

**CRITERIA FOR THE COMMUNITY**

**HEALTH WORKER**

**(CHW)**

**P.O.W.E.R. AWARD**

**The SCDAA staff developed the following criteria for selecting awardees for the CHW P.O.W.E.R. Awards.**

**Criteria for the P.O.W.E.R. Award**

**Community Health Worker**

**(CHW)**

**P.O.W.E.R. AWARD Selection**

**Criteria**

**Categories of Awards**

The Community Health Worker (CHW) Award is to recognize exemplary performance by individuals identified by their supervisors and peers as having consistently excelled in their positions and demonstrated integrity and a strong commitment to the sickle cell disease (SCD) community and values of the community health worker profession. As such awards for Excellence in Exemplary Achievement, Outstanding Education Support and Excellence in the community are awarded.

**The Nomination Process:**

Any current member organization of Sickle Cell Disease Association of America (SCDAA) or staff can submit nominations. Self-nominations will be accepted, and all nominations will be confidential. Nominations will be forwarded to the Awards Review Committee, made up of representatives from the administrative and support staff.

**Required Documentation:**

* Nomination materials should consist of a nomination form and at least two (2) but no more than three (3) concise narrative letters of support that address one or more of the criteria listed.
* A reflective statement from the nominee that explains the nominee’s commitment to the sickle cell disease community and the CHW profession (1 page).
* Any essential documents that provide evidence of the nominee’s excellence.

**Eligibility:**

The award is limited to CHWs who are employed at least half-time and who have worked within the SCD community for a minimum of two (2) years. Award winners from previous year(s) are ineligible.

**Criteria:**

P.O.W.E.R. Award recipients will have made a significant impact in sickle cell through outstanding dedication, competence, exceptional performance, excellent service to the community, and ingenuity, **as demonstrated by one or more of the following**: Criteria for the P.O.W.E.R. Award

* **Exemplary Achievement and Performance:** Consistently and substantially exceeds the expectations of the position, performing at a level above and beyond normal job requirements.

and expectations; has made important and significant contributions in their area; contributes and demonstrates commitment to the SCD community and core values of the CHW profession.

* **Excellence in Community Engagement:** Consistently and substantially demonstrates an ability and willingness to work positively, respectfully, and effectively with others; has significantly improved community engagement or has increased community awareness in their area; demonstrates ability and willingness to manage changes in the community, communication, and cooperation among colleagues and members of the community.
* **Outstanding Education Support/Initiative and Creativity:** Significantly improved the work or advanced the knowledge of Sickle Cell Disease; consistently seeks to improve the quality of work assigned; demonstrates efforts to expand work responsibilities.

**Awards Review Committee**

The Review Committee consists of a diverse group of full-time staff employees who have been employed at SCDAA. The Senior Community Impact & Engagement Manager will work alongside the SCDAA staff to select the awardee.

The Awards Review committee will evaluate and rank the nominees.

Recommendations will be forwarded to the President.

**Nomination Deadline Friday August 29th**

The deadline for submission of completed applications is Friday August 29th COB. All nominations must be submitted to the Community Engagement Manager @ kamado@sicklecelldisease.org.

# CHW P.O.W.E.R. AWARD NOMINATION FORM

Nominee’s name (please

print): Date: / /

Nominee’s Organization: .

Nominated by (please print your name): .

**DIRECTIONS:**

Describe how the community health worker has demonstrated one or more of the criteria listed above, using specific examples of how the individual demonstrates each noted characteristic. Please use as much detail as possible (you may wish to attach additional pages).

Please e-mail the completed form to the Senior Community Impact & Engagement Manager @kamado@sicklecelldisease.org. The information will be kept confidential until it is shared with the nomination committee. Brief excerpts may be used in the recognition of the nominee.

