



MARYLAND ENSEMBLE THEATRE

Apprentice Ensemble Program/Policy

Mission: We are a professional, collaborative theatre ensemble broadly connected to our community by inspiring passion for the arts with courageous, relevant, accessible programs that enable people to feel more, think deeper, and laugh longer.

MET strives to create a positive environment where artists and audience share an exciting, emotional, thought provoking theatre experience for our times and our community. MET features an eclectic season of plays that are accessible; yet, challenge audiences and pique the interest of a national audience. Through open communication and lifelong learning, the MET ensemble brings a commitment to excellence that helps shape our region by initiating creative dialogue between artists and audience; providing outreach to underserved communities; and training, education, and professional development opportunities to students of theatre that will propagate MET artistic values into the American Theatre.

Maryland Ensemble Theatre is dedicated to creating anti-oppressive artistic spaces and producing work that is representative of and accessible to our entire community. It is imperative that we make our spaces open to and affirming of all people. We realize that our past actions did not consistently fuel the deeper work and progress needed for us to create a theatre that is truly inclusive, specifically of traditionally marginalized populations. We aspire to reflect the community around us by fostering and maintaining diversity, equity, and inclusion. Our efforts must be continuous, intentional and evolving.

MET Values

- Inclusion
 - We afford everyone the opportunity to participate in and engage with the arts.
- Respect
 - We respect each other as artists, human beings and recognize that our differences make us stronger as a unit.
- Quality

- o We believe in producing bold, relevant, and professional programming.
- Integrity
 - o We conduct ourselves with the utmost integrity in our art, business, and all relationships.
- Sustainability
 - o We practice mindful stewardship of resources.
- Collaboration
 - o We are committed to consensus, voices, and teamwork.

Ensemble Values:

- Exemplary artistry
- Extraordinary work ethic
- Respect for each other
- Decisiveness
- Proactivity
- Consensus building
- Positive environment
- Open communication
- Lifelong learning

Apprentice Ensemble Defined: The Apprentice Ensemble is a collection of college age 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, members of our Ensemble support 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: College age students may apply to the MET Apprentice Ensemble program through a program application. Upon review of the application, theatrical resume, and receipt of two professional references by the Apprentice Ensemble Coordinator and/or a member of the MET artistic director team, the student may be selected for 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 September 1st through July 1st. Students may apply for partial year terms, however, the full benefit of the program is intended for a full season of service. The Fall term runs from September 1st - February 1st. The Spring term runs from February 1st - July 1st. The Summer term runs from June 1st to Sept 1st.

Program Design: The intention of the program is to give students that are future theatre professionals unique training and experience in the field.

Through the year, each student will learn ensemble practice by the MET Ensemble, and be provided the opportunity to work on a variety of MET's programs (Mainstage, Fun Company, Comedy Night, MET-X, Afterschool Program and/or Ensemble School). Each apprentice must select a focus for the season in one of the following: Performance & Directing, Stage Management, or Design. In addition, the program will guide the Apprentice class through a series of workshops encompassing all three focuses. Focus may be switched at the end of a term if requested.

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, 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 community service hours.

Apprentice Benefits Include:

- 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 observe the Ensemble play selection process
- May sit in on all auditions and "first read-throughs"
- May observe a board meeting
- Gain training through an Apprentice Workshop series
- Gain professional experience
- Gain professional contacts
- Train with MET Ensemble members and staff
- Have access to MET facilities
- Will receive recognition of service to the organization upon completion of the program
- May receive feedback on performance or production related projects (auditions, websites, portfolios, etc.)

Apprentice Expectations:

Apprentice Program Full Season

General Requirements

- Must fulfill a minimum 200 hours throughout the 10-month term (Sept 1st - June 30th)
- Must attend all workshops and apprentice meetings unless previously arranged with Program Coordinator
- Must fulfill at least two FOH shifts per production block (10 total for season)
- Must attend all Mainstage shows for the season
- Must attend all FunCo Shows (or open rehearsal) for the season
- Must attend at least three Comedy night shows per season
- Must volunteer and/or attend Retro Prom Fundraiser in March
- Must attend and assist with Season Preview in June

- Must attend at least four work calls (including load in/out or strikes) totalling at least eight hours
- Must attend four scheduled company meetings
- Must track and report all hours to program coordinator on a weekly basis
- Must document work for addition to portfolio/resume to be reviewed at the end of the season
- Represent the 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.
- Promote MET on Social Media sites.

Performance & Directing Requirements

- Must Shadow a director for a Mainstage or Fun Company show for the duration of the rehearsal process
- Must Swing for a Mainstage or Fun Company show

Stage Management Requirements

- Must ASM for a Mainstage or Fun Company show for the duration of the rehearsal process and all performances, includes board operation or backstage crew position.
- Must assist with the Comedy Pigs Sketch Show OR Christmas Carol.

Design Requirements

- Must Shadow a designer for a Mainstage show, must be present at all production meetings, the designer run, tech rehearsals, and additional hours as arranged with the designer.
- Must Shadow a designer for a Fun Company show AND assist with board operation for Comedy Nights and/or Ensemble School performances. **OR:**
- Must join at least one backstage crew for a Mainstage or Fun Company show, must be present for two weeks of rehearsal, subsequent tech rehearsals, and all performances

Apprentice Program Half Term

General Requirements

- Must fulfill a minimum 100 hours throughout the 5-month term (Fall: September 1st - February 1st) (Spring: February 1st - July 1st)
- Must attend all workshops and apprentice meetings unless previously arranged with the Program Coordinator.
- Must fulfill at least two FOH shifts per production block (4 total for the term)
- Must attend all Mainstage shows for the term
- Must attend all FunCo Shows (or open rehearsal) for the term
- Must attend at least two Comedy night shows for the term
- Must volunteer and/or attend Retro Prom Fundraiser in March (Spring Term only)
- Must attend and assist with Season Preview in June (Spring Term only)

- Must attend at least two work calls (including load in/out or strikes) totalling at least four hours
- Must attend two scheduled company meetings
- Must track and report all hours to program coordinator on a weekly basis
- Must document work for addition to portfolio/resume to be reviewed at end of term
- Represent the 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.
- Promote MET on Social Media sites.
- May attend MET auditions to provide assistance.

Performance & Directing Requirements

- Must Shadow a director for a Mainstage or Fun Company show for the duration of the rehearsal process. **OR**
- Must Swing for a Mainstage or Fun Company show

Stage Management Requirements

- Must ASM for a Mainstage or Fun Company show for the duration of the rehearsal process and all performances, includes board operation or backstage crew position.

Design Requirements

- Must Shadow a designer for a Mainstage or Fun Company show, must be present at all production meetings, the designer run, tech rehearsals, and additional hours as arranged with the designer.

Apprentice Program Summer Term

General Requirements

- Must fulfill a minimum 75 hours throughout the 3-month term (June 1st - Sept 1st)
- Must assist with at least one Summer production and be present for the duration of the rehearsal process and/or performances as needed.
- Must attend all workshops and apprentice meetings unless previously arranged with the Program Coordinator.
- Must fulfill at least two FOH shifts (if available)
- Must attend and assist with Season Preview in June
- Must assist with Fun Camp
- Must attend all productions for the term
- Must attend at least two work calls including strikes
- Must attend one company meeting
- Must assist with a Poster Run
- Must track and report all hours to program coordinator on a weekly basis
- Represent the 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.
- Promote MET on Social Media sites.

Apprentice Ensemble Program Coordinator– A member of the MET Ensemble that will oversee the Apprentice Program, schedule workshops, document hours worked, and submit paperwork to college or high schools as needed.

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.