

AASPA: New Member Award

New Member Award is given to an active member of AASPA who has less than 3 years of experience in the field. This individual has demonstrated involvement at the local, state/province, national, and/or international level though new to the field and has distinguished him/herself in personnel administration through contributions that have had an impact on public education. Must be an active AASPA member and currently serving in a personnel position.

Documentation for each category is required.

Element	Distinguished (4 points)	Satisfactory (3 points)	Minimal (2 points)	No Evidence (1 point)	Score
Professional Leadership	Demonstrates extensive and exceptional leadership, creativity and visionary work in the field of education leading change in practices and policy. Consistently models honesty, reliability and ethical behavior. Promotes deep respect for diversity among colleagues and HR practices.	Examples of leadership in field of education are provided. Demonstrates honesty, reliability and ethical behavior. Acknowledges the benefits of diversity amongst colleagues and practices.	Limited leadership experiences are provided.	No evidence of professional leadership provided.	
Professional Contributions	Makes contributions to the field of HR that have impact on public education. Demonstrates innovative practices that are replicable to other districts.	Evidence of contributions to the field of human resources are provided. Some evidence that practices implemented are innovative or replicable in other situations.	Limited contributions to field of human resources.	No evidence of contributions to field of human resources.	
Leadership in AASPA	Service on Board, or Committee, for AASPA or Local/Regional Organization. Actively promotes AASPA with district/state.	Evidence of contribution to AASPA, Local or Regional Organization provided.	Limited participation in AASPA or State/Regional organization.	No active promotion of or participation in AASPA or affiliate.	
Professional Growth	Actively improves personal competency in human resources topics. Leads professional development activities on a consistent basis.	Maintains knowledge of current issues in the field of HR. Frequently leads professional development activities.	Demonstrates awareness of professional growth opportunities, participates or leads them on a limited basis.	No evidence of personal professional growth.	
TOTAL SCORE					