



Kansas Music Educators Association 2015 – 2017 Strategic Plan

2015 – 2017 Strategic Plan

The KMEA Strategic Plan identifies the objectives of KMEA, as adopted by the Executive Board. This is a two-year plan adopted for each biennium in odd-numbered years

KMEA Strategic Planning Committee 2015 – 2017

Martha Gabel, Avian Bear, Gretchen Bixler, John Taylor, Troy Johnson, Mary Rose Biltz, Alissa Gomez, Lynn Unruh, Curtis Mulvenon, Bob Haselhuhn, Stacey Williams, Amy Brown, Julie Sluyter, Holly Taylor, Fred Burrack, Phillip Payne, Mike Quilling, Lauren Hirsh, Elaine Bernstorf

KMEA Preamble

Music is an integral, vibrant part of life. The lifelong process of learning, performing, creating, and appreciating music brings meaning and richness to our heritage and culture. The Kansas Music Educators Association is an organization of music educators committed to the concept that the study of music is an essential component in the lives of individuals and society as a whole.

KMEA Mission Statement

The mission of the Kansas Music Educators Association is to support music educators by fostering leadership, providing professional development, and promoting the advocacy of music learning in schools and communities.

Strategic Goals

To achieve this mission, KMEA will continue to strengthen its organization through a teamwork approach that reaches out to individuals and groups within communities. The strategic goals of KMEA are:

1. Music Advocacy

KMEA will be an advocate for strong music education programs at local and state levels.

1. Acquire updated data on the state of music educators and music education programs in Kansas.
2. Communicate with state leaders to provide current information and advocate for music education programs in Kansas.
3. Provide KMEA membership with advocacy tools and current information to assist them with advocacy efforts in their schools and communities.

2. Professional Development

KMEA will provide leadership and professional development on the Kansas State Music Standards, curriculum development, and best practices for standards implementation.

1. Collaborate with KSDE to revise the Kansas State Music Standards and present them to the Kansas State Board of Education for approval.
2. Plan and facilitate the introduction of and initial training on the newly revised Kansas State Music Standards to KMEA membership.
3. Provide on-going professional development and assistance/support for music educators as they implement the newly revised Kansas State Music Standards.

3. Recruitment and Retention

KMEA will increase connections and support for novice teachers at the State and District levels through the development and implementation of a detailed mentoring program.

1. Create procedural guidelines for the selection and training of District Mentor Chairs.
2. Increase connections and professional development opportunities for novice teachers at the District and State levels.
3. Leverage current and new technology to support and enhance the KMEA Mentoring Program.

4. Connecting with Membership

KMEA will increase the involvement of elementary music teachers in KMEA District and State activities and events.

1. Implement an All-State Elementary Choir to perform during the 2016 and 2017 KMEA In-Service Workshops.
2. Increase opportunities to connect with elementary music teachers at the District and State levels.

KMEA 2015-2017 Strategic Plan

1. Music Advocacy

KMEA will be an advocate for strong music education programs at local and state levels.

Objectives/Indicators

- 1. Acquire updated data on the state of music educators and music education programs in Kansas.**
- Resurvey KMEA members regarding the impact of current budget cuts on music teacher positions and music programs.
 - Resurvey KMEA members regarding teacher satisfaction and teacher perception on challenges in providing quality music education programs.
 - Develop a plan to inform KMEA membership about the survey results and encourage them to participate.

Measures of Accomplishment

- Advocacy Chairs revise surveys to be administered in the fall of 2015.
- KMEA President and District Presidents email KMEA membership including information and survey links.
- Advocacy Chairs collect responses and provide a summary of the data by June 2016.

- 2. Communicate with state leaders to provide current information and advocate for music education programs in Kansas.**

- Plan a Music Advocacy Day at the Capital to meet with state leaders.
- Develop or acquire pertinent and timely advocacy information and talking points to share with state leaders.
- Provide updated information from Advocacy Surveys to state leaders.
- Extend invitations to state leaders to attend the In-Service Workshop (ISW).

- Government Relations Chair plans Music Advocacy day and schedules appointments with selected leaders.
- Music Advocacy information delivered to state leaders as it becomes available.
- Executive Council representatives, Government Relations Chair, and other selected KMEA leaders attend scheduled meetings.

