

**SELECTION CRITERIA FOR 2024-2025
OUTSTANDING EDUCATION SUPPORT PROFESSIONAL**

	Weight (%)	1 = Very Weak	2 = Weak	3 = Average	4 = Strong	5 = Very Strong
Qualities That Set Employee Apart From Others	10	Qualities not distinctly defined or apparent.	Qualities included are limited and/or below standard expectations	Qualities and example of impact meet standard expectations	Qualities with examples of impact surpass standard expectations	Qualities with multiple examples of impact are exceptional
Professional Accomplishments	30	Accomplishments not included or unclear	Some accomplishments included	Accomplishments and examples meet with standard expectations	Specific examples indicate accomplishments strongly impacted effectiveness	Specific examples indicate accomplishments significantly impacted effectiveness
Professional Expertise And Initiative Contributing to Success	35	Evidence of expertise and initiative unclear or not apparent	Evidence of expertise and initiative are limited or below average	Examples of expertise and initiative meet with standard expectations	Specific examples of expertise and initiative indicate strong contribution to success	Multiple detailed examples of expertise and initiative indicate significant contribution to success
Significant Contributions to District/School/ Department	25	Contribution not stated or unclear	Some mention of contribution	Contributions provided meet with expectations	Specific detailed example(s) indicate above average contribution	Specific detailed example(s) indicate significant contribution