

Leadership Intensive 2021: Selection Rubric

This rubric will be used by staff of the Association for Opera in Canada and field leaders to evaluate the written application and interviews.

Selection Criteria	Exceptional Candidates
Potential Field Contribution	Exceptional candidates will have: <ul style="list-style-type: none"> • 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: <ul style="list-style-type: none"> • 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: <ul style="list-style-type: none"> • Possess 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’s curriculum (emphasizing personal development goals rather than organizational benefits or department-specific/administrative learning goals); and • Make the case that <i>this program</i> is best suited to their learning objectives, as opposed to other OPERA America offerings or academic programs.
Career Stage	Exceptional candidates will: <ul style="list-style-type: none"> • 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: <ul style="list-style-type: none"> • Mentoring others in the field; • Strengthening collegial connections among leaders; and • OPERA America network forums, listserv discussions, or other field learning activities.