

Basic nominating criteria for all awards is listed below. For most awards, nominees can work in any part of the system (waiver, ICF, residential, day services, or employment services). A nominee should exemplify most of the following criteria:

- Excellence in job performance, personal attitude, and commitment to the mission and success of the Agency
- Embodies reliability, dependability, commitment, initiative, and creativity in getting the job done
- Consistently goes “above and beyond” what is outlined in his/her/their job duties
- Displays commitment to creating a positive workplace environment, especially in the face of adversity
- A spirit of teamwork and cooperation
- Is highly respected by peers and the people the Agency supports
- Shows respect and concern for the individuals with disabilities the organization supports
- Prioritizes person-centered, high-quality services and continuous service delivery improvement
- Reliably implements best practices and high standard of care
- Gives excess time, energy, and effort to supporting the goals of the individuals the organization supports

The following awards are given to one recipient in each OPRA District.

Direct Support Professional Award

This Award is devoted to recognizing the outstanding performance and dedication of those who are on the front lines every day, helping to make a real difference in the lives of real people. Their hard work and devotion keeps the system running smoothly when all else may be in chaos. Their value is inestimable.

Additional award selection criteria:

- Demonstrates best safety practices and high standard of care
- Generates creative and innovative ideas that enhance the lives of the individuals with developmental disabilities they support
- Provides outstanding service and commitment to individuals with developmental disabilities they support

Front Line Supervisor Award

This Award is for those individuals who make it all come together. They are the supervisors who energize their staff – and whose staff wants to come to work. These are supervisors who set clear expectations for their staff – who in turn, want to give more because of their supervisors’ leadership.

Additional award selection criteria:

- Demonstrates best safety practices and high standard of care
- Generates creative and innovative ideas that enhance the lives of the individuals with developmental disabilities they support
- Provides outstanding service and commitment to individuals with developmental disabilities
- Consistently creates a culture of empowerment, support, and improvement within the team they supervise

The following awards are given to one recipient.

Behind the Scenes Award

This Award is dedicated to individuals who work “behind the scenes” to make a positive impact in the lives of individuals with developmental disabilities. Nominees for this Award are employees who work in indirect support departments such as maintenance, clerical, finance, housekeeping, human resources, food service, or technical support.

Team Award

This Award is devoted to an exceptional team that works together to directly and positively impact the lives of individuals with developmental disabilities beyond expectation. A team may range between 3 to 15 staff members (exceptions may be considered). A team may include but is not limited to a specific house, day service site, or even a department (nursing, HR, recreation, etc.)

Additional award selection criteria:

- Demonstrates excellent team performance which directly and positively impacts the lives of individuals with developmental disabilities served by the Agency
- Each team member is committed to the excellence of the other team members and other staff outside of the team

Nurse of the Year Award

This award is OPRA’s most recent addition to our list of awards. This award recognizes the outstanding service and commitment of those nurses who ensure the health and safety of the individuals they serve. Ohio’s nurses are the forefront of healthcare services and in particular, the fight against the COVID pandemic. Their extraordinary willingness and dedication to those they serve cannot be overstated.

Additional award selection criteria:

- Demonstrates best safety practices and high standard of care
- Combines exceptional organizational skills, compassion, advocacy, and empathy to ensure health and safety
- Provides outstanding service and commitment to individuals with developmental disabilities
- Nominees can be either an LPN or RN

Job Coach Award

This award goes to a Job Coach who demonstrates exceptional skills in providing on-the-job supports to individuals in integrated, competitive employment. The nomination narrative should include specific examples of how the nominee uses his or her outstanding job coaching skills to successfully assist individuals with disabilities to obtain and maintain employment in the community.

Additional award selection criteria:

- Outstanding job coaching skills
- Effective communication with individuals, employers and families
- The use of adaptive technologies, task analysis, or problem-solving

Lifetime Leadership Award

This award is presented to a professional who has exhibited extraordinary leadership, advocacy, and passion as a provider of adult services in Ohio.

Additional award selection criteria:

- Minimum of 15 years of service in the DD field
- Minimum of 5 years of service in current position
- Must have strong leadership role in organization

The following awards recognize dedicated partners that allow agencies to best serve people with intellectual and developmental disabilities. While not paid by the agency, their work is crucial to the success of the agency and the system at large.

Community Partner of the Year Award

This award is to recognize community entities (non IDD provider agencies) who go above and beyond in offering vocational, volunteer and recreational opportunities in the community to the individuals we support. Their commitment is critical to the Agency's ability to help the people they support make meaningful connecting in the community. Examples include but are not limited to animal shelter, YMCA, libraries, food pantries, or nursing homes. A nominee may also be a local business that prioritizes employment opportunities for the people you support.

Volunteer of the Year Award

This Award focuses on the recognition of a non-paid individual whose contributions are deemed invaluable to the Agency, the Agency's staff, and the people with developmental disabilities the Agency supports. The efforts of the volunteer are crucial to furthering the mission of the Agency. They may volunteer directly or indirectly with the people the organization supports. There is no minimum length of time a volunteer must have volunteered with the Agency to be considered for the award.

Additional award selection criteria:

- Gives time, energy, and effort in effectively supporting the enhancement of the Agency's mission
- Consistently answers the call for support when the Agency needs it
- Exemplifies the ideal volunteer