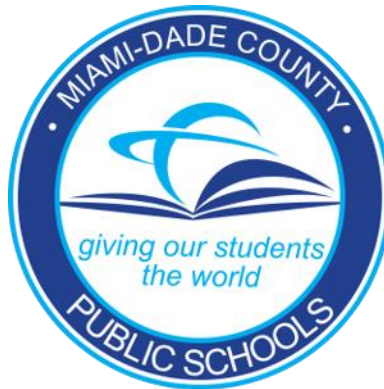


PARAPROFESSIONAL/ SCHOOL SUPPORT PERSONNEL OF THE YEAR 2025-2026



NOMINATION & PROCEDURES

A recognition program of exemplary paraprofessionals and school support personnel employees.

Sponsored by
Miami-Dade County Public Schools
United Teachers of Dade

SELECTION PROCEDURES

BACKGROUND

The annual Paraprofessional/School Support Personnel of the Year Program is a countywide project, which provides deserved recognition to paraprofessionals and school support personnel and serves to highlight the positive aspects of their contributions to excellence in education. The Paraprofessional/School Support Personnel of the Year Program is not attempting to single out any individual as best but instead honors one employee who represents all of the excellent paraprofessionals and school support personnel working for Miami-Dade County Public Schools (M-DCPS). M-DCPS and United Teachers of Dade (UTD) have participated in a joint effort to honor the Paraprofessional/School Support Personnel of the Year for more than 30 years.

ELIGIBILITY REQUIREMENTS

1. Any full-time or part-time/hourly paraprofessional or school support personnel who has worked **three** consecutive years in M-DCPS prior to the year of nomination.
2. Only full-time or part-time/hourly employees represented by United Teachers of Dade Bargaining Unit No.1 are eligible for nomination (**Paraprofessional, Associate Educator, CAP Advisor, Interpreter of Deaf/Hard of Hearing, School Resource Specialist, School Security Monitor, Community Involvement Specialist, Computer Laboratory Specialist, Occupational Therapy Assistant, Physical Therapy Assistant, Athletic Trainer, Head Start Assistant**).
3. Applications/nominations are to be in accordance with School Board Policy 4362 regarding the prohibition of discrimination and harassment based on protected categories.
4. Representatives from UTD on the District Paraprofessional/School Support Personnel of the Year Selection Committee and/or Task Force are ineligible.

SELECTION CRITERIA

Each nominee will be evaluated based upon the following criteria:

1. Extends himself/herself beyond basic required duties by displaying initiative and creativity.
2. Earns respect and admiration of colleagues and the community.
3. Demonstrates exceptional skill and dedication on the job.
4. Displays exemplary leadership abilities through active participation in school or District and community activities and/or by making decisions and delegating effectively and diplomatically.
5. Utilizes in-service and/or training to consistently improve and develop skills.
6. Demonstrates exemplary interpersonal skills in communicating with students, families, and community members, as well as collaboration with other professionals.
7. Contributes to the students, school, and District he/she serves in the following manner:
 - Enhances student learning and highest achievement through literacy-based activities.
 - Creates positive relationships with parents, students, co-workers, and community members.
 - Makes schools safer, healthier, and more attractive.

WORK LOCATION PROCEDURES FOR NOMINATION AND SELECTION

1. Nominations for membership on the nominating committee are to come from the floor at a faculty/staff meeting and must include staff represented by the UTD contract and administration.
2. The nominating committee at each work location shall be composed of at least **five and no more than seven committee members** elected by the entire faculty and staff to include the UTD building steward; a member of the administrative staff; and a paraprofessional or school support employee represented by the UTD Contract.
3. The nominating committee shall select a chairperson.
4. The nominating committee may only submit three candidate names for Paraprofessional/School Support Personnel of the Year, accompanied by a written rationale for each. At the same time, additional nominations may be made from the floor with appropriate statements.
5. The Paraprofessional/School Support Personnel of the Year Nominee shall be chosen by secret ballot in which staff represented by the UTD contract and administrators vote (no absentee ballots shall be accepted).
6. The nominating committee chairperson shall appoint two tellers, neither of whom are members of the nominating committee or themselves nominees, to count the ballots. The nominee is to be announced immediately.
7. The nominating committee chairperson will complete the Application Nomination Form (Attachment A).
8. **Additional information or appendix materials, which serve as a supplement to the Nomination Form Attachments' Checklist itself, shall be limited to no more than three pages, 8 1/2" x 11" (stapled).**

