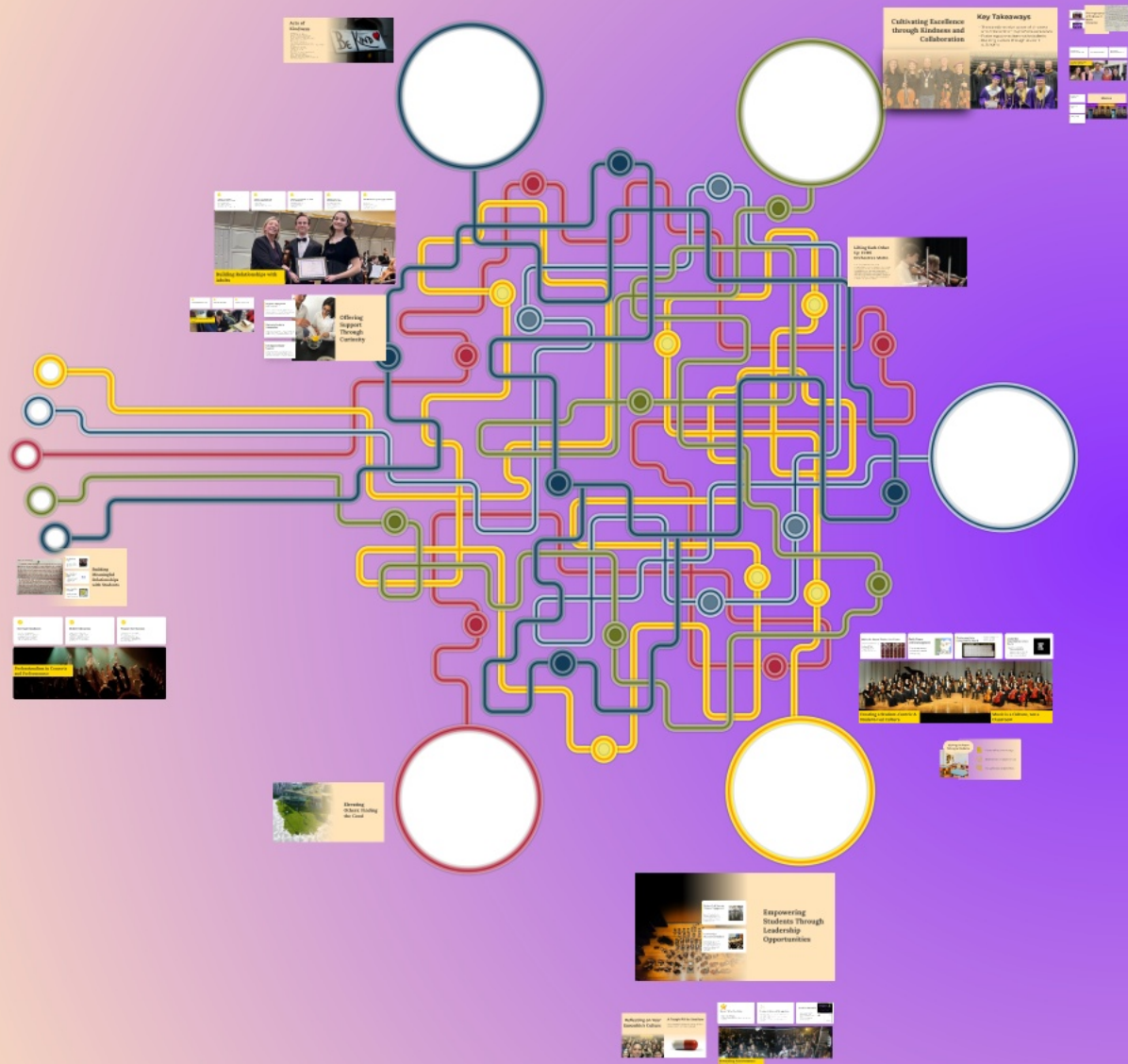




Cultivating Excellence through Kindness and Collaboration

Midwest Clinic - Thursday, December 18th

Cultivating Excellence through Kindness and Collaboration



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Key Takeaways

- The transformative power of kindness and collaboration to promote excellence
- Fostering connections with students
- Building culture through student autonomy



Kindness as a Cornerstone of Achieving Excellence



Kindness vs. Weakness

Low Control ↓ CHAOSS!	High Control ↑ 👤 👤
Low Support ↓	Low Support ↓
Low Control ↓ 🐢	High Control ↑ ★
High Support ↑	High Support ↑

