



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

**Utilize Your Strengths:
Creating a Highly Effective Team
of Directors**

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Utilize Your Strengths: Creating a Highly Effective Team of Directors

2023 Texas Bandmasters Association Convention

Presented by the Bridgeland High School Band Team

Introduction

Who are we?

Established in 2017, the Bridgeland Band is a 6A program nestled on the northwest side of Houston in Cypress-Fairbanks ISD. The marching band is a BOA regional finalist and has advanced to the UIL State Marching Contest for three consecutive years. The percussion and colorguard programs are competitive at WGI and TCGC competitions at the state and national level. Bridgeland has four consistent UIL sweepstake award winning concert bands and collaborates with the orchestra to create the Bridgeland Symphony, which was recently invited to perform at the Midwest Clinic in 2023.

Disclaimer

Every team looks different, and we are not without our own dysfunction. Our presentation is meant to be applicable to all teams: high school, middle school, fine arts, instrumental music, etc..

Sections to Cover:

- Delegating Tasks: Distributing responsibilities based on team member strengths
- Program Alignment: Coordinating instruction across all ensembles and learning from each other
- Bridging the Gap: Effectively communicating across generations and experience levels
- Team Culture: Creating professional friendships with the members of your team

Delegating Tasks

Get in the Boat

- Grab a paddle or grab a bucket; we're all in this together!
- All aspects of the program are part of one team: marching band, concert band, percussion, colorguard, full orchestra

Assigning Roles

1. Identify team member strengths
2. Identify program needs
3. Delegate tasks to team (administrative and teaching responsibilities)

Sharing Administrative Tasks: parent communication, private lesson program, inventory, locker assignments, finances, percussion & colorguard

Caption-Based Teaching: woodwinds, brass, percussion, colorguard, visual

Who's on your campus?

Look outside of your band hall to find additions to your team. You never know who you'll find!

Program Alignment

Create Consistency Across Your Program

- Share the Podium: This activity does not need to be a one man show. Let the students hear from several voices, and learn from your team!
- Share Vocabulary and Exercises: Determine as a team what vocabulary and fundamental exercises you will use, and stick with it! This prepares students to move into a different ensemble next year.
- Share Procedures: Establish clear routines across the entire program to maximize efficiency and organization. The way we do anything is the way we do everything.

Bridging the Gap

Communicating as a Team

- What to communicate: program goals, rehearsal goals, expectations, responsibilities
- How to communicate: media, sense of humor, feedback type, direct or indirect

Open Door Policy: Hold regular team meetings and allow everyone's voice to be heard. The head director has final say.

Bridging the Gap

Be aware of the differences between your team members, and use them to your advantage!

- Generational: differences between college classes, technology experience, approach to band, communication preferences
- Experience: 29 year teacher vs. 5 year teacher
- Background: drill writer, masters degree, DCI or WGI, show design, etc.

Team Culture

Shared Vision

- Similar teaching philosophy: purpose of band, approach to teaching, why do we teach in the first place?
- Compatible goals: If we all believe in the same vision for the program, we can achieve it whatever that vision may be.

Don't take work too seriously

- We're all here because we love band.

- Laugh and make jokes with each other.
- It's just band! It's all about the kids and their experience.
- We work too many hours to not enjoy the people we work with.

Building Team Culture: Balance between professionalism and friendship

Conclusion

Nowhere is perfect: We are still figuring things out ourselves, and we make changes to our team dynamic every year. It takes time to build a highly effective staff. What works for us may not work for your team.

Contact Information: We'd love to hear from you!

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