DEADLINES AND SUBMISSION LOCATIONS

- All schools and Department of Exceptional Student Education (SPED Service Centers) should submit the Application Nomination Form (Attachment A) and required documents to their respective **Region Office** by **Friday, October 24, 2025.**
- All Adult Education Centers and Technical Colleges should submit the Application Nomination Form (Attachment A) and required attachments by **Friday, October 24, 2025 via electronic mail to:**

Ms. Yessenia Lambo, Instructional Supervisor
Adult Education Centers and Technical Colleges
ylambo@dadeschools.net

(Continue on next page)

- All Alternative Education Centers should submit the Application Nomination Form (Attachment A) and required attachments by **Friday, October 24, 2025 via electronic mail to:**

Dr. Reginald H. Johnson, Administrative Director
Alternative Education Centers
rjohnson1@dadeschools.net

- The nomination packets of all nominees and the finalist, including all nomination forms, rubric, committee score sheets, written reports of the visitation teams and all other supporting data should be attached and submitted by **Friday, November 14, 2025 (no exceptions to the deadline) via electronic mail to:**

REGION OFFICES PROCEDURES FOR NOMINATION AND SELECTION

1. The Paraprofessional/School Support Selection Committee shall be appointed by the Region Superintendent/District Administrator or designee, and shall be comprised of two teachers, two administrators, two paraprofessionals or school support personnel and one citizen from a community support group. **Paraprofessional/ School Support Personnel of the Year Task Force Members are ineligible.**
2. Using the established selection criteria, the committee will screen all nominations (Attachment A Application Nomination Form) submitted from their schools and centers and select four finalists.
3. At least five members of the Region's Paraprofessional/School Support Personnel of the Year Selection Committee shall be elected by the full committee to serve as a visitation team to observe, as a body, each of the four finalists in his/her school or work location.
4. Following the visits, the four finalists will be interviewed individually by the entire selection committee. Following the interviews and in closed session, the visitation team members will present their written observation reports to the committee. Each committee will vote by secret ballot for the Paraprofessional/School Support Personnel of the Year. The chairperson and one other member of the committee shall count the ballots and immediately announce the results. The three nominees and the finalist for the District's Paraprofessional/School Support Personnel of the Year shall be notified immediately of the results.
5. The nomination packets of all nominees and the finalist, including all nomination forms, rubric, committee score sheets, written reports of the visitation teams and all other supporting data should be attached and submitted by **Friday, November 14, 2025 (no exceptions to the deadline) via electronic mail to:**

Ms. Cristy Fernandez
United Teachers of Dade
cristy@utd.org

DISTRICT LEVEL PROCEDURES FOR NOMINATION AND SELECTION

1. The Paraprofessional/School Support Personnel Task Force shall be composed of 10 members and may be expanded to include two teachers and one representative of a community support group for the purpose of selecting the District Paraprofessional/School Support Personnel of the Year.
2. Each of the finalists shall be interviewed by the Paraprofessional/School Support Personnel Task Force sitting as a total body. The Paraprofessional/School Support Personnel Task Force shall use the Screening Form (Attachment B) as a basis for selecting the Paraprofessional/School Support Personnel of the Year. Following the interviews, there shall be an open discussion and then the selection committee shall vote by secret ballot. The Co-Chairpersons shall count the votes and the first candidate receiving a majority of the votes (50% plus one) shall be the 2025-2026 Paraprofessional/School Support Personnel of the Year.

