

Hays HS Band Leadership Team Application

For all Band & Guard SLT / FLT candidates



Leadership Application Overview:

Thank you for showing interest in being a part of the Hays BLT (Band Leadership Team) We hope you will find the application process to be interesting and enriching regardless of the outcome. If you have any questions about the process or your application please don't hesitate to contact Mr. Rauschuber, Mr. Collins, Mr. Venegas, Mr. Briones or Mrs. Martinez at any time. Good luck, and work hard to represent yourself through this process.

The Band Leadership Team (BLT) is comprised of members from the Field Leadership Team (FLT) and the Student Leadership Team (SLT). This group of individuals plays a large role in the efficient operation and morale of our band. In addition to rehearsals, sectionals and class time, BLT members must devote a great deal of personal time and energy in helping to prepare, organize and facilitate projects that benefit the entire band. Interested applicants should carefully consider the rigorous demands that accompany membership on the BLT. BLT does not stop after marching season and all members must be active all year to earn credit towards their letterman jacket. It is also important to note that BLT positions are subject to cancellation should a member not be successfully fulfilling their role as a leader of the band. Behaviors such as excessive tardiness, excessive absences, poor representation on social media and other behaviors not suited for leadership roles can result in a BLT member to be voided of their position. If a member of the BLT team is revoked of their leadership role, they will not be considered for any future leadership roles in the Hays Band program.

BLT members are expected to abide by all rules and regulations set forth in the band handbook as well as the Hays High School Student Handbook, the Hays C.I.S.D. Extra-Curricular Activities Code of Conduct and the Hays C.I.S.D. Student Code of Conduct. Again, any violation of said rules and regulations may result in the student being removed from their leadership position.

Your candidacy will be judged on the following criteria:

1. Past performance (Musical achievement, band service, attendance, absences and overall behavior and respect).
2. Quality of your application (must meet the deadline for turning everything in to be considered).
3. Future Leadership potential.
4. Best fit for the individual and organization.
5. Personal image outside of band (interactions with other teachers and students, social media presence).
6. Interview / Audition
7. Playing Audition (for Drum Major & Captain candidates only - not guard)

Application Deadline:

All applications must be completed, and all elements submitted by 11:59pm on Sunday, April 6th. Please be prompt and professional with your application. Those applications that are time-stamped past 11:59pm on this day will not be considered. Audition / Interviews will be held in-person during the following dates:

- **BLT Interview Day 1** - April 14th, 2025
- **BLT Interview Day 2** - April 15th, 2025
- **BLT Interview Day 3** - April 16th, 2025
- **Drum Major Auditions** - April 17th, 2025
- **Results Posted** - April 20th, 2025

Directors will issue out a sign-up genius for students to be able to sign-up for interviews following the April 6th application deadline.

Positions available:

Field Leadership Team (FLT): Drum Majors, Percussion Captain, Brass/Woodwind Captains, Guard Captains/Squad Leaders, Section Leaders.

Student Leadership Team (SLT): President, Vice-President, Secretaries, Librarians, Loading Crew Captain, Uniform Captains.

A student may be a member of both the FLT and SLT in different capacities.



ROLES & RESPONSIBILITIES:

Field Leadership Team

Drum Major Roles & Responsibilities

- Must be able to attend drum major camp over the summer (pending availability of summer camps)
- Must have successfully served as a member of the Band Leadership Team for one year in the HHS Band program
- Be present at ALL BAND EVENTS requiring student volunteers
- Be a model musician and performer
- Report to rehearsals early to set-up all equipment and podiums
- Will act as student directors and assist directors in any capacity asked
- Will conduct the band at all fall performances and football games
- Lead by example in all actions and words
- Help run and facilitate efficient and timely marching rehearsals
- Mediate issues between section leaders
- Meet with directors and band president on a weekly basis
- Set-up speakers at all rehearsals and games - make sure that directors have functional audio/met
- In charge of their individual podium (set-up, tear down, and loading for all functions)
- Ensure that all electronic equipment and podiums get loaded each time the band travels
- Attend weekly leadership meetings every Monday through the marching season - 8:00-8:30am in the main band hall
- Attend the monthly band council meeting - the first Tuesday of each month (8:00-8:30am)
- Volunteer for at least 1 shift for the TCGC Color Guard contest hosted at Hays High School

