

# The Arc Baltimore | 2024 Annual Awards

## AWARDS GUIDELINES

### AWARD NOMINATION DEADLINE

March 6, 2024

### MISSION AND VISION GUIDELINES

We encourage nominations to include any examples of fulfilling The Arc's mission, vision, values, and guiding principles. See full statements at [www.thearcbaltimore.org/about/mission](http://www.thearcbaltimore.org/about/mission).

#### Mission

*The Arc Baltimore supports people with developmental disabilities to lead fulfilling lives with a sense of belonging, purpose, and meaningful relationships.*

#### Vision

*A world where all people are valued, their voices are heard, and their impact is felt.*

#### Values

*Unity, we are stronger together;  
Innovation, we push the bar forward;  
Excellence, we are constantly improving;  
Integrity, we are trustworthy.*

#### Guiding Principles

*Person-driven; building relationships;  
purpose driven; teamwork.*

## AWARDS | FOR EMPLOYEES

### ► EXCELLENCE IN DIRECT SUPPORT AWARD – *In memory of Louise Dasch*

*Presented to a direct support professional (DSP) who has demonstrated excellence by:*

- developing and maintaining positive relationships with people we support, their family members, and others in their lives who enhance the wellbeing of people they support
- practicing collaborative communications with co-workers and adherence to organization policies so that team members feel connected to common goals for people we support
- showing dedication to continued learning in the disabilities field and building skills to better support people – especially related to new systems and person-centered practices
- actively pursuing opportunities to connect people in the community to enjoy relationships and favorite activities – with a focus on supporting a person to fulfill person-centered goals
- showing dedication to The Arc's mission, vision, and values

#### AWARD REQUIREMENTS

**Any DSP employed by The Arc Baltimore for a **minimum of three years** is eligible. Please give specific examples that illustrate the nominee's excellence.**

*Louise Dasch was a long-time employee of The Arc, a parent of an individual with developmental disabilities and a strong-willed and determined advocate.*

## ➤ **EXCELLENCE IN MANAGEMENT AWARD** – *In memory of Herbert L. Fedder*

*Presented to a staff person with project management and/or supervisory responsibilities who has demonstrated excellence by:*

- showing vision and leadership to meet organizational goals and follow best practices
- planning/implementing programs/initiatives that help move the department/division forward
- proactively and consistently giving employees feedback, direction, and recognition so they feel appreciated and focused, and so that they help foster a culture of support
- seeking to master use of technology for compliance and sharing the skill and knowledge with others within the department/division
- building employees' knowledge of person-centered thinking and planning, and actively supporting efforts to effectively implement and advocate for people's goals
- showing commitment to professional growth and continued learning in the field for self and the good of peers and others in the department/division
- actively dedicating to pursue of The Arc's mission, vision, and values

### **AWARD REQUIREMENTS**

**Any manager, supervisor, or admin/operations staff employed by The Arc Baltimore for a **minimum of three years**. Please give specific examples that illustrate the nominee's excellence.**

*Herb Fedder served as The Arc's executive director from 1967-1984.*

## ➤ **EMPLOYEE OF THE YEAR AWARDS**

1. Direct Support Professional
2. Managerial, Administrative or Operations staff

*Presented to a staff from one of the categories for their exemplary performance in 2032. This may include demonstration of unique success in pursuit of furtherance of The Arc's mission as well as:*

- mastering new skills to benefit people we support or to better utilize and implement new systems and protocols required of the agency
- mastering new skills that further our staff's ability to embrace new systems within the organization and/or the larger disabilities arena
- initiating systems or communications that further the agency's sense of teamwork and unity, as well as increasing innovation and excellence within a team or department
- developing/implementing strategies to help meet someone's person-centered goals supporting an individual to direct their own lives that leads to a higher quality of life
- efforts to encourage and spread new ways to further the agency's mission

### **AWARD REQUIREMENTS**

**Any staff employed by The Arc for a **minimum of one year**. Please give specific examples that illustrate the nominee's outstanding performance **especially within the last year**.**

