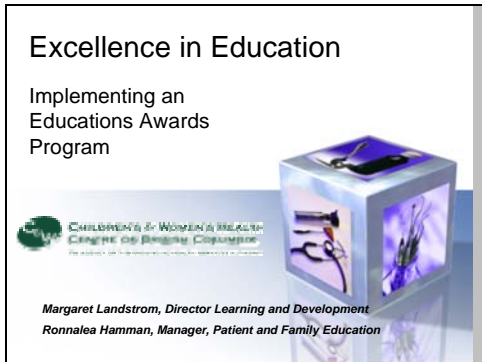


Excellence in Education: Implementing an Education Awards Program

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Excellence in Education Awards Program



- First initiated in 2002.
- Purpose: Recognize “achievement in education.”
- Two levels of awards:
 - Excellence in Education
 - Excellence in Education with Distinction



Awards Committee



- Interprofessional team (8 staff) recruited from various departments and led by Learning and Development.
- Evaluates nominations.
- Plans and participates in awards ceremony.



Logistics





- **Marketing and Communication**
 - Call for nominations, letters to nominees, posters, C&W newsletter submissions, event program, photos, displays and booths.
- **Ceremony**
 - Catering, flowers, speaker invitations, set-up, clean-up, nametags.
- **Awards**
 - Plaques, certificates.



Nomination Process

- Resource Development
- Development/delivery of Workshop/Course
- Developing/Coordinating Education Events
- Clinical Teaching/Mentoring
- (Lifetime Achievement)



Nomination Process

- Non-eligible submissions.
 - Incomplete submissions.
 - Not education.
- Selection of Distinction awards.
 1. Through consensus and discussion.
 2. Through individual scores and discussion.




Evaluation Criteria

1. Contribution to staff/patient/student education.
2. Benefit to intended group.
3. Impacts knowledge, care, safety, costs, productivity.
4. Creativity and innovation (content, design, approach).

Evaluation Criteria



5. Leadership/mentoring of team in developing and delivering education.
6. Evaluation/testimonials of nominators and others.
7. Supporting documentation.

Rating Level

Poor=1 Average=2
Good=3 Excellent=4



Challenges



- Strength of Nomination (i.e. nominator's knowledge and effort).
- Not all team members get recognized on some projects.
- What if education is your job? Is this just a good job performance review?
- Competition vs. recognition.
- Program saturation (declining # of nominations).



Benefits



- Receive lots of feedback from all levels of how appreciative staff are to be recognized for providing excellent education.
- Agency support of learning and education.
- Raises awareness of education initiatives.