

# 2020-2021 Operations Team Recognitions and Awards

Updated January 9, 2020

Each year the Operations National Team will recognize operations leaders throughout the network that have achieved exceptional results based on IDEA's established performance metrics. The intention behind this recognition is to publicly recognize and incentivize individuals and teams that exemplify excellence and what is possible, and therefore can serve as inspiration for other team members and teams. The chart below lists the award categories.

**\*Award availability and amounts are contingent on meeting top targets and each year based on the district's financial circumstances and policies. Contingent on financial circumstances.**

Award Name*	Award	Award Description	Award Criteria	When
<b>Commitment Bonus (For All IDEA Staff)</b>	<ul style="list-style-type: none"> <li>Recipients receive this one-time award per milestone year</li> <li>The bonuses are based on <b>consecutive years</b> of service at IDEA.</li> <li>Bonus types:               <ul style="list-style-type: none"> <li>5-year award is \$500</li> <li>10-year award is \$1000</li> <li>15-year award is \$1500</li> <li>20-year award is \$2000</li> </ul> </li> </ul>	All employees who have reached the 5-, 10-, 15-, and 20-consecutive year milestones while working at IDEA Public Schools.	<ul style="list-style-type: none"> <li>Award is available for all full-time staff.</li> </ul>	Paid out on the last Friday of August
<b>Campus Functional Awards</b>	<ul style="list-style-type: none"> <li>3 award recipients per functional area per super region               <ul style="list-style-type: none"> <li>Individual contributor receives \$500</li> <li>Team award is a recognition without a monetary award</li> <li>Leader/manager receives \$500</li> </ul> </li> </ul>	Highest performing, based on goal performance <ul style="list-style-type: none"> <li>individual contributor (i.e., bus driver)</li> <li>team (i.e., transportation team)</li> <li>leader (i.e., transportation manager)</li> </ul>	<ul style="list-style-type: none"> <li>All campus-based employees within each functional area are eligible</li> <li>The recognition is awarded based on goal attainment and leadership impact</li> </ul>	<ul style="list-style-type: none"> <li>Awards are announced during Summer Institute (typically the first week of June of each year)</li> <li>Nominations for special recognitions for individual contributors happen for the top three members within each functional area per super region</li> <li>Final awards are announced during annual ACE Banquet (typically July of each year)</li> </ul>
<b>HQ Functional Awards</b>	<ul style="list-style-type: none"> <li>5 award recipients (one per area)</li> <li>\$1000 award for each winner</li> </ul>	Highest performing individual contributor by operations area, based on goal performance <ul style="list-style-type: none"> <li>Auxiliary Services</li> <li>Facilities and Construction</li> <li>Information Systems</li> <li>Marketing, Communications, and Enrollment</li> <li>Regional Operations</li> </ul>	<ul style="list-style-type: none"> <li>All HQ operations personnel within each functional area is eligible</li> <li>The recognition is awarded based on goal attainment and leadership impact</li> </ul>	Awarded during the Summer HQ Ops Summit Meeting (typically July of each year)
<b>Best Business Partner of the Year</b>	<ul style="list-style-type: none"> <li>1 award recipient</li> <li>\$1000 award</li> </ul>	Highest performing individual contributor based on goal performance	<ul style="list-style-type: none"> <li>All HQ operations personnel is eligible</li> </ul>	Awarded during the Summer HQ Ops Summit Meeting (typically July of each year)

			<ul style="list-style-type: none"> <li>The recognition is awarded based on goal attainment and leadership impact</li> </ul>	
<b>Planchalo Award</b>	<ul style="list-style-type: none"> <li>1 award recipient</li> <li>\$500 award</li> <li>Ownership of the planchalo trophy for one year only</li> </ul>	Awarded to someone who goes above and beyond to “iron out” tough situations	<ul style="list-style-type: none"> <li>All HQ operations personnel is eligible</li> <li>The recognition is awarded based on tangible examples of leadership</li> <li>Winner is selected by the Operations Senior Leadership team</li> </ul>	Awarded during the Summer HQ Ops Summit Meeting (typically July of each year)
<b>Golden Sneaker Award</b>	<ul style="list-style-type: none"> <li>1 award recipient</li> <li>\$500 award</li> <li>Ownership of the golden sneaker trophy for one year only</li> </ul>	Awarded to someone who hits the ground running without missing a beat	<ul style="list-style-type: none"> <li>All HQ operations personnel is eligible</li> <li>The recognition is awarded based on tangible examples of leadership</li> <li>Winner is selected by the Operations Senior Leadership team</li> </ul>	Awarded during the Summer HQ Ops Summit Meeting (typically July of each year)
<b>Op-Ex Awards (Operations Excellence)</b>	<ul style="list-style-type: none"> <li>5 award recipients</li> <li>\$1000 award for each winner</li> <li>Eligibility for each winner for an iPhone upgrade or an iPad to increase efficiency and productivity</li> </ul>	Awarded to team members that have a strong track record of success, an innovative approach in the functional area they lead and beyond, and the ability to inspire large-scale organizational change	<ul style="list-style-type: none"> <li>All HQ operations personnel is eligible</li> <li>The recognition is awarded to the top 5 highest performing HQ operations team members</li> </ul>	Awarded during the Summer HQ Ops Summit Meeting (typically July of each year)
<b>Leader Developer Award</b>	<ul style="list-style-type: none"> <li>1 award recipient</li> <li>\$1000 award</li> </ul>	Awarded to leader who has mentored and trained team members that have gone on to earn promotions or have advanced professionally	<ul style="list-style-type: none"> <li>All campus and HQ operations leaders (managers) are eligible</li> <li>The recognition is awarded based on the number and proportion of promotions among a manager’s team</li> </ul>	Awarded during APO/Aux Day (typically the end of July of each year)
<b>Team ACE Awards</b>	<ul style="list-style-type: none"> <li>Priority awards: <ul style="list-style-type: none"> <li>1 award recipient for each priority</li> <li>No monetary award</li> </ul> </li> <li>Operations Team of the Year <ul style="list-style-type: none"> <li>1 award</li> <li>\$5000 for campus operations team members to share and use toward professional development and teambuilding</li> </ul> </li> </ul>	Highest performing school leader or school team based on organizational priority results <ul style="list-style-type: none"> <li>ADA</li> <li>Enrollment</li> <li>Financial Stewardship</li> <li>Persistence</li> <li>Operations Team of the Year</li> </ul>	<ul style="list-style-type: none"> <li>All campuses are eligible</li> <li>The recognition is awarded to the highest performing campus (results are tabulated and ranked based on criteria established by the National Operations Team)</li> </ul>	<ul style="list-style-type: none"> <li>Priority awards are awarded during Summer ELC session (typically July of each year)</li> <li>Operations Team of the Year is awarded during the Back to School Bash (typically August of each year)</li> </ul>