

IASPA: New Member Award

The New Member Award is given to an active member of IASPA 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 themselves in human resources administration through contributions that have had an impact on public education. Must be an active IASPA member and currently serving in a human resources 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 human resources 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.	
Professional Contributions	Makes contributions to the field of school human resources administration that have an impact on public education. Demonstrates innovative practices that are replicable to other districts.	Evidence of contributions to the field of school human resources administration is provided. Some evidence that practices implemented are innovative or replicable in other situations.	Limited contributions to the field of school human resources administration.	No evidence of contributions to the field of school human resources administration.	
Leadership in IASPA	Service on Board, or Committee, for IASPA or local/regional organization. Actively promotes IASPA within the district/state. Has presented at an IASPA event.	Evidence of contribution to IASPA or local/regional organization provided.	Limited participation and contribution to IASPA or local/regional organizations.	No active promotion of or participation in IASPA or local/regional organizations.	
Professional	Actively improves personal competency in human	Maintains knowledge of current issues in the field of	Demonstrates awareness of professional growth	No evidence of personal professional growth.	

Growth	resources topics. Leads professional development activities on a consistent basis.	HR. Frequently leads professional development activities.	opportunities. Participates or leads them on a limited basis.		
TOTAL SCORE					