



Mentorship Program for Opera Leaders of Color

2024 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 Knowledge	Candidates will have: <ul style="list-style-type: none">• A preliminary understanding of field priority issues;• A clear vision for how they will contribute significantly to the field;• 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">• Have taken initiative to solve problems;• Name specific accomplishments in at least one administrative area;• Offer engaging/achievable/applicable/creative ideas/attitude/energy that serves them in relationship building; and• Have an endorsement that reinforces these qualities and speaks to their skills/accomplishments.
Clearly Articulated Goals	Candidates will: <ul style="list-style-type: none">• Possess a strong dedication to the arts with long-term goals for achieving a dynamic role in the field;• Outline clear objectives for professional growth in the short term that align with the learning and growth enabled by a mentor/mentee relationship; 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	Candidates will: <ul style="list-style-type: none">• Demonstrate an awareness of the challenges to achieving their goals, systemic and otherwise; and• 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.
Field Civic Practice	Candidates will offer evidence of interest in and/or attempts toward: <ul style="list-style-type: none">• Being mentored by, or mentoring, others in the field;• Strengthening collegial connections among colleagues; and• Participating in OPERA America network forums, listserv discussions, or other field learning activities.