**Office of Human Resources
Timeline for Paraprofessional of the Year
(PPOY)
2025-2026**

Date	Task
October 1, 2025	Application packet to schools for Paraprofessional/School Support Personnel of the Year available at Miami-Dade County Public Schools
October 24, 2025	PPOY nomination packets due to the Regions
November 14, 2025 (via ZOOM)	PPOY District Task Force Meeting
November 14, 2025	PPOY packets due to the District (SBAB) Suite 150
TBA	PPOY District Interviews of Finalists @ UTD
2025-2026 Ceremony TBA	
Contact: Mr. Joshua R. Garfinkle, Executive Director M-DCPS Police Department 305 995-7475	

APPLICATION NOMINATION FORM

(This form must be typed and submitted with original signatures)

Nominee's Name: _____ Employee #: _____

Nominee's E-Mail (home or work): _____ Telephone #: _____

Current Job Classification Title: _____ Number of years with M-DCPS: _____

Number of full-time/part-time years working as Paraprofessional/School Support for M-DCPS prior to nomination: _____

Number of years at present School/Work location: _____ Number of years in present job: _____

Nominating Worksite Name: _____ Nominating School/Work Location #: _____

Work Location Phone: _____ Nominating Region: _____

Supervising Administrator's Name and Title: _____

Signature of Nominee: _____ Date: _____

Signature of Nominating Committee Chairperson: _____ Date: _____

Signature of Administrator/Supervisor: _____ Date: _____

NOMINATION FORM ATTACHMENTS CHECKLIST

The items below are to be typewritten and attached to the Application Nomination Form as indicated below. These attachments are not included in the five-page limit for additional materials.

TO BE COMPLETED BY THE NOMINEE

- ☐ **Job Responsibilities** – List current job responsibilities with M-DCPS, beginning with whom the nominee interacts daily.
- ☐ **Previous Positions** – List previous positions with M-DCPS, beginning with the most recent position. Please include school/work location and dates of services.
- ☐ **In-service** – List or attach course titles/numbers and dates of any M-DCPS' in-service programs participation.
- ☐ **Education** – List or attach any courses taken or degrees received, other than M-DCPS in-service components. List the course title, the location or college, and the dates.
- ☐ **Job-Related/Community Participation** - List any job-related or community organizations, committees, associations, task forces, and conferences in which the nominee is/was a participant, member, or officer. Please include dates of participation.
- ☐ **Honors/Award** – List any job-related or community honors or awards received. Please indicate the name of the award/honor, the date given, and the person or organization giving the award.
- ☐ **Statement** – Please provide a statement on how your experience with M-DCPS qualifies you to be the Paraprofessional/School Support Personnel of the Year. Emphasize factors which influenced you towards your profession and the rewards you find in your work (no more than one page).

TO BE COMPLETED BY THE NOMINEE'S CURRENT SUPERVISOR

- ☐ Please provide a narrative of support highlighting your nominee's strengths and why he/she should be the 2025-2026 Paraprofessional/School Support Personnel of the Year. The narrative should be signed and dated and shall be no more than one page.

**PARAPROFESSIONAL/SCHOOL SUPPORT PERSONNEL
OF THE YEAR
SCREENING FORM**

NOMINEE'S NAME	
NOMINEE'S EMPLOYEE NUMBER	

Using the point scale below, evaluate this candidate according to the criteria and assign a point score to each.

POINT SCALE	FAIR	GOOD	OUTSTANDING
	1, 2, 3	4, 5, 6, 7	8, 9, 10

1. Nominee demonstrates exceptional skills and shows dedication. _____
2. Nominee is admired and respected by co-workers and the community as demonstrated by honors, awards and comments. _____
3. Nominee has a superior ability to communicate. _____
4. Nominee has taken additional education, in-service and/or training classes. _____
5. Nominee demonstrates exceptional performance, competence and leadership beyond the normal requirements. _____
6. Nominee demonstrates superior ability to accomplish the tasks he/she is charged with daily. _____
7. Nominee demonstrates superior ability to develop new methods of performing his/her task which leads to greater efficiency. _____

TOTAL POINTS	
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