

Marion Viccars Award

Criterion	Needs Improvement 1 point	Developing 2 points	Meets Expectations 3 points	Exceeds Expectations 4 points	Outstanding 5 points
Leadership and Vision	Shows limited leadership, minimal vision or direction.	Emerging leadership with occasional examples of setting direction or inspiration.	Provides clear leadership, guiding teams with a vision aligned to institutional goals.	Regularly inspires others, promotes a compelling vision, actively shapes strategic direction.	Exemplifies outstanding leadership, consistently driving change and influencing institutional vision.
Operational Excellence	Minimal impact on processes, limited efficiency or effectiveness.	Contributes to goals, but with room for efficiency and outcomes improvement.	Regularly achieves operational objectives, managing effectively and contributing to positive outcomes.	Frequently enhances processes, demonstrating strategic improvements and operational successes.	Exemplifies operational excellence, significantly improving efficiency and outcomes through transformative initiatives.
Commitment to Service and Mentorship	Provides limited support or mentorship, minimal impact on development.	Occasionally mentors/supports others, but with inconsistent engagement or impact.	Regularly supports and mentors others, fostering a supportive environment for growth.	Actively mentors and supports others, going beyond expectations to aid development and team cohesion.	Exemplifies exceptional service and mentorship, acting as a guiding force in the professional development of others.
Inter-departmental Collaboration	Limited interaction or effectiveness in collaborating with other departments.	Collaborates but lacks sustained impact.	Works effectively with other departments, contributing positively to shared goals.	Frequently promotes synergy and cooperation across departments.	Demonstrates outstanding collaboration, fostering strong partnerships and enhancing institutional effectiveness.
Community Engagement and Advocacy	Minimal or no involvement in community initiatives or advocacy.	Participates in community activities with limited engagement or impact.	Regularly engages in community initiatives, positively representing the institution.	Actively promotes community engagement, taking a leadership role and advocating for community issues.	Exemplifies exceptional community engagement and advocacy, profoundly impacting the community and setting an example for others.