Section Leader Roles & Responsibilities

- Be a positive and helpful leader both on and off the marching field - this includes behavior at all contests and games
- Lead by example with your actions and words
- Be a model musician and performer
- Lead ensemble sectionals and warm-ups on occasion
- Assist directors and drum majors as needed
- Communicate information to your sections - Remind Text suggested. Avoid group chats if possible
- Build a relationship with your section members - monitor overall section morale
- Assist other leadership members in the upkeep of our band hall and storage area
- Motivate their section in learning and playing off of their show music
- Makes sure that all rehearsal sites are clean before leaving
- Committed to projecting a positive image of the Band to the students of HHS
- Assist with the proper inspection of uniforms before and after every band performance - this includes how uniforms are hung and stored
- Ensure proper etiquette when traveling on buses - making sure all trash and items have been cleared
- Attend weekly leadership meetings every Monday through the marching season - 8:00-8:30am in the main band hall
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Volunteer for at least 1 shift for the TCGC Color Guard contest hosted at Hays High School

Woodwind / Brass Captain Roles & Responsibilities

- Must have successfully served as a member of the Band Leadership Team for one year in the HHS Band program
- Oversee music and marching success within all respective sections during rehearsals
- Assist in organizing sectionals outside of the full band rehearsals
- Oversee their section leaders and monitor their respective progress
- Provide additional guidance to members of the FLT in relation to teaching tips and strategies
- Provide BLT with a weekly update regarding the status of all brass/woodwind sections
- Work directly with Director's and Marching Techs to enhance all visual techniques
- Serve as a marching tech when cleaning drill
- Monitor on field behavior of both, section leaders and general members during ensemble rehearsal
- Lead by example with your actions and words
- Encourage all team members to achieve their full potential
- Be a model musician and performer
- Build a relationship with your section members
- Assist other officers in the upkeep of our band hall and storage area
- Motivate their section in learning and playing off their show music
- Ensures that the sections locker area is clean and organized and instruments are well maintained
- Makes sure that all rehearsal sites are clean before leaving
- Attend weekly leadership meetings every Monday through the marching season - 8:00-8:30am in the main band hall
- Volunteer for at least 1 shift for the TCGC Color Guard contest hosted at Hays High School

Percussion Captain Roles & Responsibilities

- Oversee music and marching success within all respective sections during rehearsals
- Assist in organizing sectionals outside of the full band rehearsals
- Provide additional guidance to members of the FLT in relation to teaching tips and strategies
- Provide BLT with a weekly update regarding the status of the percussion section
- Identify strengths and weaknesses of the percussion section on a weekly basis
- Work directly with Director's and Marching Techs to enhance all visual techniques
- Serve as a marching tech when cleaning drill
- Be a positive and helpful leader both on and off the marching field
- Lead by example with your actions and words
- Encourage all team members to achieve their full potential
- Be a model musician and performer
- Assist directors and drum majors as needed
- Build a relationship with your section members
- Assist other officers in the upkeep of our band hall and storage area
- Motivate their section in learning and playing off their show music
- Committed to projecting a positive image of the Band to the students of HHS
- Oversee their section leaders and monitor their respective progress
- Ensures that the sections locker area is clean and organized and instruments are well maintained
- Makes sure that all rehearsal sites are clean before leaving
- Monitor on field behavior of both, section leaders and general members during ensemble rehearsal
- Attend weekly leadership meetings every Monday through the marching season - 8:00-8:30am in the main band hall
- Volunteer for at least 1 shift for the TCGC Color Guard contest hosted at Hays High School

Guard Officers

- Relay pertinent information to guard members
- Assist with rehearsal procedures/instruction
- Maintain a high standard of excellence
- Coordinate maintenance of guard equipment
- Help maintain the appearance of the guard room
- Report any problems or negativity to directors
- Provide peer support to Color guard members
- Plan social activities for the color guard

- Coordinate color guard sibling program
- Cultivate a positive team image and relationships with band and other
- Campus spirit organizations
- Fulfill other duties as needed by staff
- Attend weekly leadership meetings every Monday through the marching season - 8:00-8:30am in the main band hall



ROLES & RESPONSIBILITIES:

Student Leadership Team

President Roles & Responsibilities

- Must be a junior or senior (2025-2026 school year)
- Must have successfully completed 1 full year in the Hays Band program
- Be a model member of the Hays Band
- Volunteer for ATLEAST 3 band or color guard volunteer opportunities
- Meet with directors and drum majors on a regular basis
- Call and preside over meetings to discuss the State of the Band
- Assist directors with the set-up of dates and timelines for officer-run events throughout the year
- Report any grievances/officer issues to directors
- Help maintain the appearance of the band hall
- Be ready and willing to assist with other officer duties
- Assists the band boosters in the planning of the end-of-year band banquet
- Serves as a student liaison to the band boosters - attends each booster meeting
- Attend the monthly band council meeting - the first Tuesday of each month (8:00-8:30am)
- Volunteer for at least 1 shift for the TCGC Color Guard contest hosted at Hays High School

