

Basic nominating criteria for all awards is listed below. For most awards, nominees can work in any part of the system (waiver, ICF, residential, day services, or employment services). A nominee should exemplify most of the following criteria:

- Excellence in job performance, personal attitude, and commitment to the mission and success of the Agency.
- Embodies reliability, dependability, commitment, initiative, and creativity in getting the job done.
- Consistently goes “above and beyond” what is outlined in his/her/their job duties.
- Displays commitment to creating a positive workplace environment, especially in the face of adversity.
- A spirit of teamwork and cooperation.
- Is highly respected by peers and the people the Agency supports.
- Shows respect and concern for the individuals with disabilities the organization supports.
- Prioritizes person-centered, high-quality services and continuous service delivery improvement.
- Reliably implements best practices and high standard of care.
- Gives excess time, energy, and effort to supporting the goals of the individuals the organization supports.

**The following awards are given to one recipient in each OPRA District.**

### **Direct Support Professional Award**

This Award is devoted to recognizing the outstanding performance and dedication of those who are on the front lines every day, helping to make a real difference in the lives of real people. Their hard work, devotion, and high-quality direct support keeps the system running smoothly when all else may be in chaos. Their value is inestimable. Past winners have reconnected people to long-lost relatives, helped people achieve life-long dreams, and performed life-saving emergency care. **Additional award selection criteria:**

- Demonstrates best safety practices and high standard of care.
- Generates creative and innovative ideas that enhance the lives of the individuals with developmental disabilities they support.
- Provides outstanding service and commitment to individuals with developmental disabilities they support.

### **Front Line Supervisor Award**

This Award is for those individuals who make it all come together. They are the supervisors who energize their staff and encourages them to come to work. These are supervisors who set clear expectations for their staff and inspire their staff to want to give more because of their supervisors’ leadership. **Additional award selection criteria:**

- Demonstrates best safety practices and high standard of care.
- Generates creative and innovative ideas that enhance the lives of the individuals with developmental disabilities they support.
- Provides outstanding service and commitment to individuals with developmental disabilities.
- Consistently creates a culture of empowerment, support, and improvement within the team they supervise.

**The following awards are given to one recipient.**

### **QIDP Award**

This award goes to an outstanding QIDP who consistently goes above and beyond the traditional QIDP job description. The nomination narrative should include specific examples of how the nominee uses his or her outstanding care planning and coordination skills to successfully assist individuals to live their best possible lives in an intermediate care facility (ICF). **Additional award selection criteria:**

- Demonstrates excellent performance in developing, implementing, and advocating for person-centered plans which directly and positively impact the lives of individuals with developmental disabilities served by the Agency.
- Successfully collaborates with families, caregivers, and other professionals to provide holistic and coordinated support in the most person-centered manner possible.
- Serves as a mentor and role model for other QIDPs and staff, promoting best practices and a culture of continuous improvement within the organization.

### **Job Coach Award**

This award goes to a Job Coach who demonstrates exceptional skills in providing on-the-job supports to individuals in integrated, competitive employment. The nomination narrative should include specific examples of how the nominee uses his or her outstanding job coaching skills to successfully assist individuals with disabilities to obtain and maintain employment in the community. **Additional award selection criteria:**

- Outstanding job coaching skills.
- Effective communication with individuals, employers and families.
- The use of adaptive technologies, task analysis, or problem-solving.

### **Team Award**

This Award is devoted to an exceptional team that works together to directly and positively impact the lives of individuals with developmental disabilities beyond expectation. A team may range between 3 to 15 staff members (exceptions may be considered). A team may include but is not limited to a specific house, day service site, or even a department (nursing, HR, recreation, etc.) **Additional award selection criteria:**

- Demonstrates excellent team performance which directly and positively impacts the lives of individuals with developmental disabilities served by the Agency.
- Each team member is committed to the excellence of the other team members and other staff outside of the team.

### **Nurse of the Year Award**

This award recognizes the outstanding service and commitment of those nurses who ensure the health and safety of the individuals they serve. Ohio's nurses are the forefront of healthcare services in our system. Their extraordinary willingness and dedication to those they serve cannot be overstated. **Additional award selection criteria:**

- Demonstrates best safety practices and high standard of care.
- Combines exceptional organizational skills, compassion, advocacy, and empathy to ensure health and safety.
- Provides outstanding service and commitment to individuals with developmental disabilities.
- Nominees **must** be either an LPN or RN.

### **Operational Excellence Award**

This is one of OPRA's newest award! This award honors individuals whose behind-the-scenes work ensures safe, high-functioning, and welcoming environments for the people we serve and for their coworkers. Whether maintaining facilities, managing transportation, supporting technology, or keeping day-to-day operations running smoothly, these professionals help make quality services possible through their dedication and skill.

### **Workforce, Quality & Culture Champion Award**

This is one of OPRA's newest award! This award recognizes individuals whose leadership and commitment strengthen the workforce and foster a culture of excellence. Whether through human resources, staff training, quality improvement, or compliance leadership, these champions promote a workplace where staff and the people they serve can thrive — helping to drive continuous improvement and person-centered outcomes across the organization.

### **Business & Financial Leadership Award**

This is one of OPRA's newest award! This award celebrates individuals whose work in business operations supports the sustainability, accountability, and innovation of their organization. From finance and billing to administrative leadership and business systems, these professionals help ensure that resources are managed wisely and that provider organizations are well-positioned to deliver high-quality services today and into the future.

### **Lifetime Leadership Award**

This award is presented to a professional who has exhibited extraordinary leadership, advocacy, and passion as a provider of adult services in Ohio. **Additional award selection criteria:**

- Minimum of 15 years of service in the DD field.
- Minimum of 5 years of service in current position.
- Must have strong leadership role in organization.

**The following awards recognize dedicated partners that allow agencies to best serve people with intellectual and developmental disabilities. While not directly employed by an agency, their work is crucial to the success of the agency and the system at large.**

### **Associate Member Impact Award**

This is one of OPRA's newest award! Presented annually to an individual from one of OPRA's associate member organizations whose business partnership has made a meaningful impact on Ohio's provider community.

Through services such as technology, billing, compliance, finance, and other business supports, this individual goes beyond business as usual — building trusted relationships, supporting high-quality services, and helping providers succeed in delivering excellent supports to people with developmental disabilities.

### **Community Partner of the Year Award**

This award is to recognize community entities (non-IDD provider agencies) who go above and beyond in offering vocational, volunteer and recreational opportunities in the community to the individuals we support. Their commitment is critical to the Agency's ability to help the people they support make meaningful connecting in the community. Examples include but are not limited to animal shelter, YMCA, libraries, food pantries, or nursing homes. A nominee may also be a local business that prioritizes employment opportunities for the people you support.

### **Volunteer of the Year Award**

This Award focuses on the recognition of a non-paid individual whose contributions are deemed invaluable to the Agency, the Agency's staff, and the people with developmental disabilities the Agency supports. The efforts of the volunteer are crucial to furthering the mission of the Agency. They may volunteer directly or indirectly with the people the organization supports. There is no minimum length of time a volunteer must have volunteered with the Agency to be considered for the award. **Additional award selection criteria:**

- Gives time, energy, and effort in effectively supporting the enhancement of the Agency's mission.
- Consistently answers the call for support when the Agency needs it.
- Exemplifies the ideal volunteer.