentorship efforts.



Industry Careers

Expand career pathways beyond traditional teaching roles



Advocacy and Data

Use research and policy to drive long term systemic change





**Miss anything?
It's all right here!**