- 3. Provide KMEA membership with advocacy tools and current information to assist them with advocacy efforts in their schools and communities.**

- Employ various methods of communication (i.e. District and State websites, *Kansas Music Review* (KMR), email, social media, etc.) to provide KMEA membership with updated information and current advocacy resources.
- Provide ISW clinic sessions or on-line resources assisting KMEA members with developing short advocacy messages (30 Second Elevator Speech) that relate directly to their school and community's strengths and needs.

- KMEA Advocacy webpage remains updated and accessible to KMEA membership.
- Kansas Call to A.R.M.S. remains active and updated; recruitment of new followers continues.
- Advocacy clinic sessions scheduled during the 2016 and 2017 ISW.

Advocacy Committee: *Fred Burrack, Co-Chair, *Phillip Payne, Co-Chair; KMEA Executive Council; District President: SW Lynn Unruh; Mike Quilling, Government Relations Chair; Troy Johnson, Web & Technology Manager

2. Professional Development

KMEA will provide leadership and professional development on the Kansas State Music Standards, curriculum development, and best practices for standards implementation.

Objectives/Indicators

Measures of Accomplishment

- 1. Collaborate with KSDE to revise the Kansas State Music Standards and present them to the Kansas State BOE for approval.**
- Create a teacher-friendly document that can be used by music teachers and curriculum planners to develop local music curricula.
 - Provide the opportunity for teacher feedback prior to submission for the Kansas State BOE approval.
 - Present the final document to the Kansas State BOE for approval

- Completed Kansas State Music Standards document submitted to and adopted by the Kansas State Board of Education by November 2015.

- 2. Plan and facilitate the introduction of and initial training on the newly revised Kansas State Music Standards to KMEA membership.**
- Provide differentiated training sessions on the new standards during the 2016 KMEA In-Service Workshop.
 - Create a Standards Training video including content from the ISW sessions and post on the KMEA website.

- Training sessions on the new standards scheduled for Thursday afternoon of the 2016.
- Standards Training videos/resources posted on the KMEA website by June 2016.

- 3. Provide on-going professional development and assistance/support for music educators as they implement the newly revised Kansas State Music Standards.**
- Plan and facilitate clinics during the 2016 and 2017 ISW that focus on using the standards to develop district curriculum.
 - Provide additional resources to assist with the implementation of the standards on the KMEA website and in the KMR.
 - Develop Master Teacher videos consisting of lessons that model the implementation of various aspects of the standards and make them available on the KMEA website.

- Clinic sessions focusing on the implementation of the new standards scheduled during the 2016 and 2017 ISW.
- Additional resources to support the implementation of the standards (i.e. supporting documents, lesson plans, curriculum templates, Master Teacher videos, blogs etc.) will be available on the KMEA website by June 2016.
- Articles or columns supporting standards implementation and curriculum design will be included in one or more issues of the KMR during 2016 and 2017.

Standards Committee: *Avian Bear, Chair; KMEA Executive Council; District Presidents: SE Rosie Sweaney, SC Amy Brown; Fred Burrack, Advocacy Co-Chair; Mike Quilling, Government Relations Chair; Julie Sluyter, Elementary Chair; Troy Johnson, Web & Technology Manager

3. Recruitment and Retention

KMEA will increase connections and support for novice teachers at the State and District levels through the development and implementation of a detailed mentoring program.