The Importance of Kindness in Music Education

Dear Mr. Hermanson,
Where do I begin?? You have been such an inspiration to me. There have been so many instances over these past few years where I have felt your tremendous support and guidance. I can't begin to thank you enough for all the opportunities you've granted me, including private lessons to prepare me for honor bands/orchestra, Tower orchestra and CMEA, performance and leadership opportunities and your belief in me. There have been times when I was discouraged and your confidence and support lifted me up. Being a part of the music department at FCHS has meant everything to me and it has been the very best part of my high school experience. Your dedication, patience and sacrifices are so appreciated. I know that I will treasure and carry with me the time that I had to be your student. I'm so grateful for how much you invest in this music program and your students. Thank you for always

challenging me and pushing me to grow in my music. AP Music Theory has been one of my favorite classes in high school and my three years in pit are some of my fondest memories. I hope we can keep in touch as I pursue this life.

Someone who does next chapter in my
so much, so often,
so willingly —
and all from
a beautiful heart...



Kindness as a Cornerstone of Achieving Excellence





Kindness vs. Weakness

Low Control ↓  Low Support ↓	High Control ↑  Low Support ↓
Low Control ↓  High Support ↑	High Control ↑  High Support ↑

Low Control



Low Support



High Control



Low Support



Low Control



High Support



High Control



High Support





High Control Means Fostering Trust Through Kindness

- Kindness builds trust
- Trust = Performance & Behavior



Impact on Community Morale

- Trust + Care = A community desire to work for the betterment of the program and each other



High Support Means Loving Students for Who They Are

- When students feel like you care about them as people, they want to live up to your expectations
- One thing outside of music
- You are there to support them

The High Control, High Support Classroom





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Impact on Community Morale

- Trust + Care = A community desire to work for the betterment of the program and each other

Be Curious, not Judgmental

- Supportive engagement in lieu of lectures fosters empathy and understanding
- Curiosity encourages open dialogue
- Shows you care more about them as humans than you do about policy

We Lift as We Climb

- We leave nobody behind
- Every member feels empowered to contribute
- Empowers everyone to achieve their personal best

Be Kind, Always

- Always assume best intentions from students
 - Assume they want to do their best
- Every student knows this motto
- Every student and teacher is encouraged to live by it whenever possible
- Kindness is a choice

Mottos



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Make the Room Theirs, Not Yours

- Personalized name tags
- Lunch culture
- Social activities
- Charging station
- Coffee & tea station



Daily Name Acknowledgment

- Try to say every student's name every day



Performing Arts Compliments Board

- Public acknowledgment
- Student to student
- Teacher to student
- Student to teacher



Leadership Opportunities Create Buy In

- Student autonomy
- Voice in literature
- Leadership committee
- Leadership in bowling
- Listen to your students

