



JOB DESCRIPTION

High School Band Director

DEPARTMENT: School	SCHEDULE: Teacher; Band Director Supplement
REPORTS TO: Principal	WORKDAYS: 225
CLASSIFICATION: Certified	FLSA STATUS: Exempt
PCS CODE: 08	DATE: August 2025

Our Mission: In partnership with our community, we empower students to discover their potential and prepare for a successful future.

Our Core Values: Belonging, Learning, Continuous Improvement and Joy

Our Vision: Richland Two is a dynamic school district committed to creating an environment where students feel connected, engaged, and supported so that they can experience academic and personal achievement.

POSITION SUMMARY

Under general supervision, directs and manages the instrumental band program at the assigned school. Directs student ensembles including, but not limited to concert, marching, and pep bands. Prepares students for performances at concerts, football games, parades, pep rallies, competitions, community events, etc. Addresses specific educational needs of students in a safe and optimal learning environment. Creates and maintains a positive climate that promotes respect, tolerance, and cooperative problem solving for all students.

MINIMUM REQUIREMENTS

Education:

Minimum of a Bachelor's degree in Instrumental Music and completion of a South Carolina approved teacher education program leading to certification in instrumental music; or current enrollment in an appropriate alternative pathway to South Carolina teacher certification.

Certification/License:

Must possess or be eligible for South Carolina Teacher certification appropriate for the subject matter and grade level.

Must possess a valid South Carolina driver's license or government issued picture ID.

Work Experience:

Work experience gained through education and certification requirements. Previous experience as an associate or lead band director preferred.

KNOWLEDGE, SKILLS, AND ABILITIES

- Proficient knowledge of music theory, music pedagogy, band instrumentation, ensemble direction, band literature, and familiarity with a variety of instrumental music genres.
- Ability to provide differentiation to meet the needs of individual students through effective instructional strategies. Ability to motivate students in both in-person and virtual environments.
- Proficient knowledge of various aspects of marching band, including but not limited to instrumentation, marching visuals, and color guard integration for performances.
- Knowledge of District policies, school safety protocols, and security procedures applicable to the position.
- Proficient knowledge and use of computer applications relevant to the position.
- Strong organizational skills to coordinate all aspects of band performances and competitions. Effective delegation skills when working with a variety of parent and community volunteers.
- Ability to effectively communicate with students, parents, school, and District staff in oral and written form.
- Ability to anticipate work to be completed and initiate proper and acceptable direction for the completion of work with little to no supervision and instruction.
- Ability to apply judgment and complex logic in defining problems, collecting information, and drawing valid conclusions.
- Ability to maintain high standards of organization, accuracy, and timeliness in exercising duties.
- Ability to manage frequent interruptions in a flexible manner and difficult, stressful situations in a professional and appropriate fashion.
- Ability to work independently and as a productive member of a team.
- Ability to thrive in a fast-paced, continually changing work environment.

ESSENTIAL DUTIES

- Demonstrates accurate and current knowledge in the field of instrumental music pedagogy, instructional techniques, and comprehensive high school band programs.
- Instructs students in music theory and instrumental techniques. Develops lessons that are appropriate for instructional objectives; employs a variety of instructional strategies focused on student achievement. Maximizes allocated instructional time.
- Creates and maintains a positive learning environment by implementing appropriate behavioral supports, interventions, and management strategies.
- Integrates a variety of technology applications and tools to augment student learning.
- Follows grading policies and regulations in monitoring and evaluating student progress; maintains/updates all required attendance and academic records in a timely manner.
- Creates and manages a comprehensive high school band program to include marching band, concert performance band, special interest ensembles, etc. Plans and supervises after-school rehearsals, concerts, competitions, and summer band camps.
- Manages all logistical aspects, including but not limited to securing facilities, arranging transportation, managing scheduling, and overseeing travel for out-of-town events.
- Manages the band budget; organizes fundraising as appropriate; maintains inventory and care of instruments and uniforms.
- Collaborates with associate band directors, if applicable to the assigned school, to implement a comprehensive band program.
- Plans and supervises purposeful assignments for band assistants and volunteers; evaluates their performance as required.
- Coordinates with other arts and athletic staff to facilitate collaborative performances and presentations.

- Promotes student participation; recruits new members; collaborates with feeder schools; encourages community engagement in the band program.
- Attends faculty meetings, staff development activities, etc., to maintain and improve professional competence.
- Accepts a share of responsibility for co-curricular, supervisory, or other activities as assigned by the Principal or District staff.
- Establishes a professional rapport with students, parents, and staff that fosters their respect. Displays the highest standards for ethical and professional behavior while working with students, parents, school personnel, District staff, community members, and other parties.
- Maintains a valid SC teaching certificate; provides for one's own professional growth through an ongoing program of reading, seminars, conferences, and/or advanced course work.
- Adheres to the highest standards of confidentiality concerning sensitive matters, students, and staff.
- Serves as a role model for others; dresses professionally; willingly accepts responsibility; and demonstrates pride in the public education profession.
- Demonstrates prompt, regular attendance and is available to work in-person on-site during normal business hours. Regularly available for after-school, weekend, and summer practices and performances.
- Willingly performs other duties as assigned by the supervisor.

PHYSICAL ABILITIES AND WORKING CONDITIONS

The physical abilities and working conditions are representative of, but not intended to be, an exhaustive list of the requirements for positions in this classification. In the event of an emergency or situation requiring guidance from Federal, State, Local, or District authorities, the requirements of this position may change to best serve the needs of our students.

Vision: Ability to read small print and view a computer screen for prolonged periods of time.

Hearing: Ability to tolerate exposure to noisy conditions.

Speech: Ability to be understood in face-to-face communications and to speak with a level of proficiency and volume to be understood over a telephone, computer, or virtual setting.

Upper Body Mobility: Ability to use hands to grasp and manipulate small objects; manipulate fingers; twist and bend at wrist and elbows; extend arms to reach outward and upward; use hands and arms to lift objects; turn, raise, and lower head.

Strength: Ability to lift, push, pull and/or carry objects which weigh ten (10) or more pounds on a frequent basis. Ability to stand for long periods of time and march alongside students during drills and performances.

Environmental Requirements: Ability to work independently; work cooperatively with others; work indoors; work outdoors in various weather conditions.

Mental Requirements: Ability to read, write, understand, interpret, and apply information on a moderately complex level essential for successful job performance; math skills at a proficiency level appropriate to the position; sound judgment; the ability to process information quickly; learn quickly and follow verbal procedures and standards; give verbal instruction; rank tasks in order of importance; copy, compare, compile and coordinate information and records. Understands and adequately manages stressful situations.

Additional Work Conditions and Physical Abilities: Available for after-hours rehearsals and performances on a regular basis, including evenings and weekends. Reliable transportation required.

Richland School District Two is committed to providing equal access to educational and employment opportunities regardless of race, color, religion, national origin, disability, pregnancy, age, sex, sexual orientation, gender identity status, spousal affiliation, or any other protected characteristic, as may be required by law. As required by Title IX and its implementing regulations, 34 C.F.R. Part 106, Richland School District Two does not discriminate on the basis of sex in its educational programs and activities. Reasonable accommodations may be made to enable individuals with disabilities to perform essential duties.

This job description is intended to accurately reflect the duties, responsibilities, and requirements of the position. It is not intended to be, nor construed to be, an all-inclusive list of the knowledge, skills, abilities, essential duties, physical abilities and/or working conditions associated with the position. District management/administration reserves the right to modify, add, or remove duties and assign other duties as necessary.