## ➤ **COMMUNITY CONNECTION AWARD** – *In memory of Selma Greenfeld*

*Presented to staff members who foster opportunities for people supported by The Arc to make friends and build relationships in the larger community. This may include:*

- supporting a person to pursue and enjoy their favorite interests or hobbies, in the larger community that may allow for further relationships and engagement
- acting to support a person to meet their goals for community involvement
- facilitating meetings or opportunities for a person we support to be with their friends, family, faith community, or other gatherings where the person is included and involved

**AWARD REQUIREMENTS**      **Give examples that demonstrate connections made and how a person's life is enhanced. Multiple awards may be presented.**

*Selma Greenfeld was supported by The Arc's Community Living Division and was known for her warm personality, sense of humor, and many friendships.*

## **AWARDS** | **FOR PEOPLE WE SUPPORT**

### ➤ **CITIZENSHIP AWARD**

*This award recognizes a person supported by The Arc who meaningfully contributes to the community. This may be through civic works, efforts to assist neighbors or social service organizations, initiatives to improve our society/environment, or other means to better the world.*

**AWARD REQUIREMENTS**      **Give specific examples of what the person has done/achieved.**

### ➤ **SELF-ADVOCACY AWARD**

*This award recognizes a person or group supported by The Arc Baltimore who has demonstrated growth driven by their own determination, interests, aspirations, or goals. This may include:*

- expressing a goal or desire for oneself, and letting staff, family and others know what support they need to help them meet that goal
- following through on a new initiative or goal to improve one's life through education, a new job, or in pursuit of a passion or hobby
- Enjoying new experiences and extending oneself to others to build new relationships

**AWARD REQUIREMENTS**      **Please give specific examples of how the person has advocated for themselves to achieve their goals.**

### ➤ **OUTSTANDING EMPLOYEE AWARD**

This award is presented to a person with developmental disabilities who is working in a competitive integrated job who demonstrates excellence in the position, positive relationships with co-workers, and commitment to the company's goals. They may have increased their responsibilities in the past year or have grown in their position and/or have contributed positively to the workplace.

**AWARD REQUIREMENTS**      **Please give specific examples.**

# AWARDS | FOR COMMUNITY PARTNERS

## ➤ VOLUNTEER SERVICE AWARD(S)

*Presented to an individual or group demonstrating dedication to the agency's mission through volunteer service. Considerations include hours of service, dependability, performance, and/or impact of their volunteer task/project.*

**AWARD REQUIREMENTS**     **Please give specific examples.**

## ➤ INTERN SERVICE AWARD

*Presented to a person or group in an internship role or project through an area school / college / university who has shown commitment, diligence, and ability in the prescribed scope of work.*

**AWARD REQUIREMENTS**     **Please give specific examples.**

## ➤ SPECIAL APPRECIATION AWARD(S)

*Presented to individuals or groups rendering outstanding assistance to The Arc and/or to people with developmental disabilities. This award is broad in scope to encourage nomination of anyone who has provided noteworthy services in pursuit of The Arc's mission. Examples may include:*

- opportunities for community activities and engagement
- neighborly outreach or assistance
- provision of resources that may be of value for people we support or the organization

## ➤ PROFESSIONAL OF THE YEAR AWARD – *In memory of Thomas Ferciot*

*Presented to a professional outside of The Arc who displays understanding of and commitment to people with disabilities through their profession. This may include educators, attorneys, health care providers or other professionals who somehow demonstrate extra assistance or services that enhance a person's life. Examples may include:*

- Increasing a person's access to a needed service or accommodation
- Pro-bono services
- Advocacy that directly supports a person with disabilities or advances the organization

**AWARD REQUIREMENTS**     **Please give specific examples.**

*Thomas Ferciot was a respected physician who gave his sister Karen, a woman supported by The Arc, the guidance and support she needed to become independent.*

