



**GOOD SPIRIT SCHOOL DIVISION
EMPLOYEE RECOGNITION AWARDS PROGRAM
“SEA STARS MAKING A DIFFERENCE”**



Sparkling Examples of Accomplished Skillful Talented And Radiant Staff

Good Spirit School Division employees are valued for their hard work and dedication to student success. The Board of Education recognizes the amazing work employees are doing on a daily basis and acknowledges it is the acts of kindness and the extra special personal touch for students that make our division extraordinary. All Good Spirit School Division employees are eligible to be presented this very special award.

The Sea Stars employee recognition awards program is based on the starfish story “Making a Difference”:
“An old man walked up a shore littered with thousands of starfish, beached and dying after a storm. A young man was picking them up and flinging them back into the ocean. “Why do you bother?” the old man scoffed. “You’re not saving enough to make a difference.” The young man picked up another starfish and sent it spinning back to the water. “Made a difference to that one,” he said.

Starfish (also called sea stars) are beautiful animals that can be a variety of colors, shapes and sizes, and all resemble a star. GSSD staff who reach above and beyond the call of duty are sea stars or Sparkling Examples of Accomplished Skillful Talented and Radiant Staff. Making a difference in the life of students, even if it’s just one student, will have a positive influence. As in the sea star’s natural environment of water, one small wave in terms of a good deed can turn into a perfect storm and positively affect many others. These employees deserve special recognition for their efforts.

Awards Program Details

A nominations committee, consisting of a Board Member, the Director, the Deputy Director, Senior Executive Assistant, as well as an SCC member, is responsible for the integrity of the awards as well as ensuring the categories are fitting with current events. The emphasis on nominees will be recognizing staff who model the Good Spirit School Division motto of “**Students Come First**”. Employees will be chosen for recognition based on their embodiment of the foundational values of the division as follows:

- **Belonging** - Diversity is celebrated and welcomed in a caring environment.
- **Respect** - We welcome, understand and value individuals.
- **Responsibility** - We are accountable citizens within our schools and our communities.
- **Learning** - We are a community that learns from one another.
- **Nurturing** - The leaders of tomorrow are in our schools today.
- **Persevering** – We will achieve GSSDs vision of Learning Without Limits ... Achievement for All.

Nomination Criteria

The following are the criteria used in employee recognition in three areas:

- **High Level of Achievement:** Employees may be recognized by outside organizations on a local, provincial and/or national level and we want to celebrate their achievement(s). These employees have received accolades for their hard work, commitment and dedication to education. Many times, these employees are innovative in their approach to providing education at the highest level possible for students.

- **Individual or School Team Making a Marked Difference:** At times, a staff member or a team of staff members are instrumental in working to make a marked difference in the life of a student. The use of extraordinary measures are implemented and worked on to ensure the educational experience of student/students is improved. In this way, future successes have a higher chance of fruition due to the dedicated efforts of staff.
- **Dedicated Service:** An employee portrays an exemplary record of integrity and commitment to the school environment. This staff member works diligently and tirelessly, with respect and true caring, to do their best to ensure a positive education experience for students.

Nominations

Nominations will be accepted in the categories “Individual or School Team Making a Marked Difference”, High Level of Achievement, as well as “Dedicated Service” until Friday, **October 4, 2019**. Forms will be distributed division wide and placed on the GSSD portal and website. Nominations can be made by GSSD staff, SCC members, students, parents and community members – all are welcome to take part.

- **Individual or School Team Making a Marked Difference** - All nominations are to be as descriptive and precise as possible (include specific examples).
- **Dedicated Service** – Provide details in how he/she is going above and beyond; it’s not simply fulfilling a job description but explain how one takes the extra time and care with specific examples.
- It is encouraged to include quotations from others in the nomination.
- **High Level of Achievement** - Employees are recognized for an award they had received outside of the division, within the 2018-19 school year, for their education-related work.

Nominations will be compiled and reviewed by the nominations committee to ensure nominees meet the stated criteria. The nomination committee may contact the supervisor for a reference.

Presentation

A GSSD representative will present the award during the Staff Recognition Event held at the school. At this time, the Sea Star award recipient will be recognized with a starfish pin keepsake and a plaque.

A news release to local media will be produced and disseminated noting special congratulations to award recipients; employees recognized may be subject to further interviews at the discretion of media representatives. Special mention of award winners will be placed on the division’s website as well as social media outlets.

Conclusion

Peer and community recognition of staff accomplishments is the basis for this program. Employees help our schools to achieve at their highest levels and play an integral role in shaping a positive school environment. We want to acknowledge and celebrate Good Spirit School Division Sea Stars for guiding our students to shape a successful future.

For further information, please contact Donna Court at 306-786-5500 or via email at info@gssd.ca.