Objectives/Indicators	Measures of Accomplishment
<p>1. Create procedural guidelines for the selection and training of District Mentor Chairs.</p> <ol style="list-style-type: none"> Develop a job description for State and District Mentoring Chairs that includes a specific list of responsibilities and a timeline for completion. Recruit and select District Mentoring Chairs through a collaborative process between District Presidents and the State Mentoring Chairs. Provide training and collaboration opportunities for District Mentoring Chairs to identify best practices and communication strategies for supporting novice teachers. 	<ul style="list-style-type: none"> Mentoring Chair job description and responsibilities will be completed by July 2015. Mentoring Chairs for all KMEA Districts are selected and in place prior to the beginning of the 15-16 school year. Training sessions for District Mentoring Chairs are scheduled during July board meetings in 2015 and 2016. Pertinent notes or other resources developed will be posted on the KMEA Mentoring website (as appropriate).
<p>2. Increase connections and professional development opportunities for novice teachers at the District and State levels.</p> <ol style="list-style-type: none"> Provide badge ribbons for new teachers during the ISW. Post signs at the ISW Registration area and include messages in the printed ISW Program and ISW Website encouraging new teachers to pick up a ribbon badge and look for Mentoring Chair badges. Inform ISW attendees about the new teacher badge ribbons encouraging them to greet and welcome the new teachers. Provide badge ribbons for State and District Mentoring Chairs during the ISW. Expand Mentoring Sessions at the ISW to include sessions for Collegiate Students who are preparing to student teach. Organize Meet and Greet opportunities for new teachers during District Mini-Conventions. 	<ul style="list-style-type: none"> New teachers not previously identified will be connected with appropriate District Mentoring Chair. Mentoring Information session scheduled for collegiate students at the 2016 ISW. New teacher Meet and Greet sessions are implemented at the District Mini-Conventions by December 2015. KMEA Executive Council representatives attend new teacher meet and greet sessions at their assigned District Mini-Convention(s).
<p>3. Leverage current and new technology to support and enhance the KMEA Mentoring Program.</p> <ol style="list-style-type: none"> Create a new KMEA Mentoring webpage. Provide contact information for State and District Mentoring Chairs. Post information on training and collaboration opportunities for new teachers during at District Mini-Conventions and the ISW. Provide on-line resources for novice teachers including a FAQ section, Mentoring Blog, and updated New Teacher Handbook. 	<ul style="list-style-type: none"> Mentoring Webpage launched by June 2016. Contact information for State and District Mentoring Chairs is current and updated as needed.

Mentoring Committee: *Holly Taylor, Co-Chair, *Kelly Knedler, Co-Chair; Executive Council; District Mentoring Chairs; District Presidents: NW Stacey Williams, NC Bob Haselhuhn; Alissa Gomez, NafME Collegiate President; Troy Johnson, Web & Technology Manager

4. Connecting to Membership

KMEA will increase the involvement of elementary music teachers in KMEA District and State activities and events.

Objectives/Indicators	Measures of Accomplishment
<p>1. Implement an All-State Elementary Choir to perform during the 2016 and 2017 KMEA In-Service Workshops</p> <ol style="list-style-type: none"> Assign an Elementary Choir Chair and Assistant Chair to select a clinician and plan, organize, and facilitate all aspects of the auditions, rehearsals, and the performance. Create an All-State Elementary Choir page on the KMEA website to provide information on the audition process, teacher and student expectations, and rehearsal and performance details. Create an All-State Elementary Choir Manager on the KMEA website to support the audition process. Develop a communication plan for notifying elementary music teachers, and elementary music students about this opportunity. Plan the initial performance of this choir during the 2016 President's Concert. 	<ul style="list-style-type: none"> Elementary Choir Chair and Assistant Chair in place by June, 2015. Clinician for the 2016 Elementary Choir secured by July, 2015. All-State Elementary Choir informational page on the KMEA website up and ready for visitors by August, 2015. Elementary Choir Manager complete and ready for use by September, 2015. All-State Elementary Choir brochure provided to District Presidents and Affiliates at the June Board meeting for distribution during summer and fall workshops and conferences. All-State Elementary Choir informational video posted on the KMEA website by August, 2015. Email blast sent to KMEA members including a link to the video and brochure by August, 2015. Initial performance of the KMEA All-State Elementary Choir at the 2016 ISW President's Concert.
<p>2. Increase opportunities to connect with elementary music teachers at the District and State levels.</p> <ol style="list-style-type: none"> Provide opportunities for elementary music teachers to meet and collaborate during District Mini-Conventions. Employ various methods of communication (i.e. District and State websites, KMR, email, social media, personal phone calls, etc.) to provide information on upcoming elementary music events and professional development opportunities at the District and State level. Leverage connections with Affiliates to increase communication with elementary music teachers. 	<ul style="list-style-type: none"> Elementary music teacher sessions are implemented at District Mini-Conventions by December 2016. KMEA Executive Council representatives attend Elementary Choir and/or elementary music teacher sessions at their assigned District Mini-Convention(s). KMEA Executive Council representatives attend elementary workshops and professional development sessions offered by Affiliates

Elementary Connection Committee: *Gretchen Bixler, Chair; KMEA Executive Council; District President: NW Curtis Mulvenon; Holly Taylor, Elementary Choir Chair; Julie Sluyter, Elementary Chair; Lauren Hirsh, KMEK President; Greg Gooden, KOC President; Troy Johnson, Web & Technology Manager