
He was appointed Band Director at Hixson High School in Chattanooga, Tennessee in the fall of 1959. His bands at Hixson excelled in both Marching and Concert areas, achieving superior ratings in both. Norman was Band Director at Hixson High School ten years, from 1959 to 1969.

He earned his Masters degree at Peabody College in Nashville, Tennessee in 1970 and was hired by Knox City Schools to assist band directors for a year until legendary director, O’dell Willis, retired at Knox Central High School in 1971. Norman was named Director of Bands at Central High School and remained there until retirement in 1999. Norman continued the legacy of Central High School, earning continuous superior ratings in both marching and concert competition. In 1975, the Central High School Symphonic Band was selected to perform at the Tennessee Music Educators Association Conference.

Norman was an influential leader in music education, having been elected as Second Vice President of the National Band Association and serving two terms from 1982-84. He was also elected President of the East Tennessee School Band and Orchestra Association in 1994, serving two terms until 1997. In addition, He was elected President of Phi Beta Mu, National Honorary Fraternity of Band Directors. After retirement in 1999, Norman passed away in Knoxville in August, 2002.