



CRITERIA FOR THE COMMUNITY HEALTH WORKER (CHW) P.O.W.E.R AWARD

The SCDA 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 recognizes exemplary performance by individuals who have been 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 the Sickle Cell Disease Association of America, Inc. (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:

- **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 has 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 SCDA. The Senior Community Impact & Engagement Manager will work alongside the SCDA 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 23rd

The deadline for submission of completed applications is Friday August 23 COB. All nominations must be submitted to the Senior Community Impact & Engagement Manager at 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](mailto: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

_____ Average Score: _____

Ranking: _____

	Other criteria:
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Total Points:

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

_____ Average Score: _____

Ranking: _____

	Other criteria:
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Total Points:.

- 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: _____ Average Score: _____

Ranking: _____

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