Vice President Roles & Responsibilities

- Must be a junior or senior (2025-2026 school year)
- Volunteer for ATLEAST 3 band or guard events requesting volunteers
- Help maintain the appearance of the band hall
- Assume the role of liaison in the event the President cannot attend a booster meeting
- Instruct or assign students to help with cleaning and organization of band hall / music building
- Organize Big Brother / Big Sister program with secretary
- Be present at ALL BAND EVENTS requiring student volunteers
- Attend the monthly band council meeting - the first Tuesday of each month (8:00-8:30am)
- Volunteer for at least 1 shift for the TCGC Color Guard contest hosted at Hays High School

Librarian Roles & Responsibilities

- Maintain all aspects of the music library during the Fall and Spring semesters
- Provide copied music when requested by students or directors
- Schedule for work hours in the library will be determined by the directors
- Work with directors on keeping ALL music and music library items organized throughout the entire school year
- Upload stand tunes and drill sheets to an electronic folder
- Assist in preparing binders for new member camp
- Make up marching folders with music for all sections during the summer - these should be completed by the first day of summer band
- Assist with preparations for solo and ensemble
- Attend the monthly band council meeting - the first Tuesday of each month (8:00-8:30am)
- Volunteer for at least 1 shift for the TCGC Color Guard contest hosted at Hays High School

Secretary Roles & Responsibilities

- Take attendance for marching band rehearsals
- Organize the gift for half-time officer exchange
- Send "Thank You" cards to volunteers, helpers, etc.
- Organize band spirit days throughout the year
- Collect and maintain yearly photo archive
- Create a digital slideshow for our end-of-year banquet
- Compose and read a "year-in-review" at the end-of-year band banquet
- Attend the monthly band council meeting - the first Tuesday of each month (8:00-8:30am)
- Volunteer for at least 1 shift for the TCGC Color Guard contest hosted at Hays High School

Loading Crew Captain Roles & Responsibilities

- Must have at least 1 year of loading crew experience or permission to apply from a director
- Be a positive and helpful leader
- Responsible for maintenance of music stands and chairs in rehearsal rooms in the Fall and Spring
- Assist band staff with organizing and supervising prop crew
- Assisting in loading and unloading of concert band equipment for events such as winter follies, night of percussion, jazz festivals and spring concert
- Oversee the director-selected loading crew - maintain efficient loading times
- Attend the monthly band council meeting - the first Tuesday of each month (8:00-8:30am)
- Volunteer for at least 1 shift for the TCGC Color Guard contest hosted at Hays High School

Uniform Captain Crew Roles & Responsibilities

- Assist staff and band boosters with the distribution of marching uniforms
- Be available in the uniform room to assist students with uniform issues prior to ALL football games and contests
- Oversee the proper use of uniform at all times - issue out and collect weekly inspection sheets
- Ensure that plumes are loaded prior to all football games and contests
- Pass-out and collect plumes at all games and contests if no parents are available to help
- Help organize and maintain equipment for emergency use (shoes, water jugs, etc.)
- Track student uniform infractions (missing / lost items) each game and contest
- Draft a final report at the end of the season for lost / damaged uniform equipment
- Attend the monthly band council meeting - the first Tuesday of each month (8:00-8:30am)
- Volunteer for at least 1 shift for the TCGC Color Guard contest hosted at Hays High School



DRUM MAJOR INFORMATION

For candidates interested in auditioning for Drum Major

This audition/interview will be paneled by judges not affiliated with the Hays HS Band along with all Hays HS Band Directors. The outside judges will assist in making the final decision regarding the drum major(s) selection. The duration of the audition/interview process will be determined by the number auditioning. Drum Major Auditions will be held in-person on **Friday, April 19th**. Drum Major candidates will sign-up for their audition times via sign-up genius. Candidates are also expected to attend our Leadership prep camps and Drum Major training seminars on the following dates / times:

Leadership Prep Camps:

- April 10th - 4:45-7:45pm (HHS Band Hall)
- April 11th - 4:45-7:45pm (HHS Band Hall)

Drum Major Training Seminars:

- April 14th - 4:45-7:45pm (HHS Band Hall)
- April 15th - 4:45-7:45pm (HHS Band Hall)

- April 16th - 4:45-7:45pm (HHS Band Hall)

Drum Major candidates will be judged on the following criteria:

- Conducting - Prepared pieces (Music TBD)
- Conducting - 8 measures of 2/4, 3/4, 4/4, 5/4 and 6/4 time at the following tempos: 80bpm, 120bpm and 160bpm with appropriate cut-off
- Teaching - More information regarding the teaching portion will be given to you during the leadership interest meeting on March 28th.
- Interview
- Application
- Musical Achievement Form
- Music Excerpt Video

Dressing For Auditions:

Please wear your black & white band shirt (tucked in), nice pants (jeans or khaki are ok) with belt and black band shoes/socks. Please make sure your clothes are clean and wrinkle-free. Attention to detail is EVERYTHING.