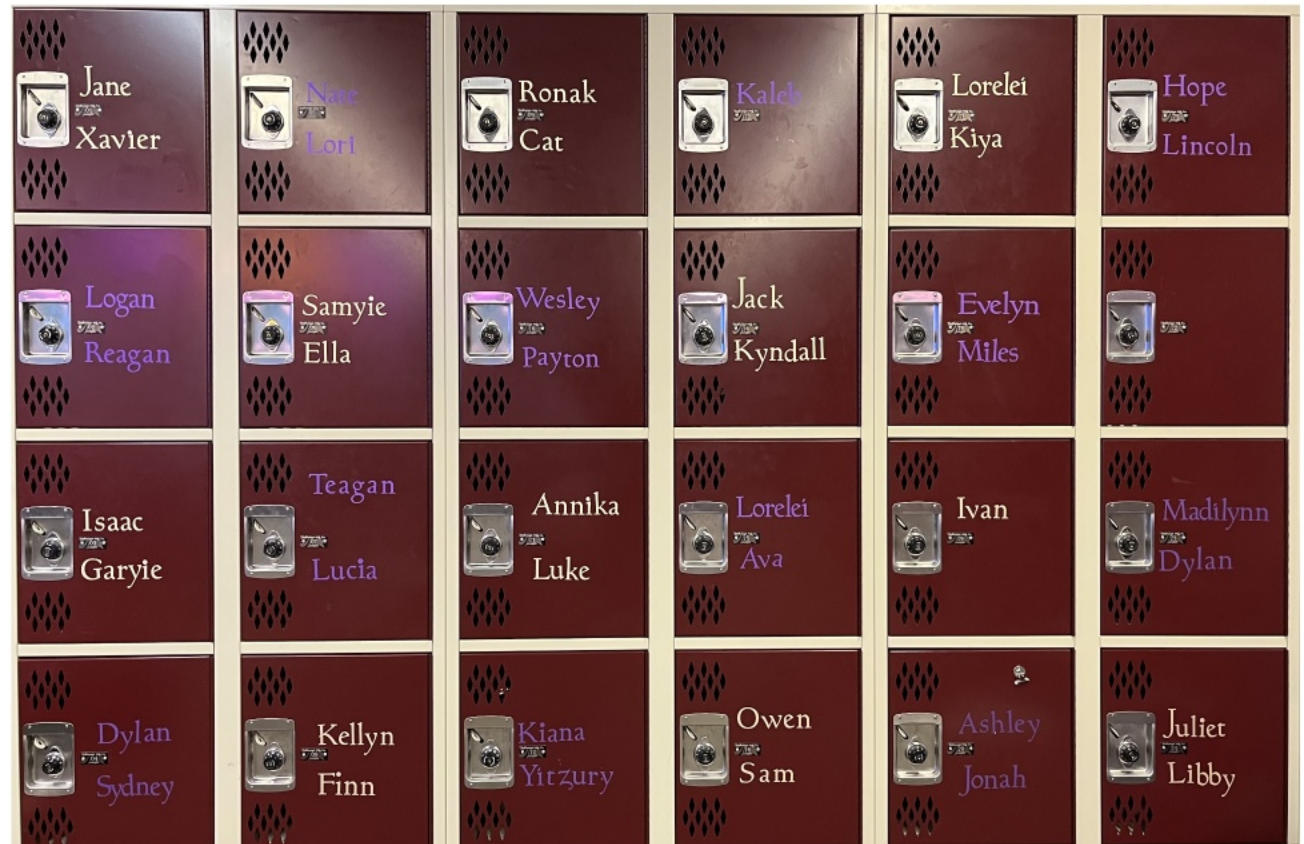


Creating a Student-Centric & Student-Led Culture

Music is a Culture, not a Classroom

Make the Room Theirs, Not Yours

