

Band Director Interview Evaluation Guide

<u>Question Focus</u>	<u>Strong Response Indicators</u>	<u>Weak Response Indicators</u>
Philosophy & Vision	Mentions lifelong musicianship, inclusion, emotional connection, and teamwork.	Focuses only on competition or personal success.
Rehearsal Techniques	Clear structure, warm-ups, sectional balance, pacing, student ownership, musicianship.	Vague descriptions (“I just run through the music”).
Differentiation	Uses peer mentoring, flexible repertoire, and individualized feedback.	“I expect everyone to keep up.”
Musical Expression	Talks about phrasing, listening, dynamics, interpretation.	Focuses only on accuracy.
Repertoire Selection	Mentions educational value, student interest, diversity, and appropriate challenge.	Picks music only based on difficulty or personal taste.
Marching & Concert Balance	Balances showmanship with musicianship; values both experiences.	Emphasizes one at the expense of the other.
Leadership Development	Uses structured student leadership training, clear expectations.	“I just pick section leaders.”
Recruitment & Retention	Mentions middle school outreach, mentorship, visibility at school events.	“Students just join if they want.”
Logistics & Budgeting	Demonstrates planning, organization, and creative fundraising.	No clear plan or understanding.
Collaboration & Community	Builds partnerships with parents, boosters, and administration.	Works in isolation.
Professional Growth	References PD, conferences, continuing musicianship.	“I already know my approach works.”

General Evaluation Framework

<u>Category</u>	<u>Description</u>	<u>Score Range</u>
Musical & Pedagogical Knowledge	Depth of musical understanding, ability to teach technique, theory, literacy	1–5 _____
Instructional Skill & Differentiation	Strategies for engaging all learners, adapting instruction, classroom management	1–5 _____
Program Leadership	Evidence of organization, vision, recruitment, performance planning	1–5 _____
Student Engagement & Relationships	Ability to motivate, connect, and build positive culture	1–5 _____
Collaboration & Communication	Professionalism with staff, parents, and community	1–5 _____
Professional Growth & Reflection	Self-awareness, learning mindset, openness to feedback	1–5 _____

Scoring Key:

- **5 – Excellent:** Clear, detailed, evidence-based response; confident and student-centered.
- **4 – Strong:** Thoughtful and practical; minor gaps but solid grasp.
- **3 – Satisfactory:** Adequate but general; lacks examples or clarity.
- **2 – Weak:** Unclear or unrealistic; limited evidence of skill.
- **1 – Poor:** Inaccurate, inappropriate, or no meaningful response.