

CATALYST FOR CHANGE AWARDS – Due March 6, 2026

FOR EMPLOYEES

EXCELLENCE IN DIRECT SUPPORT AWARD (2 AWARDEES)

Recognizes a direct support professional with at least one year of employment who demonstrates exemplary performance during the award year and:

- Builds and maintains **positive relationships** with the people they support and family/friends
- **Communicates and collaborates** with co-workers while adhering to agency policies
- Supports people to **pursue interests** and direct their own lives and decisions
- Demonstrates commitment to **professional development** and skill-building in the field
- Applies **new skills/strategies** that enhance outcomes for the people they support and the team

EXCELLENCE IN ADMINISTRATION AWARD (2 AWARDEES)

For a management or administrative staff member with a minimum of one year of employment who demonstrates exemplary performance during the award year and:

- Exhibits **vision and leadership** aligned with organizational goals and best practices
- Plans and implements **programs, systems, or initiatives** that advance the agency
- Fosters a **supportive workplace culture** through feedback, direction, and recognition
- Leads **compliance, technology, or system improvements** and shares knowledge with staff
- Supports and promotes **person-centered planning** and advocacy efforts
- Commits to **professional growth** for themselves and their staff

FOR PEOPLE WITH DEVELOPMENTAL DISABILITIES

CITIZENSHIP AWARD

Recognizes a person with IDD who meaningfully contributes to their community through civic engagement, helping neighbors, supporting organizations, or other actions that benefit others.

ADVOCACY AWARD

Recognizes a person with IDD who:

- Demonstrates **personal growth** driven by their interests, goals, and determination
- Actively pursues **education, employment, or passions** while communicating support needs
- **Advocates for disability rights** and inclusion at the local, state, or national level

OUTSTANDING EMPLOYEE AWARD

Recognizes a person with IDD employed in a competitive, integrated setting who has grown in their role over the past year and demonstrates excellence through reliability, positive workplace relationships, and meaningful contributions to their employer.

FOR COMMUNITY MEMBERS

VOLUNTEER SERVICE AWARD

Recognizes a person or group whose **volunteer service** has positively impacted The Arc.

INTERN SERVICE AWARD

Recognizes a person whose **intern service** has positively impacted The Arc.

COMMUNITY PARTNER AWARD

Recognizes a person/group that helps The Arc and impacts people with IDD through **inclusive community engagement**, resources, pro bono work, professional expertise, advocacy, or fundraising.

PUBLIC SERVICE AWARD

Recognizes a public figure or entity (e.g., legislators, community leaders, media) that advances understanding of and improves services for people with IDD.

INCLUSIVE EDUCATION AWARD

Recognizes a school or education professional in Baltimore who provides high-quality, inclusive educational opportunities for students with IDD.

OTHER RECOGNITION – RECOMMENDATIONS ONLY

Recommendations: Lauren Seabolt at lseabolt@thearcbbaltimore.org or 410-296-2272 ext. 5216.

VISIONARY LEADERSHIP AWARD

Recognizes an employee whose **innovative leadership or initiatives** have significantly advanced the organization and improved outcomes for people supported and/or staff.

STEPHEN H. MORGAN CAREER EXCELLENCE AWARD

Recognizes an employee with at least 20 years of employment who has demonstrated **sustained professional growth and dedication** to the organization's mission.

CAREER EXCELLENCE IN DIRECT SUPPORT AWARD

Recognizes a direct support professional with at least 20 years of employment who has shown **consistent excellence, growth, and commitment to the mission**.

EXCELLENCE IN FOSTER CARE AWARD

Recognizes a foster family licensed and supported by The Arc that provides a safe, nurturing home **meeting a child's physical, emotional, and developmental needs**.

STANLEY S. HERR ADVOCACY LEADERSHIP AWARD

Recognizes an individual whose career reflects **exceptional advocacy and leadership** on behalf of people with IDD and a commitment to developing future advocates.

INCLUSIVE EMPLOYER AWARD

Recognizes a business that **fosters an inclusive workplace** where employees with IDD are supported, valued, and able to succeed.