**Mentorship Program 2023 – Assessment Rubric for Selection Committee**

**General Program Mandate:**

* Increase practical skills to take careers to the next level
* Further develop culture of mentorship in Ottawa arts
* Address succession planning and future investments in Ottawa arts
* Provide resources/skills/opportunities to underserved artists/participants
* Network building within the arts community across disciplines and sectors

**APPLICANT ASSESSMENT RUBRIC:**

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| **1. VIABILITY** | **High** | **Medium** | **Low** |
| 1-a. MENTORSHIP GOALS | Applicant demonstrates clear and specific mentee-driven goals that strongly support the artistic or professional development of the Mentee. | Applicant demonstrates practical mentee-driven goals that support the artistic or professional development of the Mentee. | Applicant goals are vague, and the focus does not relate to Mentee’s artistic or professional development. |
| 1-b. RISK | Completion of mentorship goals is very realistic and includes strong timeframes. | Completion of mentorship goals is realistic and includes sound timeframes. | Completion of mentorship goals relies on factors that present risk without strong timeframes. |
| *Comments* | | | |
| **2. IMPACT** | **High** | **Medium** | **Low** |
| 2-a. OVERALL ARTISTIC PRACTICE | Applicant demonstrates clear, tangible, and positive long-term impacts on Mentee’s practice and/or professional development. | Applicant demonstrates some impact on Mentee’s practice and/or professional development. | Applicant does not clearly demonstrate how the mentorship can impact the future of their practice and/or professional development. |
| 2-b. COMMUNITY/NETWORKS | Applicant demonstrates strong opportunities for knowledge sharing and networking within the community and program cohorts. | Applicant demonstrates some opportunities for knowledge sharing and networking within the community and program cohorts. | Applicant does not demonstrate opportunities for knowledge sharing and networking within the community and program cohorts. |
| 2-c. PRIORITY GROUPS (criteria is yes or no) | Yes, mentee project and goals directly reflects/engages one or more priority or underserved groups outlined in the program mandate. | n/a | No, mentee project and goals does not reflect or engage priority or underserved groups outlined in the program. |
| *Comments* | | | |
| **3. MENTORSHIP COMPATIBILITY** **(Only used for applicants requesting a specific Mentor and to guide Committee matching process)** | **High** | **Medium** | **Low** |
| 3-a. SKILL SETS | Strong alignment of mentor skill sets and experience with mentee-identified needs and goals | Alignment of mentor skills set and some experience with mentee-identified needs and goals. | Little to no alignment of mentor skills set and experience with mentee-identified needs and goals. |
| 3-b. GOALS AND OUTCOMES | Mentor is best fit to facilitate and meet goals outlined by mentee. | Mentor is fit to facilitate and meet goals outlined by mentee. | Mentor is not fit to facilitate and meet goals outlined by mentee. |
| 3-c. RESOURCE SHARING | Pairing has strong opportunities for new knowledge sharing and network development within the partnership. | Opportunity for new knowledge sharing and network development within the partnership. | Little to no opportunity for new knowledge sharing and network development within the partnership. |
| *Comments* | | | |
| **4. PEER-TO-PEER**  **(Only used for peer-to-peer pairs that apply together and to guide Committee matching process)** | **High** | **Medium** | **Low** |
| 4-a. COMPLIMENTARY SKILL SETS AND GOAL ALIGNMENT | Strong alignment of relevant skill sets between peers that are complimentary and intersect. | Skill sets generally compliment and align between pairings. | Skill sets do not compliment or align between pairings. |
| 4-b. GOALS AND OUTCOMES | Applicants' goals are outlined clearly with a high probability of achieving specified goals. | Applicants’ goals are outlined with appropriate and achievable goals. | Applicants’ goals are not outlined clearly with low probability of achieving goals |
| 4-c. RESOURCE SHARING | Pairing has a strong opportunity for new knowledge sharing and network development. | Pairing has opportunity for new knowledge sharing and network development. | Pairing does not provide sufficient opportunity for new knowledge sharing and network development. |
| *Comments* | | | |