Criteria for the P.O.W.E.R. Award

# EVALUATION INSTRUMENTS

**EXEMPLARY ACHIEVEMENT AND PERFORMANCE** of candidate (please print):

All required documentation included (circle one): Yes No

Reviewer: . Date Reviewed:

|  |  |
| --- | --- |
| Rating | Criteria |
|  | Focuses and works diligently to help advance the knowledge of SCD |
|  | Demonstrates extensive knowledge and competence in a wide array of SCD related topics |
|  | Uses knowledge and expertise to quickly troubleshoot/solve problems |
|  | Communicates effectively and timely |
|  | Prioritizes a large workload in an effective and timely fashion |
|  | Completes tasks with little description, direction, or supervision |
|  | Exhibits a high degree of professionalism |
|  | Performs duties above and beyond what is normally expected |
|  | Completes tasks thoroughly and thoughtfully |
|  | Creates a quality product (accuracy, content, appearance) |
|  | Demonstrates initiative |
|  | Other criteria: |

Total Points:

Ranking:



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Average Score:



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Rating Scale: 4 = Evidence of exceptional performance and quality are clearly indicated

3 = Evidence of strong performance and quality are clearly indicated

2 = Evidence of reasonable performance and quality are clearly indicated

1 = Evidence of minimal performance and quality are clearly indicated

0 = No evidence of performance and quality are clearly indicated **EXCELLENCE IN COMMUNITY ENGAGEMENT** of candidate (please print):

All required documentation included (circle one): Yes No

Reviewer: . Date Reviewed:

|  |  |
| --- | --- |
| **EXCELLENCE IN COMMUNITY ENGAGEMENT** | |
| Rating | Criteria |
|  | Interacts with others in a positive, enthusiastic, and cheerful manner |
|  | Treats co-workers, supervisors, faculty, students, clients, and community with respect |
|  | Remains calm and assured in stressful situations |
|  | Helps others through stressful situations |
|  | Acts as a team player and encourages teamwork in others |
|  | Appreciates/values others time and effort |
|  | Integrates CHW core competencies into work |
|  | Creates a positive atmosphere or feeling in others |
|  | Takes the initiative to improve individual skills and knowledge |
|  | Acts as a mentor and advocate for the SCD community by providing education, guidance, feedback, and encouragement |
|  | Involved in community events on the local, State, and National level |
|  | Seeks as a positive role model for others |
|  | Recognizes others’ special events/accomplishments, either publicly or privately |
|  | Other criteria: |

Total Points:.

Ranking:



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Average Score:



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Rating Scale: 4 = Evidence of exceptional performance and quality are clearly indicated

3 = Evidence of strong performance and quality are clearly indicated

2 = Evidence of reasonable performance and quality are clearly indicated

1 = Evidence of minimal performance and quality are clearly indicated

0 = No evidence of performance and quality are clearly indicated **OUTSTANDING EDUCATION SUPPORT/INITIATIVE AND CREATIVITY** of candidate (please print):

All required documentation included (circle one): Yes No

Reviewer: . Date Reviewed:

|  |  |
| --- | --- |
| Rating | Criteria |
|  | Suggests and/or develops new work methods that increase education and advocacy in the Sickle Cell Disease community |
|  | Builds the capacity of the community |
|  | Eliminates unnecessary steps or actions for delivering services |
|  | Identifies and addresses the needs of the community |
|  | Serves on CHW or local SCD committees that promotes educate and support the clients and community |
|  | Works with the community to promote the welfare of clients |
|  | Performs work that brings support and resources to the SCD community |
|  | Develops opportunities or events that offer opportunity for community education |
|  | Conducts self in a manner which represents the SCD community in a favorable light |
|  | Other criteria: |

Total Points:

Ranking:



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Average Score:



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Rating Scale: 4 = Evidence of exceptional performance and quality are clearly indicated

3 = Evidence of strong performance and quality are clearly indicated

2 = Evidence of reasonable performance and quality are clearly indicated

1 = Evidence of minimal performance and quality are clearly indicated

0 = No evidence of performance and quality are clearly indicated