## ➤ PUBLIC SERVICE AWARD(S)

*Presented to individuals or groups in the public eye who make special efforts to increase understanding of people with disabilities and/or who advocate for improvement of services available to them. Nominees may include elected/government, community leaders, or the media.*

## ➤ SCHOOL INCLUSION AWARD

*Presented to a teacher, educator, administrator, support personnel, or another education professional who has demonstrated excellence in providing quality educational opportunities for students with developmental disabilities in Baltimore City or Baltimore County.*

### **AWARD REQUIREMENTS**

**The nominee should reflect and support inclusive education that integrates students with developmental disabilities into the larger school environment and among all students.**

## **AWARDS | OTHER RECOGNITION**

*Additional awardees are selected through other channels and **are not open for nomination**. If anyone would like to make a recommendation for someone to be considered for these awards, contact Lauren Seabolt at [lseabolt@thearcbaltimore.org](mailto:lseabolt@thearcbaltimore.org) or 410-296-2272 ext. 5216.*

## ➤ VISIONARY LEADERSHIP AWARD

*The Visionary Leadership Award is determined by the Senior Management Team and the Selection Committee. While our annual staff awards acknowledge commitment, excellence, and connection, there is on occasion a visionary leader that deserves recognition – for groundbreaking initiatives or new organizational directions that improve the lives of those supported by The Arc and/or our staff.*

## ➤ STEPHEN H. MORGAN AWARD FOR CAREER EXCELLENCE

*Presented to an employee of The Arc who has spent all or most of their career here and have consistently shown excellence over that entire time. Nominees must have worked for The Arc **for 20+ years** and have a consistent record of professional growth and dedication to our mission.*

## ➤ CAREER EXCELLENCE IN DIRECT SUPPORT AWARD

*Presented to a direct support professional who has remained in a direct support role at The Arc **for 20+ years** and has done so with distinction for their entire career.*

## ➤ FOSTER CARE EXCELLENCE AWARD

*Presented to a foster family licensed and support by The Arc that provides an outstanding environment meeting the physical, emotional, and developmental needs of a child.*

## ➤ AWARD FOR ADVOCACY LEADERSHIP – *In memory of Stanley S. Herr*

*Presented to a person who demonstrates outstanding advocacy and leadership on behalf of persons with developmental disabilities and whose work reflects a career of advocacy and the training of 'new' advocates.*

*Stanley Herr's career spanned more than 30 years with landmark court cases and legislation influencing disability rights as well the authoring of numerous books/articles on the subject.*

## ➤ EMPLOYER OF THE YEAR

*This award honors a company that employs people with DD and provides a supportive work environment that helps the employee to be successful and to contribute to the company's success.*

# AWARDS | 2024 NOMINATION FORM

Deadline: March 6, 2024

## SUBMIT FORM TO LAUREN SEABOLT:

The Arc Baltimore, 7215 York Road – Baltimore, Maryland 21212 | [lseabolt@thearcbaltimore.org](mailto:lseabolt@thearcbaltimore.org)

## OR COMPLETE ONLINE:

<https://www.thearcbaltimore.org/events/annual-meeting/>

## NOMINATION INFORMATION

### AWARD

name of award: \_\_\_\_\_

### NOMINEE

name: \_\_\_\_\_

mailing address: \_\_\_\_\_

email: \_\_\_\_\_ phone: \_\_\_\_\_

### NOMINATOR

name: \_\_\_\_\_ email: \_\_\_\_\_

### SUPERVISOR (if applicable)

***For any staff nominations, supervisors must approve that the submitted nomination.***

*Please indicate the supervisor who has approved this nomination be submitted:*

name: \_\_\_\_\_

### NOMINEE'S QUALIFICATIONS IN 300 WORDS OR LESS (BULLETED OR PARAGRAPH)

*Nominations should include:*

- specific reasons as to why you believe the individual or organization deserves the award
- examples of why the nominee meets the specific criteria described for the award
- how the nominee's actions align with The Arc's mission, vision, values, or guiding principles
- other references if needed for further information on the nominee

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Attach an additional page if necessary.