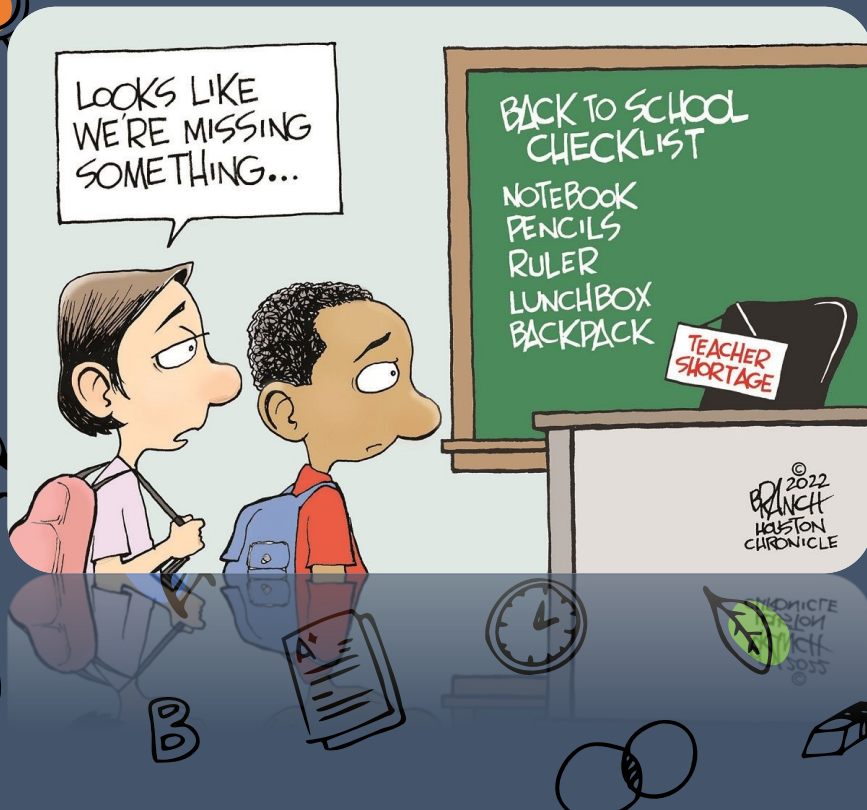


Combating the Teacher Shortage

Sharing Long and Short Term Innovative Strategies



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Montclair State University



“

**It's Harder
and Harder to
Be a Teacher**

”

THE BIG TWO!

