# 2020 Leadership Intensive – Opera.ca

## Rubric for Selection
This rubric will be used by Opera.ca and field leaders to evaluate the written application and interviews.

<table>
<thead>
<tr>
<th>Selection Criteria</th>
<th>Exceptional Candidates</th>
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| Potential Field Contribution        | Exceptional candidates will have:  
  - a strong grasp of field priority issues;  
  - a well-articulated vision for how he/she will lead change in the field;  
  - made commitments to implement change on a personal, departmental or organizational level; and  
  - already taken steps to develop his/her own learning toward those ends.                                                                                                                                                                                                                                                                                                                                                                        |
| Demonstrated Leadership             | Exceptional candidates will:  
  - have proven abilities to solve problems and take initiative;  
  - provide examples of expanding his/her responsibilities within an arts organization or developing growth opportunities outside an organization;  
  - name specific accomplishments in at least one administrative area;  
  - offer “out of the box,” exciting or intriguing ideas/attitude/energy that serves him/her in leading well-designed/implemented projects and managing staff/volunteers; and  
  - have an endorsement that reinforces these qualities and speaks to skills/accomplishments beyond typically required tasks and administrative functions.                                                                                                                                                                                                                      |
| Clearly Articulated Goals           | Exceptional candidates will:  
  - possesses a strong dedication to the arts with long-term plans for achieving a dynamic role;  
  - outline clear objectives for professional growth in the short term that align with the Intensive program curriculum (emphasizing personal development goals, rather than organizational benefits or department-specific/administrative learning goals); and  
  - make the case that this program is best suited to their learning objectives, as opposed to other OPERA America offerings or academic programs.                                                                                                                                                                                                                      |
| Career Stage                        | Exceptional candidates will:  
  - articulate the potential to gain significantly by participating in the program at this point in time and at this phase of his/her career.  
  - show that they can contribute expertise to the peer learning of the cohort, but that by doing so would also grow his/her own leadership capacity.                                                                                                                                                                                                                                                                               |
| Field Citizenship                   | Exceptional candidates offer evidence of past participation or interest in:  
  - mentoring others in the field;  
  - strengthening collegial connections among leaders; and  
  - OPERA America network forums, listserv discussions or other field learning activities.                                                                                                                                                                                                                                                                                                                                                      |