



## **Paid Internship Scoring Guide**

1. Commitment to Equity and Representation (10 points)
  - Whether the intern identifies as BIPOC or the project explicitly addresses racial equity, representation, or access in the arts.
  - Priority is given to projects led by BIPOC applicants or those that significantly benefit historically marginalized communities.
  - Criteria:
    - BIPOC-led project or strong racial equity focus (8-10 points)
    - Some attention to equity and inclusion (4-7 points)
    - Limited or no focus on equity (0-3 points)
  
2. Project Relevance to Organizational Goals (30 points)
  - How well the project aligns with the organization's mission, values, and strategic priorities.
  - The potential for the project to advance the organization's goals.
  - Criteria:
    - Highly relevant (25-30 points)
    - Moderately relevant (15-24 points)
    - Minimally relevant (5-14 points)
    - Irrelevant (0-4 points)
  
3. Feasibility and Clarity of Project Plan (25 points)
  - The project's practicality, including clear objectives, timelines, and required resources.
  - Likelihood of successful completion within the internship period.
  - Criteria:
    - Highly feasible and well-planned (20-25 points)
    - Moderately feasible and planned (10-19 points)
    - Poorly feasible or unclear (0-9 points)
  
4. Potential Impact and Innovation (20 points)
  - The expected impact of the project on the organization, community, or industry.
  - The creativity and innovation of the proposal, including novel approaches or solutions.
  - Criteria:



- High potential impact and innovation (15-20 points)
- Moderate impact and some innovation (7-14 points)
- Limited impact or lacks innovation (0-6 points)

5. Intern's Skills and Expertise (15 points)

- The intern's qualifications, skills, and experience relevant to executing the project successfully.
- Whether the intern demonstrates the capacity to manage and complete the project.
- Criteria:
  - Strong match of skills and expertise (12-15 points)
  - Moderate match (6-11 points)
  - Weak match (0-5 points)

6. Sustainability and Long-term Value (10 points)

- The potential for the project to have long-term value for the organization, such as sustainable practices, processes, or systems that will continue after the internship.
- Criteria:
  - High sustainability and long-term value (8-10 points)
  - Moderate sustainability (4-7 points)
  - Limited or no sustainability (0-3 points)

**Interpretation:**

- 90-110 Points: Exceptional proposal with strong relevance, feasibility, and potential for impact and sustainability.
- 70-89 Points: Solid proposal, though may need adjustments to feasibility, clarity, or innovation.
- 50-69 Points: Adequate, but may lack alignment with organizational goals or have significant feasibility or impact concerns.
- Below 50 Points: Insufficiently developed proposal; unlikely to meet the organization's expectations or goals.

This weighted scale ensures a thorough evaluation of each project proposal based on key criteria critical to the internship's success.