Compensation



Support



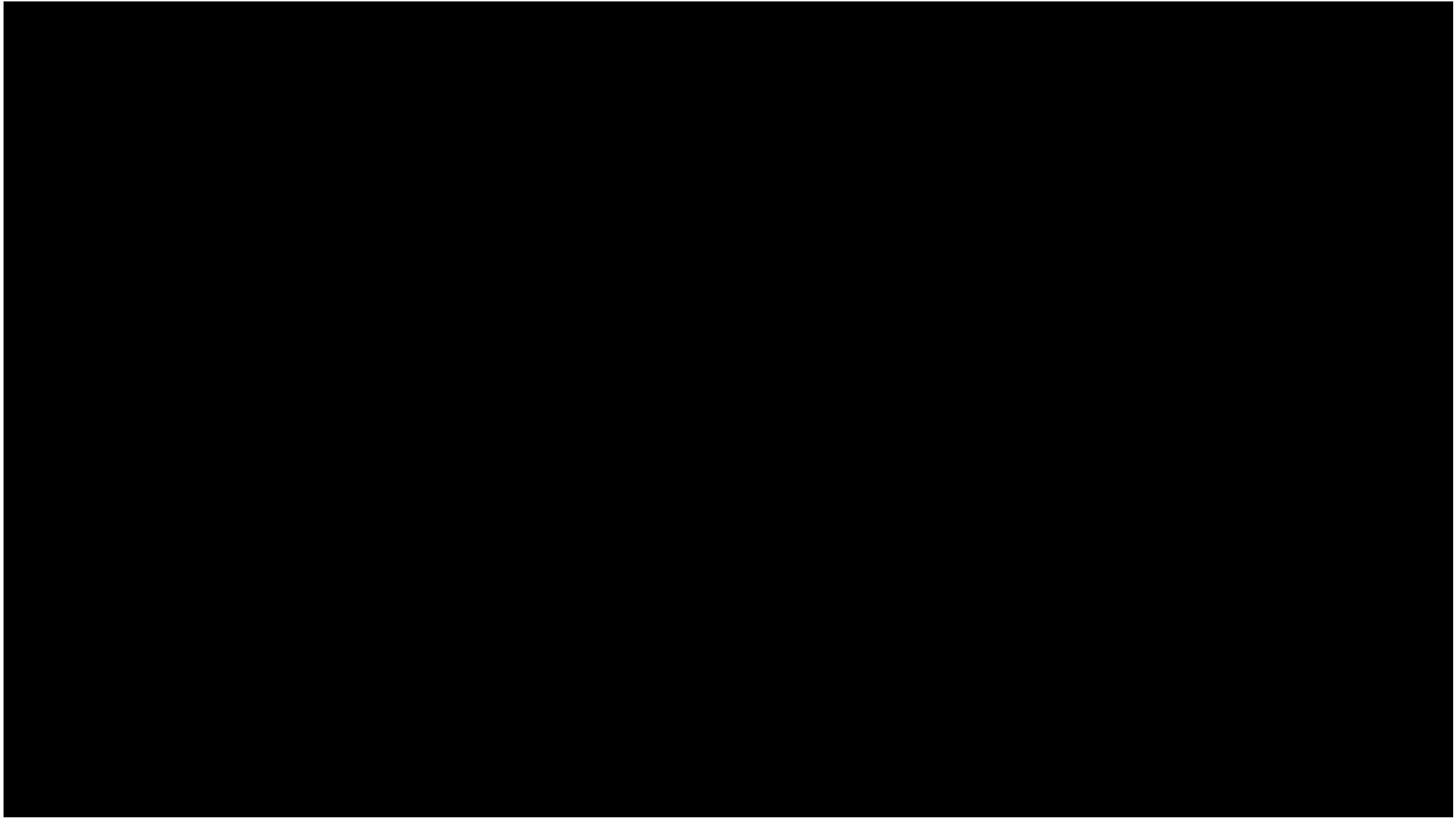
What Can We Do?



Short Term: 2nd Thursday



Choose to Teach



Short Term: 4th Thursday

**MORE TO START, FEWER TO QUIT-OCTOBER'S
TIPS TO HELP GROW YOUR MUSIC PROGRAM**



**M.S.F.Q. Monthly
Reminder Tips:**

- Recruitment
- Retention
- Success

MUSIC ACHIEVEMENT COUNCIL

MSFQ Tips

NOVEMBER 2023

RECRUITMENT TIPS

It's amazing how quickly February will arrive, and this is often the month when students will be signing up for the courses they will be taking the following school year. This is why it's important that all recruiting activities are getting organized / finalized prior to the holiday break. Whether it's scheduling performances for the feeder schools or having this year's beginners making recruitment posters, it's time to get started if you haven't already. Choose a digital poster format and get a fun, digital photo of each beginner to insert into the poster. Ask each to also provide a short statement stating why students should sign up for your ensemble class. (EX: *Join orchestra and make new, cool friends! Band is a blast!*) Provide digital copies to be included in the feeder school e-news or on their websites as a rotating slide show. Print out copies of the finished posters and put them up at feeder schools — particularly in the home school of the student featured in the poster!

MUSIC ACHIEVEMENT COUNCIL

MSFQ Tips

NOVEMBER 2023

RETENTION TIPS

Participating in a project that gives back to the greater community is a great way to build the culture within the ensemble and this type of collective action contributes significantly to retention. Work with your student leaders to organize a “We Love Our

Teachers and Staff” luncheon on Valentine’s Day. Check with a local Italian restaurant to discover if special pricing might be available for this particular event. Make it extra special by using tablecloths along with an appropriate centerpiece or candle. Your students can provide the entertainment while simultaneously exhibiting their musical gifts. This will go a long way to “make nice” with everyone at the school as well as give the students the opportunity to showcase their talents.

