

Maryland Ensemble Theatre Apprentice Ensemble Program/Policy

Mission:

MET is dedicated to the creation and production of exceptional theatre art through a diverse ensemble of professional resident artists who are influential leaders in the community and visionaries in the art of theatre. MET creates a positive environment where artists and audience share an extraordinary theatre experience. MET provides theatre students education, training, and professional development opportunities that propagate MET artistic values into the American Theatre.

Apprentice Ensemble Defined:

The Apprentice Ensemble is a collection of college and 11th and 12th grade theatre students dedicated to training in the art of theatre through ensemble practice, civic engagement, workshop practice, on the job training, and mentorship.

Through mentorship, each member of our Ensemble supports the Apprentice Ensemble by guiding each Apprentice through professional ensemble training. The MET expects, through training and mentorship, that our Apprentice Ensemble will begin to value the passion, commitment, and philosophies of our resident Ensemble (as stated below in Our Ensemble Philosophy).

Application Process:

Theatre students may apply to the MET Apprentice Ensemble program through an application process. Upon review of the application and receipt of two (2) letters of recommendation by the Apprentice Ensemble Coordinator and/or a member of the MET artistic director team, the student may be selected for a face to face interview. After the interview by the Apprentice Ensemble Coordinator and/or a member of the MET artistic director team, the student may be selected for the MET Apprentice Ensemble program.

Program Term:

The MET Apprentice Ensemble program runs concurrent to the MET season, from August through June.

Program Design:

The intention of the program is to give theatre students that wish to become theatre professionals unique training and experience in a hands-on

professional non-profit setting. Through the year, apprentices will learn about ensemble theatre by the MET Ensemble, will work on a variety of productions from each of MET's programs (main-stage, Fun Company, Comedy Pigs, MET-X, Afterschool Program and/or Ensemble School), and volunteer for various marketing, production, and administrative positions. In addition, the program will guide the Apprentice class through a series of workshops in theatre (MET orientation, training on equipment, team building, group work, leadership, make-up, design, lighting, etc).

Time Commitment, College Credit, Service Learning Hours:

Each student is required to attend the program for a minimum of 200 hours over the course of the year. This may include paid positions, unpaid positions, workshops, and volunteering for events or other volunteer positions. Students may get college credit (3 credits per term) with a minimum of 60 hours a term for a "D" grade going up to 112 hours of work for an "A" grade (also considering the quality of work). As MET is a non-profit organization, volunteer hours may be counted as high school community service hours.

Apprentice Benefits Include:

- May observe the Ensemble play selection process
- May observe Ensemble company meetings
- Free admittance to all MET or MET sublet events
- MET will feature Apprentice Ensemble class in a yearly press release
- MET will feature Apprentice Ensemble class in MET programs
- Technical positions may be offered to the Apprentice Ensemble before outsourcing
- May sit in on all auditions and "first read-throughs"
- May observe board meetings.
- Will gain training through an Apprentice Workshop series.
- Will gain professional experience
- Will gain professional contacts
- Train with MET Ensemble members and staff.
- Have access to MET facilities (with permission when "closed")
- Have the opportunity to join other students in an Apprentice/community performance upon completion of the program.
- Will receive recognition of service to the organization upon completion of the program.

Apprentice Expectations:

- Work on a variety of MET productions (two minimum per season)

Attend at least half of all productions (this includes MET-X, Fun Company, Comedy Pigs and Main Stage productions).
May attend MET auditions to provide assistance.
Assist Ensemble members with monthly rotation of cleaning duties.
Assist with poster/postcard runs
Promote MET on Social Media sites.
May observe an Ensemble company retreat.
Attend at least three major work calls/strikes per season.
Shadow Box Office and/or House Manager assignments.
Volunteer for Concessions or Usher positions.
Represent positive nature of MET by promoting MET outside of the theatre and include "MET Apprentice Ensemble Member" in all MET and non-MET show programs.
Represent the positive nature of the MET to the public and national theatre community.
All apprentices must participate in two sectors of theatre minimum (ex: acting and stage managing)

Work on MET fundraising/marketing events.

Apprentice Ensemble Program Coordinator:

A member of the MET Ensemble that will oversee the Apprentice Program, schedule workshops, document hours worked, submit paperwork to college or high schools as needed. They will be reported to and will answer any questions they might have about the MET, like a mentor. Deals with behavior issues of Apprentice Ensemble, teaches about ensemble mindedness. Coordinates events amongst the apprentice ensemble. Liaison between ensemble and AE.

Our Ensemble Philosophy:

Our Ensemble is committed to the elevation of ensemble theatre through group work that is built on trust, respect, selflessness, and an honor for the group process. Ensemble members value the process of theatre as much as the "product." The ensemble oversees the artistic direction of the organization and day-to-day operations. An ensemble member is regarded as a "unique talent" that possesses a skill set that allows for creative learning from other ensemble members, while maintaining an interest in learning that will add to our creative pool of knowledge. Each ensemble member is encouraged to participate in other community organizations and promote our collaborative process into the psyche of the American Theatre.

We are inventive thinkers with passion for the collaborative creative process.

We place equal value on all of our artists; from stage-hand to actor and from intern to director. We create a welcoming environment to our audience and a sense of family within our ensemble. Ensemble devised work and original projects are at the forefront of our aesthetic.

We respect other methods of working and have a strong commitment to personal and organizational growth. We encourage the evolution of our art form through MET sponsored workshops, outside education, on the job training and cross training between disciplines.

We resist complacency by challenging ourselves artistically and we recognize the need to evolve and grow to suit the needs and style of each particular project. We strive to bring diverse programming that will entertain, challenge, enthuse, and provoke discussion both within our organization and within our community.

Core Ensemble Values:

Exemplary artistry
Extraordinary work ethic
Decisiveness
Proactivity
Consensus building
Positive environment
Open communication
Lifelong learning

Apprentice Dismissal:

Upon recommendation of the Artistic Directors or Apprentice Ensemble Program Coordinator, any Apprentice Ensemble member may be dismissed for the following reasons:

Insufficient participation in MET events.
Failure to fulfill volunteer assignments.
Failure to complete an assigned duty.
Behavior or actions deemed disruptive or damaging directed to MET Company members, volunteers or staff.
Behavior or actions deemed disruptive or damaging directed to the MET organization.

Dismissal Procedure:

All recommendations for dismissal shall remain strictly confidential. The Apprentice Ensemble Program Coordinator shall provide to the Artistic Director

a written recommendation of dismissal to include evidence of any of the above behavior. A review committee (the AD, Apprentice Ensemble Program Coordinator, and associate artistic directors) will meet to review the charges and may interview the Apprentice in question. The Apprentice may reply in writing to the Apprentice Ensemble Program Coordinator with reasons why this dismissal should not take place. Response from the Apprentice to be dismissed must be received by the Apprentice Ensemble Program Coordinator and forwarded to the AD and associates by no less than three days after the aforementioned meeting.

No dismissal of an Apprentice may be made based on hearsay. An Apprentice may be dismissed immediately by the Artistic Director or Apprentice Ensemble Program Coordinator (in cases of gross negligence). The review committee shall base its verdict of dismissal solely upon the evidence presented. Dismissal of an Apprentice shall be agreed by consensus among the AD, associate artistic directors and the Apprentice Ensemble Program Coordinator.

If an apprentice chooses to voluntarily leave the apprenticeship for personal reasons it will not be seen as a negative in the eyes of the MET ensemble. An email trail will be sent to ensure proper documentation, along with a form signed by both the student and the Program Manger.