

## Personnel Administrator of the Year Award

The Personnel Administrator of the Year Award is given to an active member of AASPA who has at the local, state/province, national and/or international level, distinguished him/herself in personnel administration; is involved and a contributing participant in personnel functions and/or programs; whose contributions have had a significant impact on public education; is a skilled manager of change and is creative in his/her approach to personnel administration; approached personnel administrative work with a sense of humor and sense of respect for his/her fellow man. The nominee must be an active AASPA member and currently serving in a personnel administrative position. This award was developed in honor of Herb Salinger for his significant contributions as a former Executive Director of AASPA from 1991-1996.

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 for diversity among colleagues and HR practices.	Examples of leadership in the 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.	
<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. Consistently, volunteers expertise /time/effort or serves as a resource or mentor to others in the field. This would include professional publications, articles and presentations.	Evidence of contributions to the field of human resources are provided. No evidence that practices implemented are innovative or replicable in other situations. Has volunteered or served as mentor. This should include professional publications, articles and presentations.	Limited contributions to the field of human resources.	No evidence of contributions to the field of human resources.	
<b>Leadership in AASPA</b>	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	
<b>HR Leadership</b>	Provides exemplary and positive leadership in the development of HR practices and policy. Consistently models competency and proficiency in solving issues faced in the field of HR.	Evidence provided about the development of practices/policy in HR. Problem-solving of HR issues is present.	Limited evidence in the development of HR practices /policy or problem-solving.	No evidence of development of HR practices/policy or in problem-solving	
<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. 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.	
Revised 12/12/25				<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.*