

## Placement Policy

Placement appointments at HSMA serve a variety of purposes, among which are the proper placement of students within the various HSMA ensembles, giving the directors of these ensembles an indication of the level of music they can or should be selecting for their students, and providing the students with a the valuable experience of preparing for and taking auditions in the future. Unlike other organizations where an audition is primarily about the individual, at HSMA the focus of the placement process is on the team.

Within HSMA, we do not seat chairs or have challenges. While a conductor may choose to assign seats, this seating may be for a variety of reasons and does not necessarily reflect the comparative skills of various players within the sections. Success at HSMA is not measured by how fast a student moves through the program or what “chair” a student attains. Success at HSMA is measured by the willingness and ability of a student to contribute to the best of their ability as part of the team, to be disciplined in preparation and to serve as an example and mentor to other students. We have a motto: “It’s not where you sit, it’s how you serve.”

That being said, following are the policies HSMA has established regarding the conduct of placement appointments:

1. No one except HSMA staff and a student’s immediate family or private teacher may be in or near the warm-up room or the performance room when that student is warming up or playing/singing for placement.
2. Neither parents nor private teachers are to confront a conductor during “placement weekend.” In spite of our best efforts, occasionally students are disappointed with the outcome of a placement appointment. Students are to maintain a respectful attitude toward conductors at all times.
3. If a student or a parent is dissatisfied with the placement decision, they may ask for clarification or request reconsideration. These inquiries must be in writing, addressed to the Program Director of the program in question and a copy sent to HSMA Communication (for board records). Written appeals must be received by the end of the second rehearsal or they will not be considered.
4. Written requests must state clearly what clarification is requested or what decision the parent would like reviewed, along with any supporting information.
5. It is up to the program directors involved, at their discretion, as to what – if any – action is taken. There may be a meeting requested with the conductors involved, the student, the parents, and a board representative. In very rare instances, there may be a second placement appointment set up with the student. Even more rarely, a student is temporarily moved to another group on a trial basis.
6. Unless otherwise indicated, a decision on a course of action will be communicated to the parents one week after receipt of the written appeal.