



# Leadership Intensive

## 2023 Selection Rubric

This rubric will be used by OPERA America staff and field leaders to evaluate the written application and interviews.

SELECTION CRITERIA	CANDIDATE QUALITIES:
Field Contribution	Candidates will have: <ul style="list-style-type: none"><li>• A strong grasp of field priority issues;</li><li>• A clear vision for how they will lead change in the field;</li><li>• Made commitments to implement change on a personal, departmental, or organizational level; and</li><li>• Already taken action to develop their own learning toward those ends.</li></ul>
Demonstrated Leadership	Candidates will: <ul style="list-style-type: none"><li>• Have proven abilities to solve problems and take initiative;</li><li>• Provide examples of expanding their responsibilities within an arts organization or developing growth opportunities outside an organization;</li><li>• Name specific accomplishments in at least one administrative area;</li><li>• Offer engaging/achievable/applicable/creative ideas/attitude/energy that serves them in leading well-designed/implemented projects and managing staff/volunteers; and</li><li>• Have an endorsement that reinforces these qualities and speaks to skills/accomplishments beyond typically required tasks and administrative functions.</li></ul>
Clearly Articulated Goals	Candidates will: <ul style="list-style-type: none"><li>• Possess a strong dedication to the arts with long-term plans for achieving a dynamic role in the field;</li><li>• Outline clear objectives for professional growth in the short term that align with the Leadership Intensive's curriculum (emphasizing personal development goals rather than organizational benefits or department-specific/administrative learning goals); and</li><li>• Make the case that this program is best suited to their learning objectives, as opposed to other OPERA America offerings or academic programs.</li></ul>
Career Stage	Candidates will: <ul style="list-style-type: none"><li>• Articulate their desire to grow professionally and personally by participating in the program at this point in time and at this phase of their career; and</li><li>• Show that they can contribute expertise to the peer learning of the cohort, but that by doing so would also grow their own leadership capacity.</li></ul>
Field Citizenship	Candidates will offer evidence of past participation or interest in: <ul style="list-style-type: none"><li>• Mentoring or being mentored by others in the field;</li><li>• Strengthening collegial connections among colleagues; and</li><li>• OPERA America network forums, listserv discussions, or other field learning activities.</li></ul>