

# So, You Want A Music Job?

An Overview of Current Public School Hiring Practices  
The Midwest Clinic, 61st International Band and Orchestra Conference  
December 18-22, 2007

## I. Introduction and Thanks

### A. About the Presenter

1. Wade Dowdy (remember to thank everyone including my better half)

### B. Sample Scenarios

1. Prescreening - online
2. Prescreening - video
3. Assistant Superintendent
4. Principal
5. Committee (administrative/parents and peers)
6. Department Administrator/Chair
7. "Good ol Boy" "Who ya know"
8. Other (writing analysis, job fairs and pre-screenings)

### C. Goals for Today

1. Tips and Techniques for old and new elementary, secondary, instrumental music teachers looking for a music job

## II. Evaluate/Identify Your Type of Interview.

### A. Research The School or District

1. Internet
2. Staff Members
3. College/University
4. Mission and State Test scores

### B. Contact the School or District (Ask Them)

1. Human Resources (HR)
2. Secretaries in HR and Principals office
3. Staff Members

### III. The Types of Interviews, a Closer Look

#### A. On-Line

1. Ventures For Excellence
  - a. Nationwide, Midwest, also has video/phone component, many HR use as model for their departments.
2. Star Teacher Program (Martin Haberman)
  - a. Less in Midwest, Characteristics of effective teachers, especially with high-poverty schools.
3. Gallup Insight (Gallup Polls-education division, timed on-line)
  - a. Judges your empathy, values and behavior (NOT content)

#### B. Video

1. Ventures for Excellence
  - a. LP, MP, HP,
  - b. two or more video screenings
  - c. no interviewer interaction
2. Star Teacher Program
3. HR developed program, will also have scoring levels, may include video screening

#### C. Assistant Superintendent or HR Personnel

1. Will probably use questions based upon current trends
2. Will rank and score

#### D. Principal

1. Questions may vary a lot
2. School as a community
3. Relationships
4. Content based
5. Examples required

#### E. Committee

1. Questions will vary
2. Peers or Administrators/parents/community
3. Relationships
4. May be content based and high details
5. Examples Required

#### F. Department Administrator/Chair

1. Questions will vary, relationships important
2. High content base
3. Examples required

#### **IV. Meat and Potatoes or what are they looking for?**

##### **A. STAR concepts**

1. Individual control, what ever it takes
  - a. example scenario

##### **B. Ventures or HR Derived, Principal, Administrative Committee**

1. Buzz words and concepts they want to hear:
  - a. Student Centered
  - b. Standards Based Instruction
  - c. GLE's
  - d. Differentiated Instruction
  - e. Cooperative Learning
  - f. Depth of Knowledge Level 1-4
  - g. Collaborative Teamwork
  - h. Multiple Perspectives
  - i. Student based learning choices
  - j. Higher Order Thinking Skills
  - k. Display of Student Work
  - l. Project Based Learning
  - m. NCLB incorporating Literacy and Math into your lessons
  - n. Achievement Gap

##### **C. Gallup Teacher Insight**

1. Empathy, treat all students the same, Determine Core Values
  - a. Scenario

#### **V. Sample Questions:**

##### **A. Ventures/HR/Principal/Committee**

1. Describe a positive student interaction you have had recently.
2. What is collaboration?
3. What do you feel is the most important aspect of your job?
4. How do you handle a cheating situation in your classroom
5. What are your thoughts about NCLB (No Child Left Behind)
6. What is assessment? Please give an example.
7. Describe an excellent classroom environment.
8. Describe a problem you may encounter in the classroom and how you would resolve the problem.
9. What is standards based instruction?
10. How would you adopt curriculum for a disabled individual, and what unique ideas do you use to incorporate individuals with learning disabilities?
12. What things would you expect to find in a IEP?

B. Content Questions that I have actually used:

1. Primary Instrument Voice Range?
2. Senior Recital Pieces? (for new teachers)
3. Aesthetics - Define?
4. Why the Arts, Why Music?
5. Describe an embouchure for \_\_\_\_\_?
6. *Col legno*?
7. Describe how you select Music?
8. What type of individual or person on low brass or string bass(trick question)
9. Describe the concert band sound
10. How explain to beginner there are no flute slots?
11. Describe your ideal instrumentation?
12. Contest Philosophy/student trips
13. How to balance a choral group or instrumental group?
14. What lessons/materials would you use to describe the voice box
15. How Select an individual for percussion instruments?

**VI. Final Tips**

- A. Check the school buildings for wall work to see what they are emphasizing in the school.
- B. Student Centered
- C. Success for ALL students
- D. Deflect inappropriate questions.
  1. gender, race, age, religion, ethnicity, disability, family plans and situations etc.
- E. Enroll in the State Online Search Database (example Missouri, MOREAP)**
- F. Philosophy of Education, resumes and references updated and notified.

**VII. Questions and Answers**

Contact Info:

Wade Dowdy  
Fine Arts Administrator  
Hazelwood West Middle/High School  
#1 Wildcat Lane,  
Hazelwood, MO 63042  
314-953-5849  
wdowdy@hazelwoodschoools.org  
wadedowdy@hotmail.com

Helpful Links:

<http://www.altcert.org/teacher/dimensions.asp> (STAR-Haberman)

<http://www.careercenter.ilstu.edu/downloads/pdfs/TeacherInsightBehavioralInterviewThemes.pdf> (Info about TeacherInsight)

<http://forums.atozteacherstuff.com/showthread.php?t=33240> (Forum thread discussing TeacherInsight)

<http://www.menc.org/industry/job/pages/careerguidecontent.htm> (MENC source pages, lots of info with Links)

<http://venturesforexcellence.com/index.php?id=9> (Ventures Screening Program)