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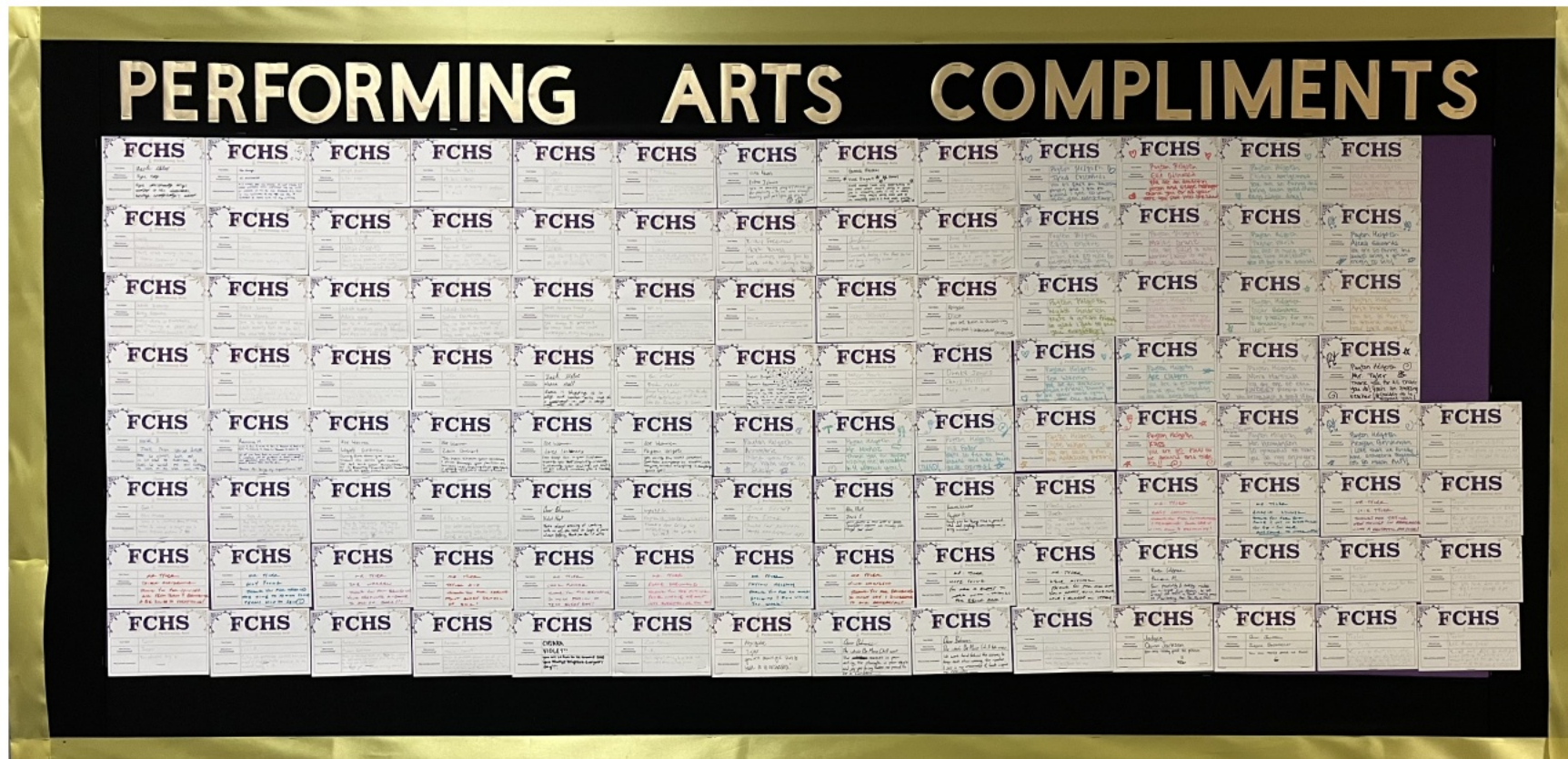
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**UNITE
AND
LEAD**



