

One of the most essential tasks that band directors undertake over the course of each school year is recruitment. Arguably equally important are the strategies directors employ to retain music students.

- Provide a comprehensive, year-long timeline of appropriate recruitment activities directed at entry-level prospective band students (most commonly 4<sup>th</sup> or 5<sup>th</sup> graders)—these do not necessarily have to be limited to what you do in your current position.
  - Describe, in detail, how each recruitment activity operates (related logistics, how implementation works, etc.)
  - Describe the type of process that could be devised to evaluate the effectiveness of each of the listed recruitment strategies.
  - Describe a process for student instrument selection/“fitting” and the steps a director may take to ensure complete and balanced instrumentation in band.
- Provide a comprehensive, year-long timeline of appropriate retention activities directed at students on the eve of the transition to high school (typically 8<sup>th</sup> graders)—these do not necessarily have to be limited to what you do in your current position.
  - Describe, in detail, how each recruitment activity operates (related logistics, how implementation works, etc.)
  - Describe the type of process that could be devised to evaluate the effectiveness of each of the listed recruitment strategies.
- Describe critical factors/variable you feel most impact student recruitment and retention. Indicate which of these variables you feel band directors have some ability to influence and which they do not.