

TMEA Strategic Plan (2017)

Items that have been accomplished:

- I. Communication: The officers of TMEA will work with the board, regional organizations, conference administration and the membership to ensure clear and consistent communication regarding policies, programs, and opportunities.
 - A. The board will use email, phone and other technology based forms of communication to better communicate with each other and the membership.
 1. Emails, texts, conference calls are used with the board and council for more effective communication; this has made for better communication in a more cost effective manner. Posting of minutes and materials has also allowed more interaction at face-to-face meetings with a more efficient use of time.
 - B. The TMEA website will be the center for communication to the membership with organized forms, up to date news, policies and procedures.
 1. The website is current and up to date.
 2. Policies, procedures, and documents are continually updated.
 - C. The vision and goals of TMEA will be clearly defined and communicated to the membership.
 1. These are stated on our documents and on our website.
 - D. The Strategic Plan will be reviewed yearly by the executive board and revised every two years by the President and President-Elect.
 1. A clear and more precise budget process has been developed.
 2. Fee structures, honorariums, and payments have been revised for all chairs, conductors, and compensation.
 3. IRS and tax status is now current and proper procedures for accounting are now in place.
- II. Professionalism and Collaboration: TMEA will work to develop and maintain opportunities for members and their students. TMEA will work with NAFME and our regional associations to develop and coordinate opportunities and advocacy for our membership
 - A. TMEA will continue to provide opportunities for professional development and leadership through the annual Conference.
 1. Our conference has grown and continues to be a major focus of TMEA with 2 successful years in Nashville.
 2. Sessions were scheduled later in the day so that teachers could count their hours toward district Professional Development requirements.
 3. Our Collegiate members are being utilized in a manner that provides them with practical leadership roles and insight into TMEA.
 - B. TMEA will continue to offer students opportunities such as the All-State ensembles.
 1. A 9-10 Grade Concert Band and a 9-10 String Orchestra have been added with great success.

2. Choral groups have redistributed student numbers in each ensemble to better balance these groups.
 3. Treble and collegiate ensembles continue to be successful; discussion for a middle school choir has begun.
 4. TMEA Student Eligibility policy has been adopted.
- C. TMEA will work with NAFME to provide professional development and leadership opportunities for membership.
1. Our hosting of the NAFME National Professional Development Conference has enabled many other members to take active roles in chairing various positions and providing leadership opportunities on the National Level.
 2. Additional members have served to adjudicate National Honor Ensembles for our state.
 3. The addition of policy chairs in the areas of jazz, fretted instruments, composition, historian, and music industry has allowed more members a chance to participate in decision making and professional development opportunities.
 4. The inclusion of CNAfME members with our Executive Board on the National Leadership Assembly “Hill Day” activities and the allocation of funds from TMEA is allowing our younger members to take an active role in the state and national agenda for music education.
- D. TMEA will develop an advocacy chair to respond to challenges to music programs in jeopardy in a timely and direct manner.

Items that still need attention or revision:

- I. Organization:
 - a. TMEA will develop the office of Executive Director into a full-time compensated position along with part-time staff (as needed), with a permanent physical site for an office and archival storage.
 - b. The plan for the Tennessee Musician to go to an all “online” format has been changed with the revision of the magazine, its editorial board and mission. Four print issues should still exist with these being made available online for all (including non-members and those from outside TMEA). Policies and structure of fees and advertising has been reviewed and updates.

- II. Professionalism and Collaboration: TMEA will work with regional organizations to develop and sponsor professional development sessions, thus providing more members with leadership opportunities.
- a. More participation from membership (and information from TMEA/NAfME) regarding the National Councils and Societies should be incorporation.
 - b. Membership area needs more assistance from regions; a state chair needs to be appointed in this area. Data is needed on the retention rate of those that joined under our NAfME membership campaign; information on why/why not teachers are members is needed.
 - c. More opportunities on a state level could exist for our Tri-M students.
 - d. State advocacy and a “hill-day” for our membership was developed this year. Look at new ways to improve hill day for the future.