

SMYRNA SCHOOL DISTRICT

POLICY

Section:	4000 Personnel	Office Responsible:	Human Resources
Policy:	4132 Education Support Professional of the Year		
Related Policies:	N/A	Administrative Procedure:	N/A

I. Purpose

Provide consistent procedures to select a Education Support Professional of the Year.

II. Authority

Delaware Code, Title 14 § 8901D

Delaware Code, Administrative Code 237

III. Definitions

None

IV. Policy Statement

Nomination Guidelines

- a. Nominations for Educational Support Professional of the Year will be accepted by community members through a public portal on the Smyrna School District website.
- b. Nominations will, also, be accepted by the administration of the school by education professionals.
- c. All nominations from the education professionals and the public portal will be listed on the first ballot.

Selection Criteria

To be considered for Educational Support Professional of the Year, a person shall:

- a. Promote a positive support professional image within the worksite and community
- b. Have at least 3 years' experience as an Education Support Professional
- c. Have been formally nominated
- d. Be actively in their district or charter school in this state at the time of their nomination
- e. Continue to serve in a behavioral health professional position for the award year

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- f. Have at least three years employment in the District of nomination

Eligibility Criteria/Guidelines

- a. Nominees must be school employees who provide direct or indirect services to students and their families, such as paraprofessionals, custodial staff, secretaries, and nutritional staff
- b. Individuals named Delaware Education Support Professional of the Year are not eligible for nomination in a future year
- c. Those who have been recognized as Education Support Professional of the Year in the previous three years are not eligible.

Education Support Professional of the Year Documentation

- a. Sources of documentation used for determining if nominees meet the criteria be verified by the district.
- b. School Districts must retain special awards files for 10 years before being destroyed. The Education Support Professional of the Year records will be retained according to this schedule.

Building-Level Selection

- a. Nomination shall be submitted to the building principal on the District Nomination Form or through the public portal by **October 31**.
- b. All nominations shall be present on the first ballot unless a nominated Education Support Professional declines the nomination.
- c. Multiple ballots may be necessary to achieve a selected candidate. All school staff are eligible voters.
- d. From the nominations received, a Building Teacher of the Year will be selected no later than the **November 30**. The selection procedure for the Building Education Support Professional of the Year will be the responsibility of the professional staff of the building.
- e. The building administrator will submit the name of the Building Education Support Professional of the Year to the Superintendent.

District-Level Selection

- a. Building Education Support Professional of the Year will complete and submit the District Teacher of the Year, electronic application, the template for which will be provided to them, and no more than three (3) letters of support to the committee

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via the Superintendent. Letters of support may be submitted from but not limited to other teachers, administrators, board members, parents, students and the community. The selection of the District Education Support Professional of the Year is to be completed by a broad-based committee.

- b. The District committee shall consist of the following:

1 Board Member
Superintendent/Designee
2 Principals
1 Education Support Professional of the Year

- c. The district level committee will review the individual electronic applications and letters of support and the selection committee will convene to complete rating forms.
- d. The district level committee will score all applications using the rubric provided by the Delaware Department of Education. The highest score possible on the rubric is 20.
- e. Based on overall rating, the committee will select the District Education Support Professional of the Year. The final selection process shall be completed no later than **January 7**.

*Italics indicate Delaware Regulation Administrative Code Title 14 wording

Board Approval Acknowledged by:



Christopher Scuse, *President*
Smyrna School District Board of Education

Policy Actions

Adopted: 6/15/2022
Revised: 11/15/2023