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Tips for establishing a culture of excellence

Setting the stage

- Have clear expectations (and make them high)!
- Know what you “want” the music to sound like before reading a piece with students
- Work harder than you expect them to!
- Set the example
 - Be on time
 - Be prepared
 - Be professional
 - Blame no one / no excuses
- Be positive while holding students to a high standard

Day to day processes

- Accept from your ensemble only what you would accept in your personal practice / performance
 - How can it sound that way when a musician stands in front of it every day?
- Peel the onion
 - If unsure what is wrong, reduced the parts / players until the issue is uncovered
 - Be ok with not knowing / Don't be ok with not finding out!
- Make warm ups the most important part of your rehearsal. This is your opportunity to “diagnose” your ensemble and implement exercises to address weaknesses.
- Teach multiple things at once (technique and dynamics vs. technique and then dynamics).
- Teach thoroughly and don't let mistakes become habits.
- Teach slowly. Be willing to take the time for concepts to become solid before moving on.
- Teach the details.
- Use a metronome for in class drilling.



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Rehearsal Environment

- Create a safe culture to play / sing alone. Individual issues can only be addressed when hearing a student alone.
 - Ensembles only sound as good as individual musicians
- Create a culture where it is ok to try...and fail. Failure is the most important step in getting better!
- Make the process fun and rewarding
- Be positive
- Being great is a team effort (Teacher & Student)
- Keep rehearsals and approaches fresh

Other tips to success

- Take care of details outside the classroom
- Always answer emails in a timely manner
- Take care of the minutia (grades, attendance and etc.)
- Work on communication skills (parents, students, colleagues and administration)
- Take care of paperwork even if you don't see the relevance

What excites supervisors?

- Eager teachers
- Teachers willing to learn
- Teachers who ask for advice
- Teachers who take care of paperwork
- Teachers who arrive with a solution to the challenges they bring to your office