Reward What You Value

- What are your priorities?
- What are your end goals?
- What do you want students to take away from your program?

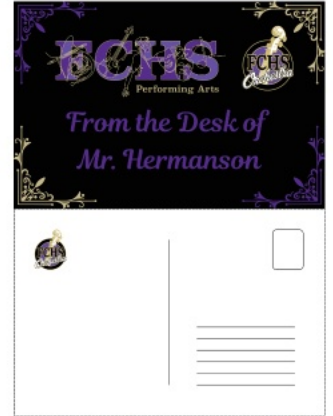


Create a Culture of Recognition

- Students who feel seen for their accomplishments will work harder for the next one.
- How do you recognize and reward hard work in your younger ensembles?
- How do you encourage students to recognize other students?

Positive Postcards

- I mail home 5 positive postcards per week
- Parents **really** appreciate them
- Catch students doing something right



**Rewarding Achievements
Based on Values**



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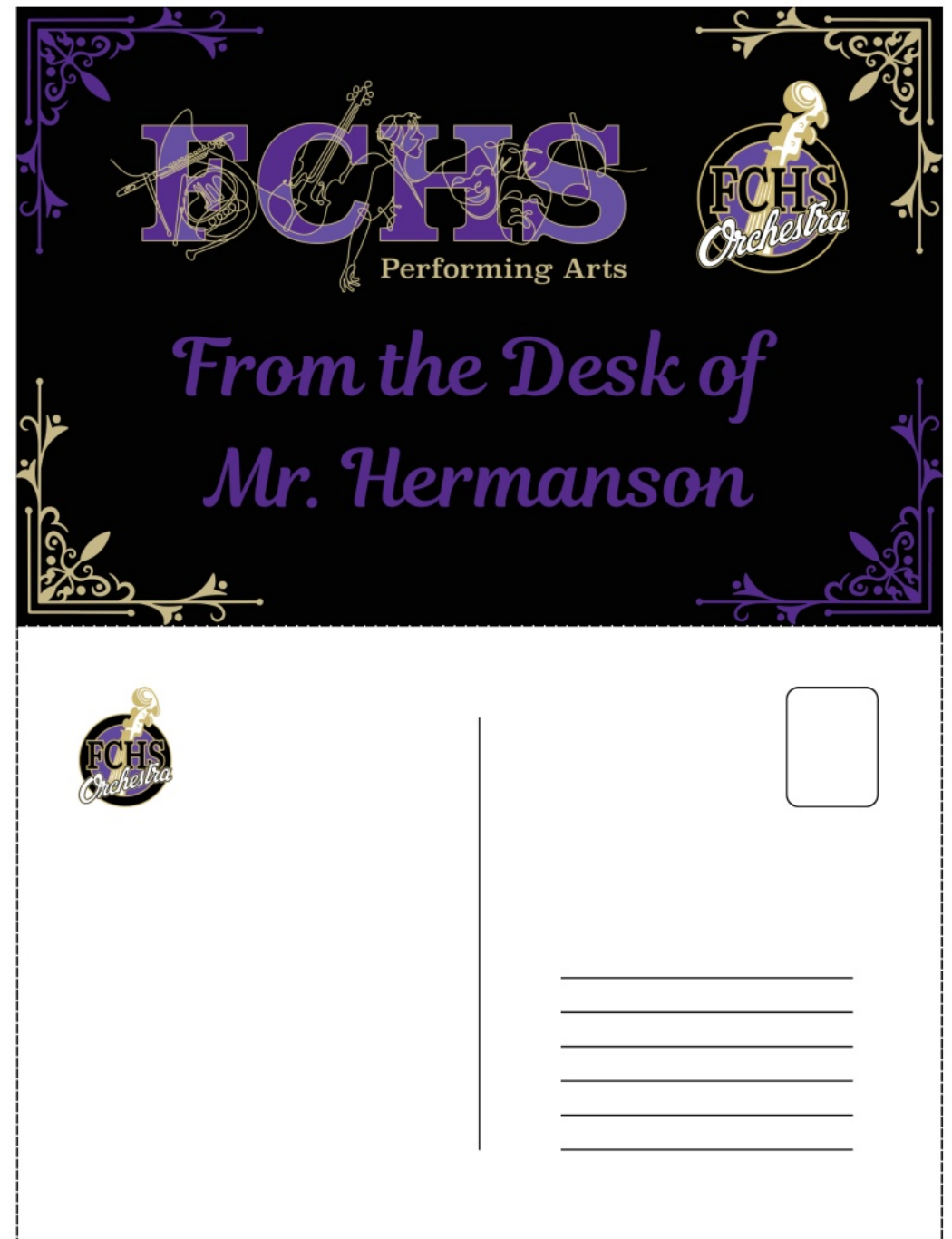


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Reflecting on Your Ensemble's Culture



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A Tough Pill to Swallow

Your ensemble's culture is a mirror of your values, actions, and teaching style.



Dear Mr. Hermanson,

I wanted to take the time to truly thank you for all you've done for me. In my four years, I've gone through a lot & thanks to you & your teaching, orchestra has always been a consistent thing for me to count on. You've always taken time to learn the names of everyone, say hi when possible, & check up for anyone who may need it. Creating such a rich & close knit music culture & overall environment. This devotion & care for your students doesn't go unnoticed & I hope you know that. I even have kept the note you wrote me sophomore year, where you graciously took the time to write out individualized notes to each of us. Music is something that I've never taken for granted, however, your impact on me has been insurmountable. I know I'm not my siblings & while I may never live up to them, I hope that even I have had a fraction of an impact on you that you did me. I will cherish all of my memories & I hope you continue to build onto them. I don't usually like writing serious things like this but I knew it would be best to be sincere. Thank you so so very much! Have a restful summer! Dive up!

Put Students First

- Prioritize their well being
- Pick the places to spend your capital
- Make sure they know you're there for them



Build Trust & Respect Through Genuine Interest

- Ask questions about hobbies
- Take an interest in them as an individual musician
- Acknowledge their accomplishments

I Care!

Foster Ownership of Learning

- Teach students to take responsibility for their learning
- Give students opportunities to own their program
- Reward them for the work they do



Building Meaningful Relationships with Students

Put Students First

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- Pick the places to spend your capital
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**Kindness with Principals:
Understanding Principal Types**

- The sports principal
- The academic principal
- The clueless principal
- The principal who actually cares



**Kindness with Building Faculty:
Putting Yourself in Their Shoes**

- Missing class
- Academic support
- Leadership within your building



**Kindness with Performing Arts Faculty:
We're in This Together**

- Grace is first and foremost
- Forgiveness is second
- Clarity is paramount
- Clear is kind



**Kindness with Parents:
Caring About Their Child**

- Show parents how much you care about their child
- Tell parents thank you
- Invite parents to be a part of your culture



The Same Principles Apply to Adults

- Be curious
- Get to know people
- Support the school culture in ways other than music
- Show grace and love



