

## Recruitment & Retention Trailblazer Award

The Recruitment & Retention Trailblazer Award gives recognition to school districts making outstanding contributions through the implementation of innovative and comprehensive educator development programs primarily focused on strategies designed to increase the number of educators with limited representation in school districts. This award was named in honor of the late William L. Hunter who served as AASPA Region 2 Representative, and his work establishing recruitment efforts for educators with limited representation.

Element	Distinguished (3 points)	Satisfactory (2 points)	Minimal (1 points)	No Evidence (0 points)	Score
<b>Innovative Program Development</b>	Utilizes comprehensive innovative practices in the areas of recruitment and educator development. All programs specifically designed to target the unique needs of students, district and community.	Recruitment and educator development programs exist.	Limited recruitment activities or educator development occurs.	No evidence of recruitment or educator development practices.	
<b>Administration / Implementation of the Program</b>	Program evaluation is well developed and integrated in program design. Programs are replicable in other school districts. Accountability measures are present, implemented with fidelity and evidence exists that results impact future program design.	Program evaluation exists and accountability measures are implemented.	Program evaluation is presented, but not utilized.	No evidence of program evaluation or accountability measures are offered.	
<b>Strategies for Recruitment and Selection of Educators with Limited Representation</b>	Recruitment efforts target schools and organizations with high percentages of students with limited representation. Strategic processes for the recruitment and retention of candidates are consistently used including mentoring and staff development. Staff which have limited representation are involved in the recruitment and selection of candidates which have limited representation.	Efforts are made to recruit educators with limited representation. Mentoring and staff development programs support the interests/needs of educators with limited representation.	Limited recruiting is done at schools with high percentages of educators with limited representation.	No evidence of recruitment efforts targeting educators with limited representation.	
<b>Retention and Support for Educators with Limited Representation</b>	Opportunities for and knowledge of advancement are consistently shared with educators who have limited representation.	Opportunities for advancement are shared with educators with limited representation on a frequent basis.	Limited communication is shared with educators with limited representation regarding opportunities for advancement.	No evidence of intentional communication with educators with limited representation.	
<b>Involvement with AASPA</b>	District or representative is active in AASPA or affiliate through committee work or service on the Board.	District or representative is active in AASPA or affiliate, attending activities sponsored by or affiliated with AASPA	District or representative is a member of AASPA or affiliate.	No membership or participation in AASPA or affiliate.	
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.*