



**Texas Bandmasters Association  
Convention/Clinic July 21-23, 2022**

**Blending Well With Others: Cultivating a  
Cohesive Band Staff**

**CLINICIANS:  
Rachael Davis, Jennifer Teed**



**HENRY B. GONZALEZ CONVENTION CENTER - SAN ANTONIO, TEXAS**

# **Blending Well With Others**

## **Creating a Cohesive Band Staff**

*Presented by*

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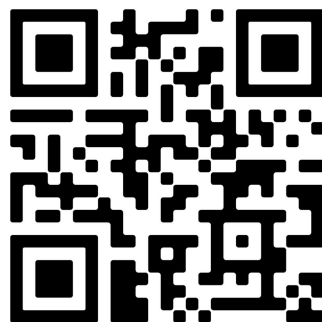
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**Google Slides Presentation**



# Blending Well With Others

## Creating a Cohesive Band Staff

Rachael Davis and Jennifer Teed, presenters

### To-do Items Before School Starts

- Get to Know Your Team
- Build a Team Matrix
  - Identify Key Events
  - Divide Year into Sections
  - Identify Strong Qualities in Each Director
  - Divide and Conquer
  - Forgot something? Something doesn't work? It can always be adjusted!

### Example of Team Matrix

	Jennifer	Rachael
August	Private Lesson Sign-ups Library Inventory Charms Info Updates Google Calendar	Name/Binder Tags Class Scheduling All Emails (brass/ww/perc) Shirt Ordering Set Up Canvas
Sept-Nov	Region	Region
December	Winter Concert <ul style="list-style-type: none"><li>• Set Up charts</li><li>• Facility Requests</li><li>• Scheduling</li><li>• Emailing</li></ul>	Elementary Tour
January/February	Solo Assignments for 7th/8th Grade	5th Grade Recruiting/Placements
March	UIL	UIL
April	Spring Contests <ul style="list-style-type: none"><li>• Seating Charts</li></ul>	Spring Contests <ul style="list-style-type: none"><li>• Registration / Payment</li><li>• Bus Requests</li></ul>
May	Solo Contest Schedule	Inventory Check
Weekly Chores	Enter Repairs into Charms	Canvas / Lesson Plan Outline

## Structure - Beginning of the Year at PHMS

- Discuss how the beginning of the year will look BEFORE school starts
  - Roles
    - Head Director vs. Assistant Director
      - Example: Beginner Classes start combined - HD Introduces expectations and rhythm (“Teaching Rhythm Logically” by Darcy Vogt Williams) while AD checks supplies for all students
  - Expectations
    - Beginners
      - HD sets initial expectations while combined. Fun but stern - you can always let up, but you can’t backtrack
      - Once Classes Split (after about 2 weeks), AD will need to establish expectations in separate classroom
    - Performing Bands
      - Expectations are set by teacher of record (Davis - Varsity/Sub Non Varsity Brass & Teed - Non Varsity/Sub Non Varsity WWs). Same Expectations, but delivered based on our own personalities in the classroom

## Lesson Planning - Beginners

- Reflect on Previous Year - Decide what needs to be adjusted for current year
- Backwards Plan
  - How do you know where to start if you don't know where you're going?  
Discuss as a team what goals/fundamentals/skills that need to be covered before the end of the year
- Lesson Plan Daily Structure
  - Brass & Woodwind Pacing is Very Similar - Directors check in with each other every week. HD does initial weekly lesson plan for brass while AD modifies for woodwind classes. We constantly bounce ideas off of each other.
    - Counting
    - TONE Fundamental
    - TECHNIQUE Fundamental
    - Instrument Specific Concept
    - Application
    - Homework

## **Lesson Planning - Varsity & Non Varsity**

- Reflect from Previous Year
- Backwards Plan
  - Lesson Plan Daily Structure
    - Warm Up Varsity vs. Non Varsity
    - TONE Fundamental
    - TECHNIQUE Fundamental
    - **\*\*Problem Identification\*\***
    - Application
    - Homework

## **Lesson Planning - Sub Non Varsity Band**

- Reflect from Previous Year
- Backwards Plan
- Start Spilt - WWs vs. Brass at the beginning of the year but structure the same
- Lesson Plan Daily Structure (Fall & Spring)
  - Same as Varsity/Non Varsity but even more attention to:
    - Ensemble Fundamentals
    - Counting
    - Tone Development
    - Technique Development
    - Application
- Spring Semester
  - No Sectionals
  - UIL Prep
    - Use Director Strengths
      - Ex. Stage vs. Sight Reading - who does what?

**Head Directors - You must TRUST your assistants!**

**You can always teach skills!**

## **Performing Bands - Sectionals/Pull Outs**

- Sectionals (Varsity vs. Non Varsity)
  - Davis teaches ALL Brass from Varsity & Non Varsity throughout Fall Semester.
  - Teed teaches ALL Woodwinds from Varsity & Non Varsity throughout Fall Semester
    - Allows us to teach Region Audition Music (Varsity) using our strengths and allows us to focus on instrument-specific fundamentals (Varsity & Non Varsity) that might need to be reviewed/retaught
  - Sectionals pause after Thanksgiving Break until January. Once UIL is over (March), sectionals stop for the rest of the year (gives kids a much needed break) - except on Honor Band years
  - Utilize Advisory Class (if applicable) to schedule sectionals which gives us more time at home. Be as creative as you can to give time back to yourself and your family.
- Combating Burnout (Teachers AND Students)
- Pull Outs
  - We are in each other's band class EVERY. SINGLE. DAY.
  - Send out sections/individual students that might need more individual attention on a particular part of a piece, fundamental, region music help, scale help (extended range especially), etc.

## **Tough Conversations**

- What's classified as a "tough conversation"?
  - Disagreeing on pedagogy
  - Disagreeing with expectations
  - Needing to "clear the air"
- How to have a successful "tough conversation"
  - Respectfully voice ideas/concerns
  - Listen to each other's viewpoints
  - Come up with solutions/compromises that are best for the students while also allowing teachers to teach with their own personality
  - Head Director should be a mentor to the Assistant Director, but should also TRUST the Assistant Director

## **Communication Styles**

- Which one relates to you most:
  - Passive

- Passive Aggressive
- Assertive
- Direct
- Influencer
- How does the way you communicate help or hurt your relationship with coworkers? Understanding how each other communicates can help make sure to keep all communication doors open.

## **Interviewing/Mentoring**

- Interview Questions We Suggest
  - What do you see as the role of an Assistant Director?
    - Ideal answer - 50/50 ... parents/students should not know who is the HD or the AD - kids need to see us as equals
    - We never say "Head Director" or "Assistant Director" ... it's always "I am one of the band directors" - only pull out "Head Director" when certain situations require it
  - How are duties split between Assistant Director and Head Director?
    - Ideal answers - find each other's strengths and organize accordingly
  - Is the NV or Sub NV band expected to do the same things as the Varsity Band? At what point does that change?
    - You need to find the ideal answer for you. This may be different for some. We, at PHMS, very much believe that there should be similarities that align, but lesson plans should be tailored to each specific groups' needs.

## **Have Fun!**

- We often play pranks on each other, goof off with one another, and our students know that our staff all gets along really well. We even have our kids help us play pranks on each other and they LOVE being a part of it. We all live in the same neighborhood. We have group texts that are band and non-band related. We, as busy band directors, often spend more time with coworkers than we do our own family, so it's important that we enjoy who we work with. Communicate with one another, ask questions, be open-minded, and HAVE FUN.

### ***Special Thanks to:***

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