

slamleadership.org



Keep 'Em
Once You
Have 'Em

Steve Andre

Bryan Christian

David Vandewalker

Dr. Tim

Lautzenheiser

presenters



Retaining Students
In Your Program
Is The Key To Growth

Why Do Students Join Band?



- Their Friends / Sibling
- Fun
- Parents Made Them
- Love The Sound Of An Instrument
- No Other Elective
- Genuine Love of Music
- Like The Teacher

Why Do Students Quit Band

- Their Friends Quit
- Remediation Class
- Too Hard
- Not Fun
- Chaotic/Lacks Organization
- Too Much Time
- Scheduling
- They Don't Feel Successful
- The Leadership



Make Them Want To Stay

The Value of Personal Connection

Don't Waste Their Time

An Organized & Disciplined Classroom

Create Realistic Expectations

Set Them Up For Success

Sense of Belonging

Lessons We Can Learn from Farmers

1. Don't shout at the crops
2. Don't blame the crops for not growing fast enough
3. Choose the best plants for the soil
4. Irrigate and fertilize
5. Remove weeds

What Are Your Weeds?



Parents
Administrators
CTE
Test Prep
A Student
You
Culture

PADLET



The Importance of Balancing Content and Context





“We are psychologically, emotionally, cognitively, and spiritually hardwired for connection, love, and belonging.”