MUSIC ACHIEVEMENT COUNCIL

MSFQ Tips

NOVEMBER 2023

SUCCESS TIPS

November is a good time to start making up your holiday gift list. Take a few moments to think about who in your school has helped make your job a bit easier this year; support staff? counselors? administrators? fellow faculty members? Baked goods make a super gift this time of year and can be easily personalized if ordered ahead of time. Does your supervisor play golf? Order customized-decorated cookies with a golf theme. It may take a bit of homework, but you'll be surprised to see how the recipient will be touched by the fact that you were thoughtful enough to customize a simple gift in such a meaningful way.

Receive free
recruiting,
retention, and
advocacy tips
each month



msfq.org/guide



Launching December 22, 2023

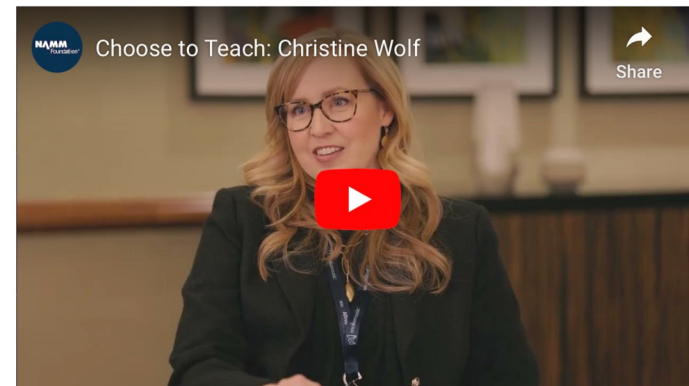


Launching December 22, 2023
TeachMusic.org



Student Resources

As a student, you have many choices about what you will do for the rest of your life. By deciding to major in music education you are about to endeavor in the BEST career a person can choose – changing lives through the power of music. Browse below to better understand what you can expect, and perhaps equally important, why you should consider joining the music education profession. We've created this resource just for you!



Parent Resources

As a parent, you play a critical role in supporting your child in navigating the path to college to become a music education major. It can be overwhelming trying to figure out how to plan and pay for college. We've created this resource just for you!

Prepare

What do I need to do to ensure my child is prepared to enter college? Whether college is just around the corner or years away, these checklists are a great starting point to guide you as you start to prepare for the path to college. Each checklist has items for your child and for you!

[Prepare for College Checklists](#) 

TEACH MUSIC

Home

Counselor Resources

WHY CHOOSE TO TEACH MUSIC?

MAKE AN IMPACT

As a teacher, you can make a tangible impact on the lives of your students by helping them discover their musical potential and passion. 90% of music teachers in a recent survey by NFHS said that **Why Choose** inspired them to **TEACH MUSIC**.



JOB SATISFACTION

According to a recent study by the National Federation of High School Associations, 75% of music educators are satisfied with their career choice to teach music. 84% are excited about the prospects of their music programs.

Why Choose **PLACEMENT**

Currently, there is nearly 100% job placement for qualified music teachers across the country. Job openings are expected to continue to exceed job seekers for the foreseeable future. Ensuring music programs continue to remain available is dependent upon filling these openings. We need you to join the music educator workforce.



NEW MUSIC CREATION & PERFORMANCE

Bring new music creation and performance methods to students. You can teach large ensembles and also create space for other forms of music-making, like vocal jazz, modern band, guitar and music production.



TO LEARN MORE:
[TEACHMUSIC.ORG](https://teachmusic.org)

Recruiting Future Music Teachers What Current Music Teachers Can Do

1. Encourage promising teacher candidates by providing them with music leadership experiences through peer coaching, private teaching, and Tri-M engagement.
2. Offer Future Music Educator Colloquium at state conference (*INMEA*) or Future Music Educators Seminar (*ILMEC*) to encourage All-State student participants to consider teaching while they are steeped in their music-making experiences.

Discovering the Passion!

