

Leadership Intensive 2021: Selection Rubric

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

| Selection Criteria | Exceptional Candidates |
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| 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. |