—Brené Brown

**REMEMBER THIS:
TRUST IS BUILT IN
DROPS AND LOST
IN BUCKETS.**

Culture of Connection

Autocratic Leadership

I/Me

Product Driven

Obedience

Compliance

Autonomous Leadership

We/Us

Process

Ownership

Service

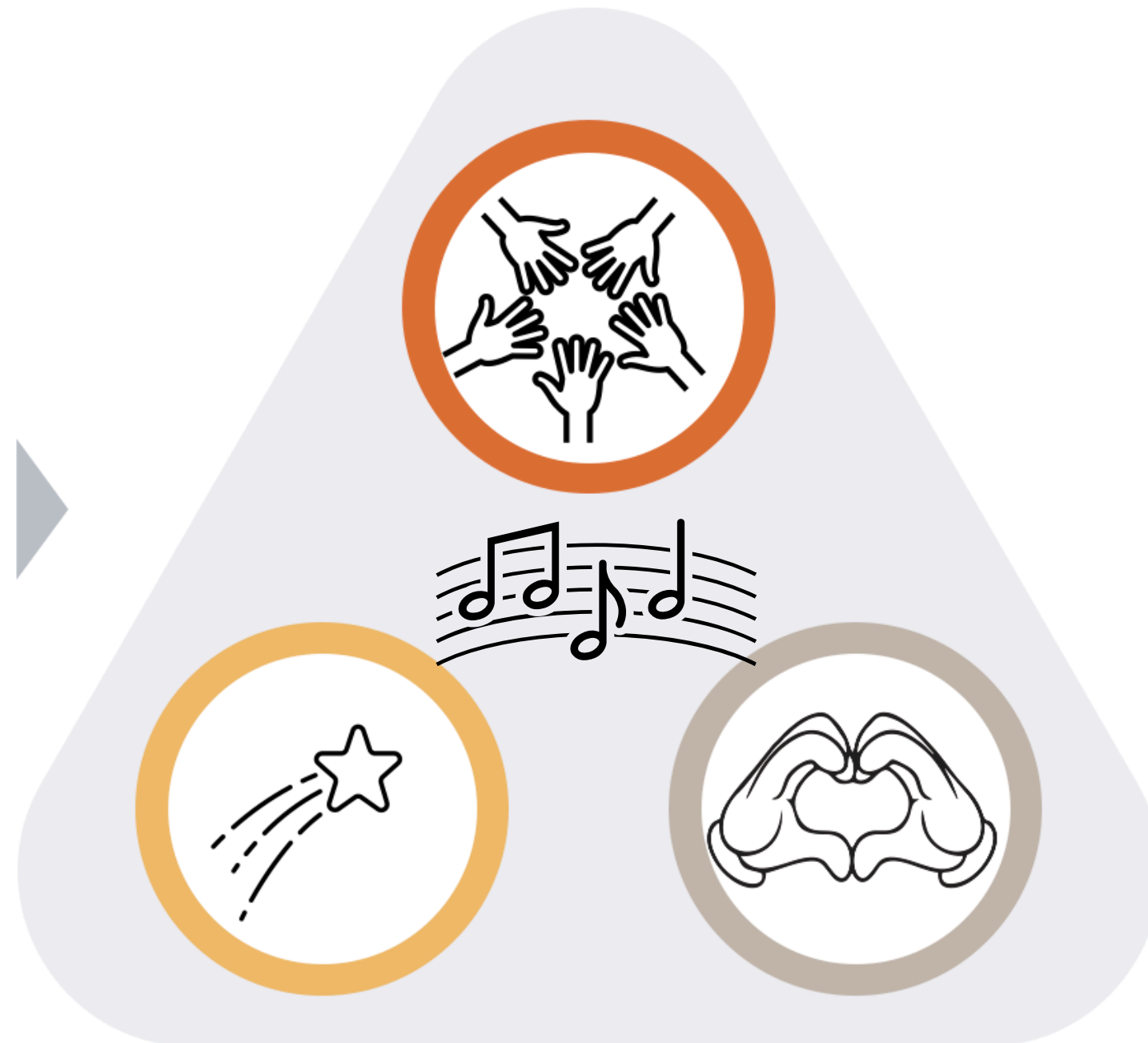


Crafting Culture

that values both MUSIC and PEOPLE

CULTURE

Culture drives engagement and productivity, decision-making, organizational health and impacts retention



Servant Leadership Association for Music

Purpose

is the desire to do things in service of something larger than ourselves

Excellence

is the desire to continually improve to achieve mastery at something that matters

Belonging

Is the sense of feeling loved and appreciated fostered through connection & autonomy

Connections Help Build Brave Spaces



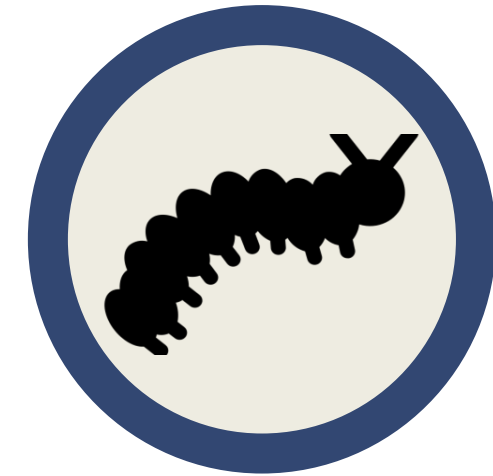
Queen Bee

High-flyers who naturally excel and achieve in one or more areas



Worker Ant

Members who comprise the majority, creating and adapting to the status quo



Caterpillar

Vulnerable students who need extra support, attention, and care to metamorphosize



Tick

- Those who feed off making others feel badly.
- Must not be allowed to get established (“bite”).
- However, they are ALSO a QB, ant, or caterpillar.
- Have an early individual conversation.



Queen Bee



Purpose

Looking for ways to grow their influence, to experience exceptional opportunities, and to leave a legacy.



Excellence

Want to be challenged, see the extent of what's possible, and produce something extraordinary



Belonging

Hoping to make an impact on the students around them and be recognized for their contributions



