

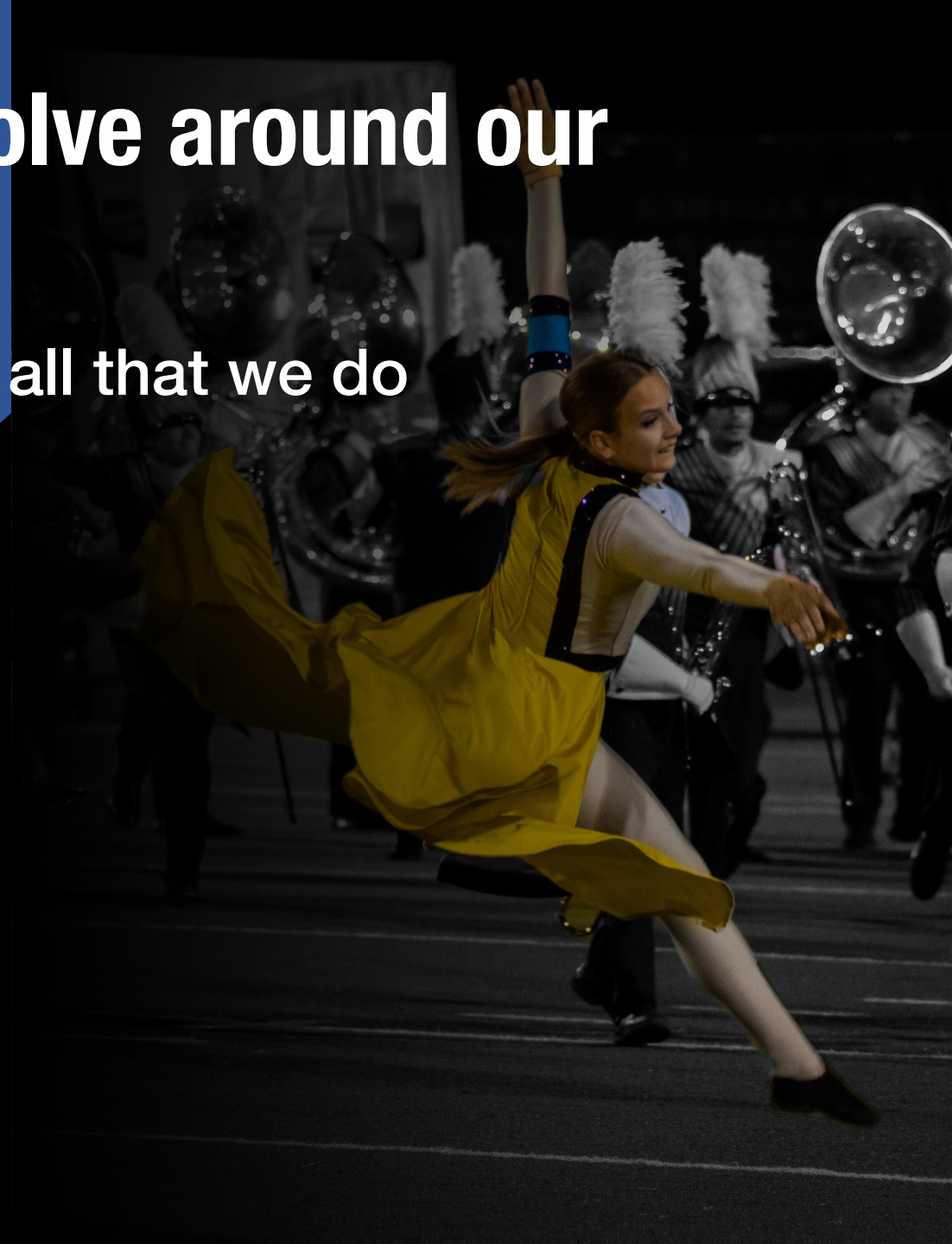
Culture vs. Compliance

Anthony Rivera, Richland High School

West Texas A&M University Director's Workshop

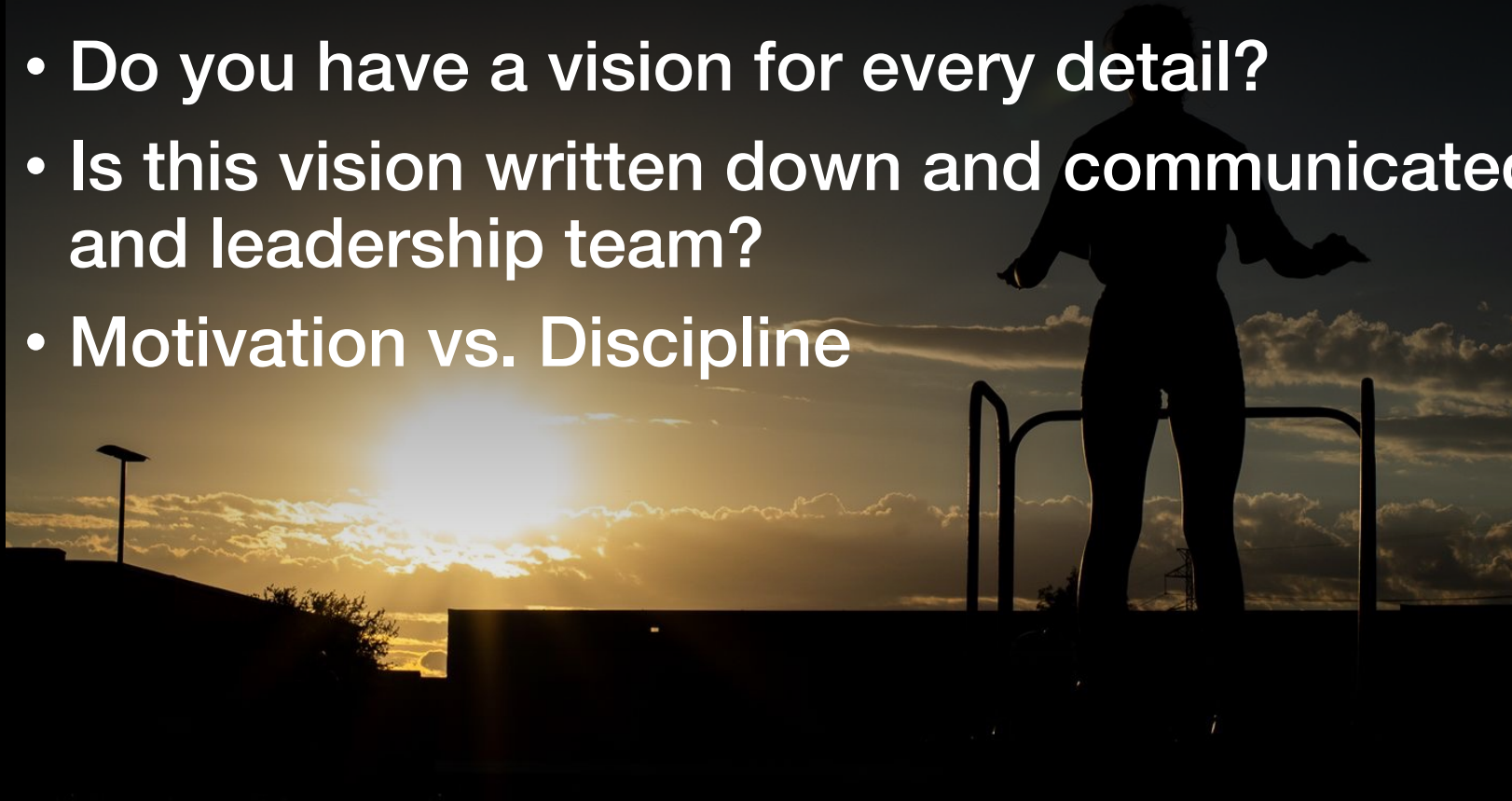
Everything we do must revolve around our “why”

- Our why is the driving force behind all that we do
- Our why empowers our vision



What is your vision for the program?

- Do you have a vision for every detail?
- Is this vision written down and communicated with your staff and leadership team?
- Motivation vs. Discipline



Healthy relationships



- Are you in touch with the overall mood of the students?
- Do the students feel included in the big decisions being made for the program?
- Parents always understand what is needed to help students be successful and why we have high expectations
- Administration and other faculty members have high respect for the band program

Have mentors out early and often

- This creates the total learning environment
- Students need to see their directors working to be the best for them
- Too often we expect students to be willing to accept critiques, with directors not willing to accept the same
- Diagnose problems in the band culture



Characteristics of a Band Program Culture

- **Procedures are well-established and any distractions are immediately ignored**
- **Students take initiative in their own discipline**
- **Students help each other**

Characteristics of a Band Program Culture

- **Procedures are well-established and any distractions are immediately ignored**
 - **Students take initiative in their own discipline**
 - **Students help each other**
- **Students always feel safe**
 - **Sections take initiative in their own idiomatic daily drill**
 - **Personal problems are handled outside of rehearsal or professionally**

Characteristics of a Band Program Culture

- Procedures are well-established and any distractions are immediately ignored
- Students take initiative in their own discipline
- Students help each other
- Students always feels safe
- Sections take initiative in their own idiomatic daily drill
- Personal problems are handled outside of rehearsal or professionally
- Students always feel accountable for their success and those around them
- Effective lesson plans executed at a high level consistently
- Students are very punctual with all rehearsal attendance

Characteristics of a Band Program Culture

- Procedures are well-established and any distractions are immediately ignored
- Students take initiative in their own discipline
- Students help each other
- Students always feels safe
- Sections take initiative in their own idiomatic daily drill
- Personal problems are handled outside of rehearsal or professionally
- Students always feel accountable for their success and those around them
- Effective lesson plans executed at a high level consistently
- Students are very punctual with all rehearsal attendance
- Conducting gestures are effective and rehearsed
- Every rehearsal starts on time and ends on time