Provide opportunities for students to discover their passion for teaching



Senior music major Marcia MacCagno gains practical experience and at the same time assists Mr. Gene Seeberger by directing girls' chorus. ...1967 Dragon Yearbook

State Promise Scholarships

A graphic for the Sullivan Promise Scholarship. It features a green-tinted background image of a smiling young woman. Overlaid on the image is a logo consisting of a yellow sunburst icon above the word "SULLIVAN" in white, bold, sans-serif capital letters. Below "SULLIVAN" is the phrase "Promise Scholarship" in a yellow, cursive script font. A thin yellow horizontal line is positioned below the script text. At the bottom left of the graphic is a small blue square icon with a white stick figure. To the right of this icon is the text "Sullivan County 2024 High School Grads & GED Recipients May Be Eligible To" in white, sans-serif font. Below this text is the phrase "ATTEND SUNY SULLIVAN WITH FREE TUITION & FEES FOR TWO YEARS!" in white, sans-serif font, with "FREE TUITION & FEES FOR TWO YEARS!" underlined.


SULLIVAN
Promise Scholarship

 Sullivan County 2024 High School Grads & GED Recipients May Be Eligible To
ATTEND SUNY SULLIVAN WITH FREE TUITION & FEES FOR TWO YEARS!

www.greatvaluecolleges.net/promise-scholarships-college/



NYSSMA 2023

Music Teacher Shortage

Effects of the pandemic on music education

- Teacher shortage in addition poses a crisis
- We must all agree on one thing: doing nothing is not an option
 - This will not resolve on its own
 - 3-5 years of this left unaddressed will send shockwaves through the "system" for ages

A K-12 crisis = a higher education crisis = a societal crisis

Since it is clear that we need far more music teachers than we can graduate right now, solutions must be short/medium/long term, and they must be innovative

Cali Pathways Project

Pathways programs offer comprehensive support for pre-college musicians from historically underrepresented backgrounds.

The earliest Pathways programs have existed for over 30 years, while new programs continue to emerge across the country.

These programs come in many shapes and sizes, but there are key elements that are embedded within each program.

Program Components

- College Audition Preparation
- Ensemble Training
- Instrument Access and Funding
- Mental Health and Wellness
- Mentorship and Professional Development
- Music History and Theory
- Performance Opportunities
- Travel Assistance
- Tuition Assistance

Pathways Cost

Although resources are offered at little to no cost to Pathways students, Pathways programs cost a significant amount to operate effectively.

The average operating budget of our Pathways programs is \$458,826.86

The top five expenses of Pathways programs (excluding staff) are:

- Private lessons
- Tuition for ensemble, summer study, and school-year programming
- Instruments, Music Equipment, and Repairs
- It costs an average of \$5000 to support one Pathways fellow per school year.

Pathways Class of 2023

94 musicians graduated from Pathways programs in May 2023. 88% of those graduates went on to study music in college.

2023 Pathways alumni study at the following campuses:

- Berklee School of Music/Boston Conservatory (2)
- Boston University
- Carleton College
- Cleveland Institute of Music (4)
- Columbia University
- Curtis Institute of Music (2)
- DePaul University (2)
- Eastman School of Music (3)
- Fisk University
- George Washington University
- Georgia Institute of Technology
- Indiana University
- Ithaca College
- Johns Hopkins University Peabody Institute (2)
- Juilliard School (5)
- Lehman College
- Manhattan School of Music
- Montclair State University (13)
- New England Conservatory
- Northern Illinois University
- Oberlin Conservatory
- Rice University Shepherd School of Music (2)
- Rutgers University
- SUNY Fredonia
- SUNY Potsdam
- SUNY Purchase
- Syracuse University (2)
- Temple University (3)
- The College of New Jersey
- Tufts University
- University of Cincinnati College-Conservatory of Music
- University of Delaware (2)
- University of Georgia
- University of Illinois at Chicago
- University of Illinois at Urbana-Champaign (2)
- University of Louisville
- University of Maryland (2)
- University of Maryland at College Park
- University of Miami Frost School of Music
- University of Missouri-Kansas City Conservatory of Music and Dance
- University of Texas at Austin (2)
- University of Texas at San Antonio
- University of the Arts
- University of Virginia
- Vanderbilt University Blair School of Music (3)
- Wellesley College
- Yale School of Music (2)

“Alternate Route” Innovations

- What I’ve seen districts doing (NJ,NY,AZ)
- How do we break down barriers for musicians in the field who may want to teach?
- What a current Alt Route program looks like
- What a new program will look like
 - Last semester seniors (performance majors)
 - Enroll in the program
 - Next steps

Other Ideas

- Teacher academies K-12
- Deeper district/higher ed collaborations
- Healthy music program growth in the meantime

Questions?