**Building Relationships with
Adults**



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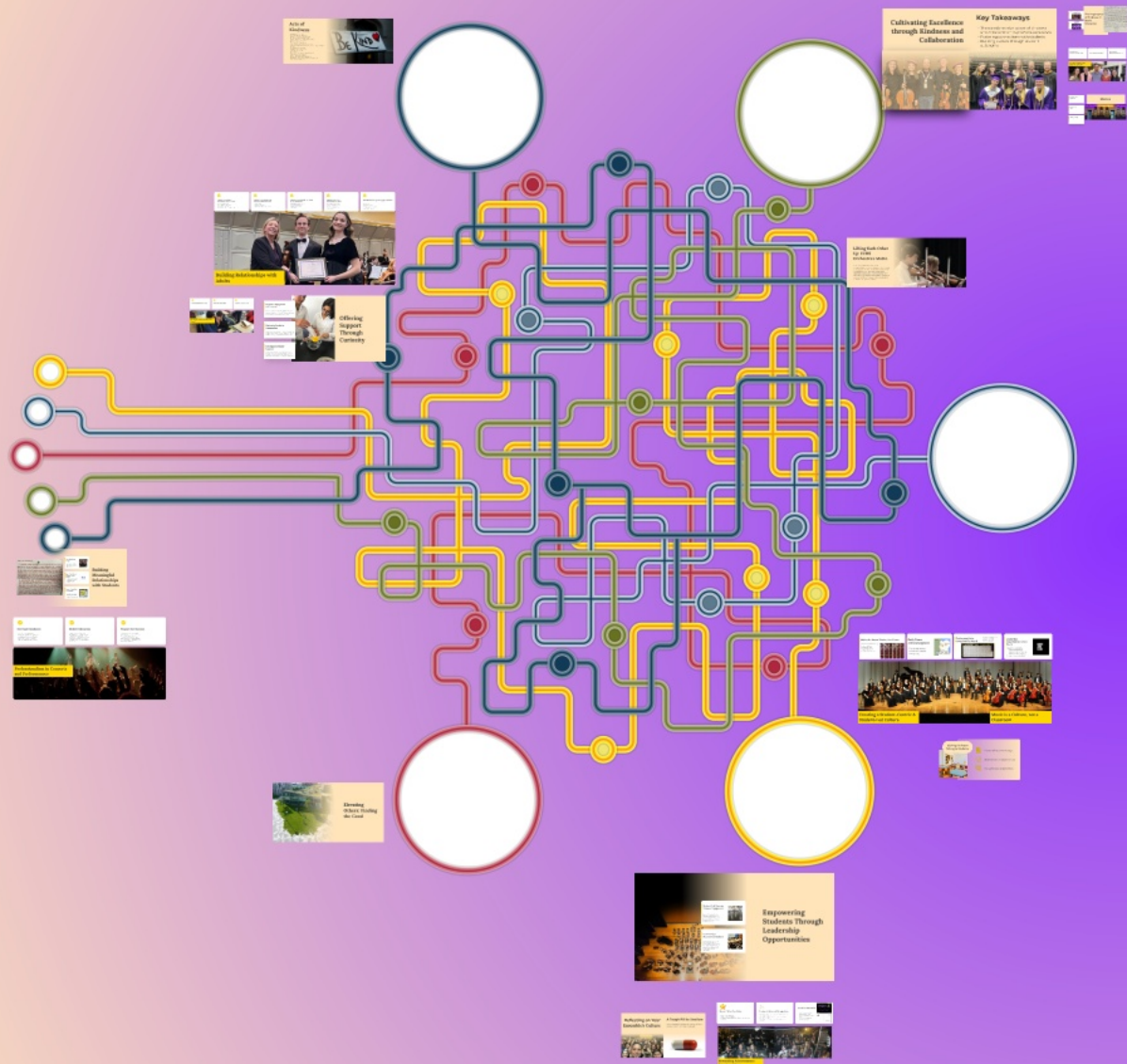
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Acts of Kindness

- Send a positive note home
- Forgive a colleague for a past wrong
- Send your principal a gift and say thanks
- Tell a student that you're proud of them
- Connect a student with a scholarship for lessons
- Help a student with their music
- Listen
- Provide pencils for students
- Forgive a student for being tardy
- Forgive a colleague for leaving the room a mess
- Be clear about expectations to parents, students, and your colleagues
- Be curious
- Spend time with your students
- Set your students up for success
- Give your students a voice
- Ask questions
- Tell students or adults that you care about them
- Play a game with your students
- Share a meal with your students
- Show and tell people that you love your job
- Talk about love and what it means to love another person
- Forgive a missing assignment





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