

Career Development Grant

Panelist Scoring Framework & How-to-Score Guide

Total Score: 100 points

Career Development Grants support artists who are **building or advancing their careers through intentional, achievable activities**. Panelists evaluate applications based on **Artistic Merit** and **Artistic Excellence**, considering the artist's **career stage, readiness, and potential for growth**.

CATEGORY 1: ARTISTIC MERIT — 50 points

(Purpose, Planning, and Career Advancement)

Artistic Merit focuses on **what the artist proposes to do and why it matters now**.

1. Artistic Purpose & Career Alignment — 20 points

What this measures

How clearly the artist understands their current career stage and identifies a meaningful next step.

Sources in Application

- Artist Bio
- Artist Statement
- Artist Career Development narrative
- Record of Work

Look for

- Clear artistic identity and goals
- A proposal that fits where the artist is now
- Strong connection between the artist's practice and proposed activities

How to Score

- **18–20 (Excellent):**

The artist clearly articulates their career stage and a well-defined next step. The proposal strongly aligns with their artistic practice and feels timely and intentional.

- **14–17 (Strong):**

Goals are mostly clear and appropriate, though connections could be more fully articulated.

- **10–13 (Adequate):**

General goals are stated, but alignment between career stage and proposal is weak or vague.

- **0–9 (Weak):**

Artistic purpose or career alignment is unclear or disconnected from the proposal.

2. Quality & Feasibility of the Plan — 15 points

What this measures

Whether the proposed activities are **specific, realistic, and achievable** within the grant period.

Sources in Application

- Artist Career Development narrative
- Budget (for scope and reasonableness, not accounting accuracy)
- Record of Work

Look for

- Clearly described goals or activities
- Evidence the artist can carry out the plan
- Scope appropriate to time, experience, and funding level

How to Score

- **14–15 (Excellent):**

The plan is clear, focused, and realistic. Activities are well matched to the artist's experience.

- **11–13 (Strong):**

The plan is feasible, with minor gaps in clarity or detail.

- **7–10 (Adequate):**

The plan is loosely defined or overly ambitious; feasibility is uncertain.

- **0–6 (Weak):**

The proposal lacks clarity or appears unrealistic.

3. Potential Impact on Artistic Growth — 15 points

What this measures

How effectively the grant will support **artistic development or career advancement**.

Sources in Application

- Artist Career Development narrative
- Why Your Art Matters
- Artist Statement

Look for

- Clear explanation of how the opportunity will advance the artist's work
- Connection between activities and growth (skills, visibility, creative depth)
- Thoughtful reflection on why this matters now

How to Score

- **14–15 (Excellent):**

The artist convincingly explains how the grant will lead to meaningful growth.

- **11–13 (Strong):**

Growth potential is evident, though not fully articulated.

- **7–10 (Adequate):**

Growth is mentioned but described in general or vague terms.

- **0–6 (Weak):**

Little evidence that the grant will meaningfully advance the artist.

CATEGORY 2: ARTISTIC EXCELLENCE — 50 points

(Quality, Skill, and Creative Capacity)

Artistic Excellence focuses on **the quality of the artist's work and readiness to benefit from career development support.**

4. Quality of Work & Artistic Skill — 25 points

What this measures

The strength of the artist's work samples relative to their career stage.

Sources in Application

- Work Samples ("Share My Work")
- Your Artistic Process and Skills
- Record of Work

Look for

- Technical skill and craftsmanship
- Artistic voice or clarity of vision
- Strong presentation and selection of work samples

How to Score

- **23–25 (Excellent):**

Work samples demonstrate high quality, strong skill, and a compelling artistic voice.

- **18–22 (Strong):**

Work is consistently solid with clear strengths.

- **13–17 (Adequate):**

Competent work with uneven quality or limited distinction.

- **0–12 (Weak):**

Work samples show limited skill or coherence.

5. Artistic Process & Creative Development — 15 points

What this measures

How thoughtfully the artist approaches their work and creative growth.

Sources in Application

- Your Artistic Process and Skills
- Artist Statement
- Artist Career Development narrative

Look for

- Clear description of artistic process
- Willingness to learn, experiment, or develop new skills
- Consistency between process description and work samples

How to Score

- **14–15 (Excellent):**

The artist clearly articulates their process and demonstrates intentional growth.

- **11–13 (Strong):**

Process is clear, with some evidence of development.

- **7–10 (Adequate):**

Process is described at a basic level with limited insight.

- **0–6 (Weak):**

Process is unclear or not addressed.

6. Professional Record & Commitment — 10 points

What this measures

The artist's level of engagement and commitment to their practice.

Sources in Application

- Record of Work
- Artist Bio
- Artist Career Development narrative

Look for

- Record of exhibitions, performances, training, or related experience
- Evidence of sustained artistic activity
- Experience appropriate to the proposed activities

How to Score

- **9–10 (Excellent):**

Strong record demonstrating commitment and readiness for growth.

- **7–8 (Strong):**

Solid engagement with a developing professional record.

- **4–6 (Adequate):**

Limited or early-stage record.

- **0–3 (Weak):**

Minimal evidence of artistic commitment.

Final Panelist Reminder

When reviewing Career Development applications, focus on:

Clarity of intent, readiness to act, and realistic potential for growth.

- Score **relative to career stage**, not across disciplines.
- Strong writing does not substitute for feasibility or artistic quality.
- Work samples and narratives should reinforce each other.