SECTION LEADER INFORMATION

For candidates interested in serving as a section leader

This interview will be paneled by all Hays Band Directors. The final decision on who and how many section leaders will be made by these directors. The duration of the interview process will be determined by the number of candidates signed up. Section Leader auditions will be held in-person (see dates as listed under the application overview). Section Leader candidates will sign-up for their interview times via sign-up genius. This sign-up will be distributed following the application deadline of Sunday, April 6th.

Section Leader candidates will be judged on the following:

- **Application**
- **Musical Achievement Form**
- **Playing (WW/Brass Capt Candidates ONLY)**
- **Teaching**
- **Interview**

DRESS: Please dress appropriately for an interview. Business casual is appropriate. Please make sure your clothes are clean and wrinkle-free. For guidance on how to dress "Business Casual", please see the information listed below:

Appropriate business casual outfits for women include a skirt or dress slacks, blouse, sweater, twinset, jacket (optional), and hosiery (optional) with closed-toe shoes. Sandals or peep-toe shoes may be permissible in some offices but save flip-flops for the weekend.

- Any working woman should have the following staples in her wardrobe:
- Khaki, corduroy, twill, or cotton pants or conservative-length skirts
- Sweaters, twinsets, cardigans, polo/knit shirts
- A professional dress – try a sheath silhouette

Keep in mind that solid colors are generally preferable to busy or bold patterns.

For men, appropriate business casual attire is dress slacks or chinos, a button-down shirt, dark socks, and dress shoes. Avoid wearing polo shirts to an interview, even if they are acceptable for the job in question. Do not wear jeans or shorts. Athletic socks are also a no-no.

The following will help you solidify good standing in a new position:

- Khaki, gabardine, wool, or cotton pants, neatly pressed
- Cotton long-sleeve, button-down shirts, pressed
- Sweaters

- Leather shoes, in black and brown
- Leather belt, in black and brown
- A selection of ties



GUARD OFFICER INFORMATION

For candidates interested in serving as a Guard Officer

We are planning for Guard interviews to happen Wednesday, April 16th starting at 4:45 PM. In addition to the band leadership audition packet, Guard Leadership candidates must submit a letter of intent to my email by the same date the BLT packet is due, including that you plan to audition for leadership and why you feel compelled to do so.

Number/Type of Guard Leadership positions always depends on the size and needs of the color guard, so roles will not be solidified until after auditions. Here is a basic breakdown based on 20-30 members:

- Captain (organization, teaching role)
- 2 Lieutenants (organization, teaching role)
- Equipment manager (non-teaching role)
- Social Officer (photo/historian, social media, team social events/games/bonding)

If the guard is in need of further instructional assistants, those would be appointed during summer band. This will depend on whether we have any officers on flag line or if they're all pulled up front. These members would help with subsectionals and may step out of drill from time to time to provide feedback.

Titles/roles may vary based on needs:

- Drill captain (double check Flag line drill)
- Flag captain (provide support to flag line/staff)

Candidates must have completed the Fall and Spring seasons in the current school year to be eligible to audition for a leadership position. Color Guard officers are expected to participate and compete the entire school year for which they are applying. Color Guard candidates will complete the same audition process as all other Band Leadership candidates, though they will have additional criteria, as found below.

Leadership candidates will submit a letter via email or Google to Mrs. Martinez stating their intent to audition for leadership as well as their motivation for doing so by the BLT Packet due date. Candidates must also include the first and last names of each of their current teachers.

Use martinezal@g.hayscisd.net

Candidates will complete an interview for the band and color guard staff. Candidates will be observed teaching both fundamental skills and choreography throughout the audition.

Leadership candidates will be judged on a 200 point scale:

- 40 - letter of intent
- 30 – teacher evaluations (a form will be sent to the teachers listed in the letter of intent)
- 40 - teaching
- 50 - interview
- 40 - staff evaluation based on leadership readiness, including: attendance, behavioral/discipline and academic history, as well as observations from the clinic week.

