

Mentorship Program 2021 – 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:

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 and COVID-19 considerations.	Completion of mentorship goals is realistic and includes sound timeframes and COVID-19 considerations.	Completion of mentorship goals relies on factors that present risk without strong timeframes or COVID-19 considerations.

<i>Comments</i>			
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.
<i>Comments</i>			

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.
<i>Comments</i>			
4. PEER-TO-PEER (Only used for peer-to-peer pairs that apply together)	High	Medium	Low

and to guide Committee matching process)			
3-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.
3-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
3-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.
<i>Comments</i>			