

## New Member Engagement Award

The New Member Engagement Award is given to an active member of AASPA who has less than 5 years of membership with AASPA. This individual has demonstrated involvement at the national level though new to the field and has distinguished him/herself in personnel administration through contributions which have had an impact on public education. Must be an active AASPA member and currently serving in a personnel position.

| Element  | Distinguished (3 points)   | Satisfactory (2 points)  | Minimal (1 points)   | No Evidence (0 points)   | Score |
|--|--|--|--|--|-------|
| <b>Professional Leadership</b>                                     | 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 among colleagues . Service on Board or Committee for your State/Regional Organization. | Examples of leadership in the field of education are provided. Demonstrates honesty, reliability and ethical behavior. Some evidence of contribution to State/Regional Organization provided.  | Limited leadership experiences are provided. Limited participation in State/Regional organization.             | No evidence of professional leadership provided. No active promotion of or participation in State/Regional organization. |       |
| <b>Professional Contributions</b>                                  | Makes contributions to the field of HR that have an impact on public education. Demonstrates innovative practices that are replicable to other districts.  | Some evidence of multiple contributions to the field of human resources are provided. Some evidence that practices implemented are innovative or replicable in other situations.   | Limited contributions to the field of human resources.   | No evidence of contributions to the field of human resources.  |       |
| <b>Professional Growth</b>   | 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. Some evidence of leading professional development activities.  | Demonstrates awareness of professional growth opportunities, participates in or leads them on a limited basis. | No evidence of personal professional growth.   |       |
| <b>Participation in AASPA (within first 5 years of membership)</b> | Actively promotes AASPA with district/state. Participating as an AASPA committee member and in three(3) or more of the following: presenting webinars and at AASPA's virtual, region and national events; writing blogs, articles and book reviews; collaborating as an Atlas moderator and/or podcast host.                   | Participating as an AASPA committee member and in one(1) or more of the following: presenting webinars or at one of AASPA's virtual, region and national events; writing blogs, articles or book reviews; collaborating as an Atlas moderator or podcast host. | Participating as an AASPA committee member.  | No evidence of participation as an AASPA committee member.   |       |
| Revised 1/6/26   |  |  |  | <b>TOTAL SCORE:</b>  |       |

*\*Please note that while the total amount you've submitted provides helpful information for initial placement on the rubric, it does not serve as the sole determining factor. Additional documentation, contextual details, and professional discretion are still required to ensure an accurate and equitable review. Final decisions will be made through a combination of the submitted evidence and the district's professional discernment process.*