Students will be notified of results within one week of auditions. Staff will notify candidates immediately of any alterations to the audition process. Please note that guard leadership auditions will be announced LATER than the rest of the band auditions.



CANDIDATE APPLICATION

Double check ALL information prior to submitting

Students Name *

First Name Last Name

Students Role

During 2025 Marching Season

Students Email *

example@example.com

Students Grade (2025-2026) *

Have you ever had an academic waiver? *

If you answered "YES" above, please explain.

Position(s) in which you are applying for *

- Drum Major (FLT)
- Section Leader (FLT)
- Brass Captain (FLT)
- Woodwind Captain (FLT)
- Percussion Captain (FLT)
- Color Guard Officer (FLT)

- President (SLT)
- Vice President (SLT)
- Librarian (SLT)
- Secretary (SLT)
- Loading Crew Captain (SLT)
- Uniform Captain (SLT)

To the Students:

By signing below, you are agreeing that you understand that if chosen, you will be held to a higher standard of behavior, performance, and work ethic than your peers. You must be willing to make that sacrifice so that others around you may succeed. Serving in this capacity will not only provide others with a better experience, but will provide you with a tremendous growth opportunity that will serve you for years to come.

To the Parents:

By signing below, you are acknowledging that you have read and discussed the application process to become a member of the Hays BLT with my child. I also understand the tryout / interview procedure and agree that if I have questions concerning the procedure, I will address these with the band director prior to the date that this form is due. All results from this tryout will be final. Since this position requires a great amount of responsibility, I understand that anyone selected who does not follow the rules and procedures will be in danger of losing their position.

I give permission for my child to apply and try out for a leadership position in the Hays High School Band for the 2025-2026 school year.

Student Typed Signature

First Name Last Name

Parent/Guardian Typed Signature

First Name Last Name



BLT MEMBER STANDARDS

Candidates must read & agree to the following standards

- A BLT member must be a respectable young man or lady in person and on social media at all times.
- BLT members are expected to attend ALL band rehearsals and performances, included contests, in the fall and spring.
- BLT members are expected to volunteer for at least 2 non-required events for the school year. (i.e. S&E, MS-S&E, 5K, MS Mock Tryouts)
- BLT members are expected to be enrolled in the band/guard class and will be expected to participate as a model band/guard member.
- BLT students are expected to remain eligible the entire school year.
- As a BLT member, your position is to help serve the band and its members to the best of your ability. BLT members are expected to be a role model in all actions, words, and behaviors.

BLT members are expected to actively communicate with directors should they need assistance in their duties.

A BLT Member should remember that their actions and words, both in person and on social media, reflect on the band/color guard and influence its members. BLT Members are expected to speak positively in public and private about the band, staff and fellow band students. Members are also expected to deal with conflict in a mature and professional manner with a director, not on social media.

BLT members will be held to higher expectations than the general band population.

By signing this document, you are stating that you understand any violation of these expectations will result in a conference, disciplinary action, or possible removal from your position(s).

Student Typed Signature *

First Name Last Name

Parent/Guardian Typed Signature

First Name Last Name



MUSICAL ACHIEVEMENT FORM

For the current school year only (2024-2025)

High School Band Placement *

TMEA Region Audition Achievements (select all that apply) *

- Not Applicable (Guard)
- All-District Band
- All-Region Band
- All-Region Orchestra
- Area Qualified
- All-State Band

UIL Solo and Ensemble Achievements (select all that apply) *

- Not Applicable (Guard)
- Division 1 Rating - Class II or III Solo
- Division 1 Rating - Class I Solo
- Division 1 Rating - Class II or III Ensemble
- Division 1 Rating - Class I Ensemble

Total Points

This value is calculated based off the accolades listed above.

Band & Guard Volunteering Record

Please list all BAND or GUARD related volunteering tasks you partook in during the 2024-2025 school year.

Student Typed Signature *

First Name Last Name



BLT ESSAY QUESTIONS

Be thorough & thoughtful in your responses

What are some things you would like to see improved in the band program and how do you feel you can best help lead / implement these improvements?

Please share a leadership quality you have admired in someone that you would like to exhibit in your time as a Hays Band or Guard member. *

How do you intend on exhibiting leadership qualities should you not be chosen to be on BLT? *

AUDITION EXCERPTS

Required for all Drum Major, Woodwind Captain, Brass Captain and Percussion Captain candidates.



All submissions **MUST** be a video and show the student playing. Students should upload their **BEST** performance of their audition to highlight their playing ability! Videos should be uploaded through a YouTube link below. Please ensure that the video is "Unlisted" when submitting.

YouTube Video Link *