

# CATALYST FOR CHANGE AWARDS

## FOR EMPLOYEES

### **EXCELLENCE IN DIRECT SUPPORT AWARD**

For a direct support professional with a minimum of three years of employment who:

- develops and maintains positive relationships with the people they support and the people's family members and friends
- practices collaborative communication with co-workers and abides by agency policies
- commits to continued learning and building skills in the disabilities field
- pursues opportunities for people they support to enjoy relationships and interests

### **EXCELLENCE IN MANAGEMENT AWARD**

For a management or admin staff with a minimum of three years of employment who:

- shows vision and leadership to meet organizational goals and follow best practices
- plans/implements programs and initiatives that help move the agency forward
- gives employees feedback, direction, and recognition to foster a culture of support
- seeks to master compliance technology and shares knowledge with their staff
- supports staff's efforts to implement and advocate for person-centered planning
- commits to professional growth and continued learning in the field for self and staff

### **DIRECT SUPPORT PROFESSIONAL OF THE AWARD (DSP)**

For an employee with a minimum of one year of employment who:

- demonstrates exemplary performance in 2024
- masters new skills to benefit those they support and staff
- masters new skills to implement new agency systems and protocols
- initiates innovative systems or communications that promote agency teamwork
- develops/implement strategies to help someone direct their own life and decisions

### **ADMINISTRATOR OF THE YEAR AWARD (MGMT, ADMIN & OPERATIONS)**

For an employee with a minimum of one year of employment who:

- demonstrates exemplary performance in 2024
- masters new skills to benefit those they support and staff
- masters new skills to implement new agency systems and protocols
- initiates innovative systems or communications that promote agency teamwork
- develops/implement strategies to help someone direct their own life and decisions

### **COMMUNITY CONNECTION AWARD**

For an employee with a minimum of one year of employment who:

- supports people to pursue and enjoy their favorite community interests or hobbies
- supports people in furthering relationships and community engagement
- facilitates opportunities for a person we support to be with their friends, family, faith community, or other gatherings where they include and engage the person

## **FOR PEOPLE WE SUPPORT**

### **CITIZENSHIP AWARD**

*For a person with IDD who contributes meaningfully to their community through civic works, assisting neighbors or social service organizations, or other means to better the world.*

### **ADVOCACY AWARD**

*For a person with intellectual and developmental disabilities who:*

- demonstrates growth driven by their determination, interests, and aspirations
- aims to improve their life through education, work, or the pursuit of a passion/hobby and communicates to staff and family the necessary support to make it happen
- commits to advocating for disabilities communities locally, state-wide, and nationally

### **EMPLOYEE OF THE YEAR AWARD**

*For a person with IDD in a competitive integrated job who:*

- demonstrates excellence, has positive co-worker relationships, commits to the company's goals, and contributes positively to the workplace
- increased their responsibilities in the past year or have grown in their position

## **FOR COMMUNITY MEMBERS**

### **VOLUNTEER SERVICE AWARD**

*For a person/group who demonstrates dedication to the agency's mission through exemplary volunteer service and positively impacts our offered services*

### **INTERN SERVICE AWARD**

*For a person/group who demonstrates dedication to the agency's mission through exemplary intern service and positively impacts our offered services*

### **COMMUNITY PARTNER AWARD**

*For a person/group who meaningfully assists The Arc and/or people with IDD by providing:*

- opportunities for community activities and engagement
- neighborly outreach or assistance
- valuable resources for people with IDD or the organization

### **PROFESSIONAL SERVICE AWARD**

*For a professional (educators, attorneys, health care providers, etc.) who:*

- commits to improving the lives of people with disabilities through their profession via the offering of pro-bono support, needed services, or advocacy

### **PUBLIC SERVICE AWARD**

*For a person or group in the public eye (legislators, community leaders, media) who:*

- aims to increase understanding of and improve services for people with IDD

### **SCHOOL INCLUSION AWARD**

*For a school, teacher, administrator, support personnel, or another professional who:*

- provides quality and inclusive educational opportunities for students with IDD in Baltimore

## **OTHER RECOGNITION – RECOMMENDATIONS ONLY**

The following awards are *not open for nomination*, but *you can make a recommendation* by contacting Lauren Seabolt at [lseabolt@thearcbaltimore.org](mailto:lseabolt@thearcbaltimore.org) or 410-296-2272 ext. 5216.

### **VISIONARY LEADERSHIP AWARD**

For an employee who deserves recognition for groundbreaking initiatives or new organizational directions that improve the lives of those we support and/or our staff.

### **STEPHEN H. MORGAN CAREER EXCELLENCE AWARD**

For an employee *with a minimum of 20 years of employment* who has:

- spent all or most of their career At The Arc Baltimore
- a consistent record of professional growth and dedication to our mission

### **CAREER EXCELLENCE IN DIRECT SUPPORT AWARD**

For a direct support professional *with a minimum of 20 years of employment* who has:

- remained in a direct support role with distinction for their entire career
- a consistent record of professional growth and dedication to our mission

### **FOSTER CARE EXCELLENCE AWARD**

For a foster family, licensed and supported by The Arc, who provides a home environment that meets the child's physical, emotional, and developmental needs

### **ADVOCACY LEADERSHIP AWARD**

For a person whose work reflects a career defined by outstanding advocacy and leadership on behalf of persons with IDD and a commitment to developing new advocates

### **EMPLOYER OF THE YEAR**

For a business that provides a supportive and inclusive work environment that helps their employees with IDD succeed and contribute to the company's success.