Worker Ant



Purpose

Looking to be a part of something great and have a community to call home



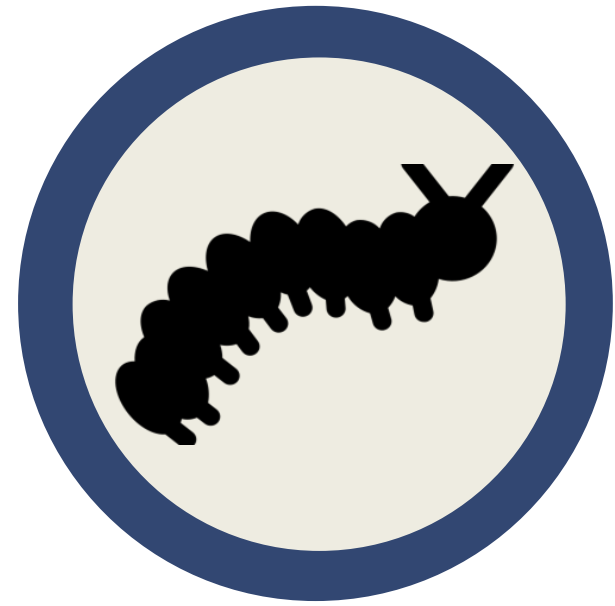
Excellence

Want to feel accomplished, see improvement, and be proud of their efforts



Belonging

Hoping to find a group to call home and friends to grow alongside



Caterpillar



Purpose

Looking for a place to be seen, cared for, and open up within



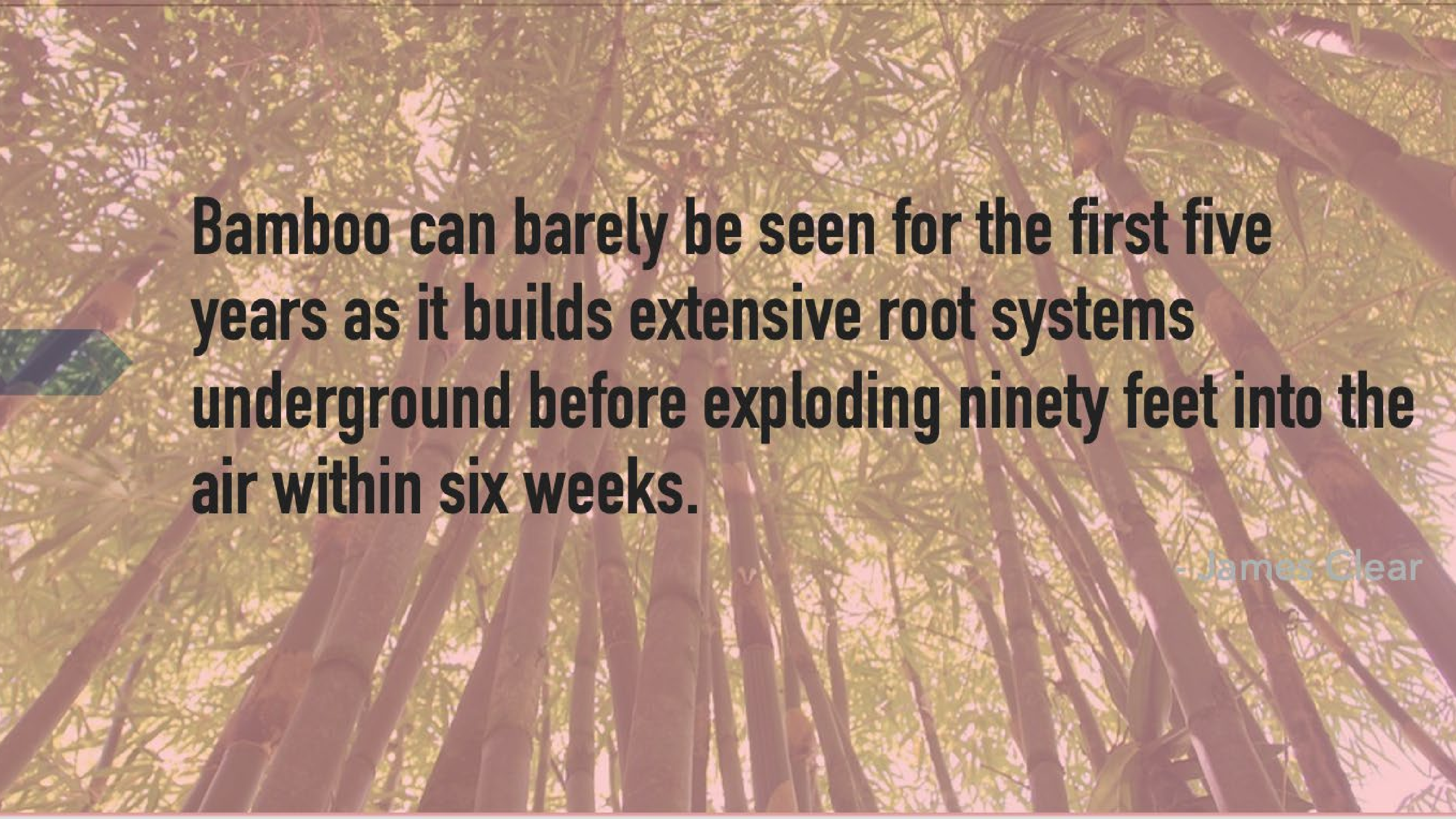
Excellence

Want to feel safe, be given targeted guidance, and contribute to the team



Belonging

Hoping to find others who will help bring them out of their shell and blossom



Bamboo can barely be seen for the first five years as it builds extensive root systems underground before exploding ninety feet into the air within six weeks.

- James Clear

CRAFTING A CULTURE OF CONNECTION TO KEEP 'EM ONCE YOU GET 'EM



START NOW

START SMALL

STAY LONG



Servant Leadership
ASSOCIATION FOR MUSIC

An organization for high performing music educators providing culture building strategies, leadership development, instructional tips, and encouragement in a safe and supportive environment. SLAM is designed for those music educators who know that the pathway to excellence is a never-ending journey.



Come See Us At Booth 1207

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