Characteristics of a Band Program with Compliance

- **Students following the procedure are in the minority and ask what are we doing**
- **Students run the rehearsal**
- **Weak performers never get any help**

Characteristics of a Band Program with Compliance

- **Students following the procedure are in the minority and ask what are we doing**
- **Students run the rehearsal**
- **Weak performers never get any help**

- **Environments that are fragile**
- **Students are not focused due to factors outside of the rehearsal**

Characteristics of a Band Program with Compliance

- **Students following the procedure are in the minority and ask what are we doing**
 - **Students run the rehearsal**
 - **Weak performers never get any help**
 - **Environments that are fragile**
 - **Students are not focused due to factors outside of the rehearsal**
- **Students making their first sound with the director**
 - **Limited student accountability**

Characteristics of a Band Program with Compliance


- **Students following the procedure are in the minority and ask what are we doing**
- **Students run the rehearsal**
- **Weak performers never get any help**
- **Environments that are fragile**
- **Students are not focused due to factors outside of the rehearsal**
- **Students making their first sound with the director**
- **Limited student accountability**
- **Ineffective and unclear conducting**
- **Student trickle in and out of rehearsal**

What creates cultural accountability in the band program?

- All directors influence the desired culture in the band
- The head director should be the chief model of this concept
- Embrace being vulnerable and finding better ways to do procedures
- Look in the mirror often!

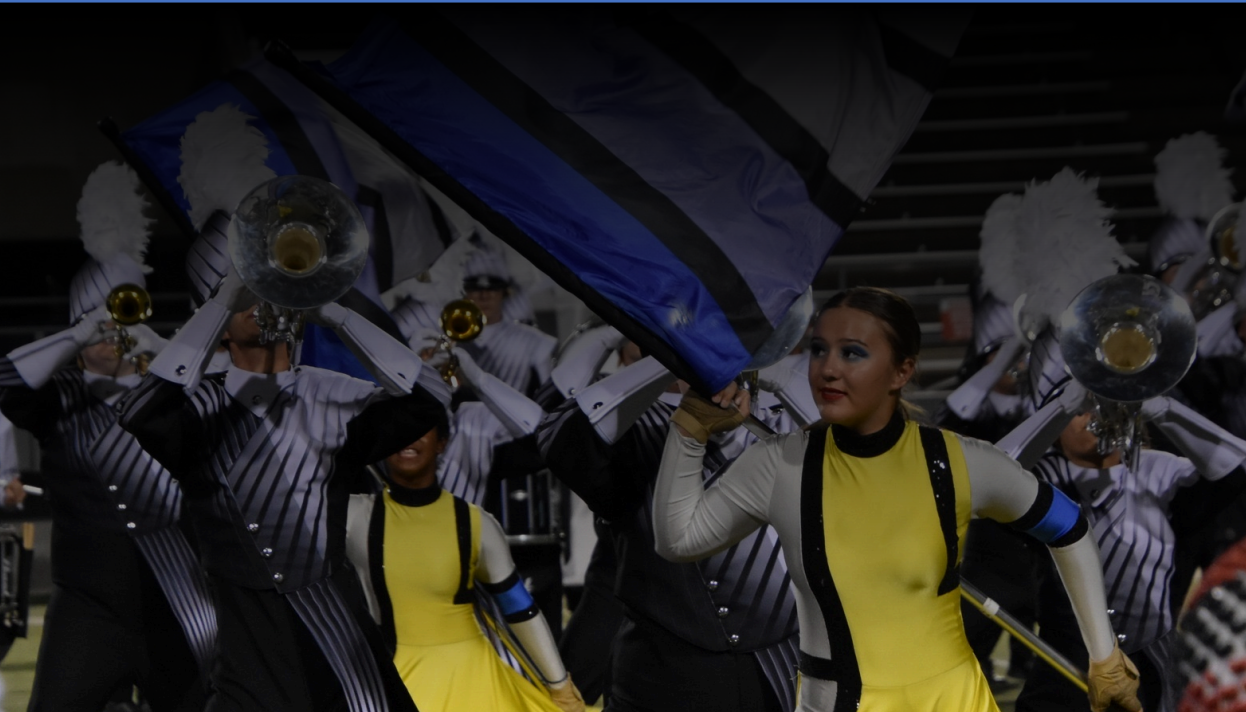
What is director discipline?



- Modeling what students should be doing
 - Showing discipline in every rehearsal
 - Expectations are consistently high
 - Rehearsals are structured and students know your next move
 - Urgency is always a characteristic of your rehearsals, not just when a performance nears
 - The director owns every success and failure of the program
 - Giving yourself a grade every day
 - The definition of excellence is always clearly defined
- 

Regularly question the status quo

- Observe
- Record rehearsals
- Re-evaluate your procedures



Special Thanks

- My students
- RHS Band Staff
- Mentors
- Wife and family

