



Leadership Launch

2025 Selection Rubric

Participants are self-selected for this program as they register. This rubric should be used by individuals interested in participating in the Leadership Launch to determine whether they are at an appropriate stage of their careers to participate.

SELECTION CRITERIA	CANDIDATE QUALITIES:
Field Knowledge	Candidates will have: <ul style="list-style-type: none">• A foundational understanding of at least one field priority issue;• A desire to contribute significantly to the field;• Shows a genuine interest in making positive contributions by initiating change on a personal, departmental, or organizational level; and• Identified opportunities to develop their own learning toward those ends.
Leadership	Candidates will: <ul style="list-style-type: none">• Showcase a proactive approach to identifying and addressing challenges;• Maintain a positive and constructive attitude towards challenges and problem-solving;• Offer creative and innovative ideas that showcase a forward-thinking mindset;• Have achieved specific accomplishments in at least one administrative area; and• Possess an understanding of how proposed ideas can contribute to organizational goals.
Clearly Articulated Goals	Candidates will: <ul style="list-style-type: none">• Possess a connection and commitment to contributing to the field; and• Have short-term professional objectives that align with the learning objectives of the Leadership Launch as opposed to other OPERA America offerings.
Career Stage	Candidates will: <ul style="list-style-type: none">• Exhibit critical thinking skills by analyzing and addressing challenges in a thoughtful manner; and• Have a genuine desire for ongoing personal and professional development.
Field Civic Practice	Candidates will have interest in and/or attempts toward: <ul style="list-style-type: none">• Learning more about the opera field in a wholistic manner;• Being mentored by others in the field;• Strengthening collegial connections among colleagues; and/or• OPERA America network forums, listserv discussions, or other field learning activities.