

## **Hiring Ideas and Resources for Percussion Staff**

**Troy Wollwage (Department Manager for all things Yamaha percussion in the U.S.)**

Hiring Questions:

-Why should we hire you?

-What value can you bring to the position?

-Tell me about a time where you had a real challenge-when a student was not pulling their weight; when a parent failed to show up to help; when you had to teach a challenging topic to a student? How did you handle it?

-What are your expectations for this position?

-How might your peers describe you?

-How might your previous employer describe you?

-How might people you've worked with describe you?

Check with the principal or administrator for guidance on interviewing, what questions are off-limits, and should be avoided from a legal perspective.

**Josh Gottry (Adjunct faculty at Chandler-Gilbert Community College. Freelance percussion instructor and composer at Gottry Percussion) & Steve Hemphill (Professor at Northern Arizona University)**

Interviewing a new candidate:

-Ask for... previous experiences, teaching philosophy, ideas regarding curricular content, percussion writing/arranging sample, pedagogical resources, video demos of performance abilities, and references

-Share... expectations of job (duties, hours, institutional and program overview), expectations of professionalism, financial information, and hiring timeline and requirements

-Expect staff members to pursue professional development: use study and performance opportunities to create a broad base of experience

- Take private lessons (in areas of strength and weakness)
- Research best tuning practices and the regulation/maintenance of instruments
- Attend WGI Adjudicator Day, state PAS Days of Percussion, and PASIC
- Observe rehearsals outside of own focus/expertise
- Collect adjudication forms/rubrics (AZPAS, ABODA, WGI); listen to adjudication tapes whenever possible; digest evaluative vocabulary and phrases
- Learn about sound amplification management (MainStage, microphones, etc.)
  
- Encourage staff members to utilize instructional opportunities for further growth and creation of a professional portfolio
  
- Produce high quality audio/video demos of performance abilities
- Compose/arrange for percussion (ensembles, etudes/solos, cadences, etc.)
- Acquire and utilize notation software (Finale/Sibelius)
- Develop rapport and resources for letters of recommendation (band director, school percussion staff member, private percussion teacher, etc.)
  
- Model verbiage that encourages students and bestows praise/critique in a balanced manner

**Resources:**

**Paul Buyer** <http://www.paulbuyer.com/books/>

*Marching Bands and Drumlines, Secretes of Success from the Best of the Best*

*Drumline Gold*

*Working Toward Excellence*

**Mike Lynch & Scott Brown**

*Field Level, The Ultimate Band Director's Guide to fielding the Ultimate Marching Percussion Section*