



**Texas Bandmasters Association  
Convention/Clinic July 20-22, 2023**

**Mentor or Dementor - How to Develop  
and Retain Young Teachers**

**CLINICIANS:**

**Madison Hughes, John Riley Kirwan,  
Nathaniel Neugent**



# Mentor or Dementor

## How to develop and retain young teachers

*Making sure new teachers are being mentored in their first few years is absolutely essential for their lifelong success. We are losing so many excellent educators because we are not actively mentoring them throughout their first few years. Along with my two fantastic young assistant directors Riley Kirwan & Madison Hughes, we will discuss a variety of approaches we engage in to make sure they continue to grow and that most importantly I am there to help them flourish through tough times. This clinic isn't only for "seasoned" teachers; Riley and Madison will offer ways for young teachers to make the most out of their situation and discuss how to seek help when you need it.*

**Mentor:** *a person who gives a younger or less experienced person help and advice over a period of time, especially at work or school – Cambridge University Dictionary*

**Dementor:** *"You will be left with nothing but the worst experiences of your life, and you will just be an empty shell that lost its soul." — [Remus Lupin](#)'s description of Dementors*

- Why this clinic
  - Teacher retention problems
  - Our motivation for clinic
  - Active vs. Passive mentoring
  - Mentor examples
- Mentoring is interpersonal
  - Hiring "mentorable" people
  - Cultivating relationships
  - Differing personality types
- Active mentoring in rehearsals
  - Team teaching
  - What should that look like
  - How to be most effective
- Mentoring outside of rehearsals
  - Administrative tasks
  - Weekly meetings
  - Score study/listening
  - Parent/teacher conferences/phone calls
- Mentee's obligations
  - Accepting criticism from a peer
  - Be open to team-teaching
  - Be overprepared
  - Model failure gracefully for your students
- Closing observations & questions

For more clinic info  
use this QR code



*Nathaniel Neugent, Director of Bands, Rock Hill High School*

*Riley Kirwan, Associate Director*



*Madison Hughes, Associate Director*