AASPA: The C. S. Robinson District Innovation Award The C.S. Robinson Award is open to all current AASPA members. This award recognizes those who demonstrate innovations and leadership in human resources based upon a theme annually determined by the AASPA Recognition Committee. Documentation for each category is required. The theme for 2023-2024 is Creating Connections to Retain, Recognize and Engage Employees.

Element	Distinguished (4 points)	Satisfactory (3 points)	Minimal (2 points)	No Evidence (1 point)	Score
Leadership: Demonstrates leadership in the field of human resources.	There is an established, dynamic, and on-going plan for the innovation that has been fully implemented to the maximum extent possible.	An implementation plan exists and some innovation within the HR Department has been integrated and more is being actively considered.	A well-articulated implementation plan has been collaboratively designed, yet not implemented.	Has presented an idea of how the innovation should be implemented and supported. However, there has not been consensus built around the vision nor the development of a concrete implementation plan.	.
Addresses an issue/challenge within the Human Resources Department:	Addresses an issue or challenge faced by the school district, demonstrating a direct, positive impact on the annual theme.	Addresses an issue or challenge faced by the HR department or the district on the annual theme..	Addresses an issue or challenge faced by the HR department.	Does not appear to solve an issue or challenge facing the HR department.	
Sustainable: Conditions exist that support long-term implementation of the innovation.	District-wide administrative policies regarding budgeting, personnel, training, structures are consistent with and supportive of a proactive, dynamic vision for the innovation.	HR policies, budgets for programs, resources, and structures include support for the innovation.	Some policies support the innovation while others continue to obstruct progress. Inconsistency in the application of policies limits the innovations' implementation.	Structures are perceived to limit the staffs' willingness to be innovative. Resources for the innovation are not designated in the budget, but are pulled from other budget lines to support the innovation needs. Administrative support is not apparent.	
Evaluation of program: impact of innovation is measured	A comprehensive evaluation of the innovation exists including a short-term and long-term perspective. A process is in place to accept input from various stakeholders and innovation is adapted in response to evaluation results.	Full administrative support for innovation including an assessment to measure the effectiveness its impact.	Innovation is assessed on an inconsistent basis.	No evidence of an evaluation of the innovation exists.	
Ease of replication: Serves as a resource to others, design of innovation allows replication.	Active promotion of innovation though articles, at state conferences and at AASPA events. Replication may occur in other schools, departments, or districts without difficulty.	Active promotion of innovation to other districts. Replication may occur in other schools, departments, or districts with little difficulty.	Active promotion of innovation to other departments within the district. Replication may occur in other schools, departments, or districts with some level of difficulty.	Rudimentary ability to communicate changes that were possible through innovation. Does not appear easy to replicate in other schools, departments or districts.	
Innovative ideas: Demonstrates the ongoing ability to re-think current processes and communicate with others.	Able to innovate novel ways to tweak systems and processes. Passionately presents novel new ideas and ways of applying existing ideas and products; Able to inspire others to implement innovation.	Regularly develops novel ways to solve issues or challenges. Able to visualize and communicate applicability to practical problems and situations.	Demonstrates some new ideas to solve issues or challenges. Does not successfully communicate with others.	Demonstrates no new ideas or approaches to addressing issue or challenge.	
Professional development: Supports the continual improvement of personnel.	Staff is provided access to professional development as needed in a mode suitable to various learning styles. The professional development is financially supported by the district with necessary resources provided. Professional development opportunities are regularly evaluated and revised with innovative input from participants.	Professional development is provided for all, but not based on a needs assessment of the staff, and the modes of delivery may be limited.	Professional development related to the innovation is limited in offering.	No evidence of professional development is provided related to the innovation.	
				TOTAL SCORE	