

2025 REGIONAL SUPPORT ASSOCIATES AWARD OF EXCELLENCE NOMINATION FORM

Each year, Regional Support Associates presents an award that recognizes the exemplary commitment and supports provided by people who work in the field of intellectual disabilities/dual diagnosis.

The RSA Award of Excellence is presented to a direct support professional or team who demonstrated outstanding skills, attributes, accomplishments, and achievements in the following areas:

Criteria	Example
Advocating for Others	Recognizes the importance of amplifying the voices of the person/family and creating space for them to advocate on their own.
Collaborates with Others	Demonstrates commitment by actively contributing to the teams efforts and recognizing the contributions of others
Problem Solving and decision making	It involves the willingness to, and demonstration of, behaviours associated with taking a creative approach to problems or issues. It includes “thinking outside the box” to go beyond the conventional, and to explore creative use of resources.
Developing Others	Gives specific and constructive feedback for development
Fostering Independence in Others	Supports others during transition of responsibility
Holding People Accountable	Sets standards and insists on performance with established standards
Initiative	Anticipates challenges and prepares for any that may interfere with meeting goals
Interpersonal Relationships & Respect	Genuinely sees things from others’ perspectives
Inclusive Leadership	This is done through coaching, mentoring and motivating others towards a vision, commitments, and goals. Effective leaders foster an inclusive and positive environment. Act and think with personal integrity, as well as with concern for, and sensitivity to, the fundamental values and ethics of the people receiving support/families, the agency/organization/sector and the profession. Capacity for sound ethical judgement in a diverse and ethically complex environment, and in the face of ongoing pressures and constraints to continually promote excellence.
Championing Change and Innovation	Being flexible and adaptable to changing environments. It involves an open mindset to understand, appreciate and empathize with different and opposing perspectives. Having a clear vision for change and communicating this in a way that all people are included and understand what the change means to them. Demonstrating a personal commitment to change through actions and words.
Building Relationships	Building relationships is about intentionally collaborating to develop meaningful relationships with people supported, co-workers, families, community partners and other stakeholders. Seeking opportunities to create collaborative partnerships to meet mutual goals. Fostering past relationships, understanding the current context and how to ensure reciprocal satisfaction. Anticipating future possibilities of partnership.
Resource Management	The capacity to plan, effectively leverage and optimize resources (people, processes, financial resources, technology etc.). Resources are allocated efficiently to provide high quality support. Ensures that people have the right skills, capabilities, behaviours and tools.
Resilience	Maintaining stamina and performance under continued stress and to act effectively under pressure. Bouncing back from disappointments or confrontations, not letting them negatively influence ongoing performance. Keeping one’s emotions under control and restraining negative responses when provoked. Expressing or resolving stressful situation in an appropriate way that doesn’t harm self or others
Self-Development	Facilitating self-directed growth and development. Fosters self determination and independence. Intentionally supports the long-term

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	learning or development of others through coaching, recognition, encouragement, and feedback.
Strategic Thinking	Initiative, which is the ability to independently decide what to do and when to do it without relying on someone else’s direction for short and long-term impacts. Understanding trends and issues and translating these into ideas, advice and activities that impact various stakeholders.
Valuing Equity, Diversity and Inclusion EDI	Social competence to understand and respect the practices, customs and values of all people and cultures. Ability to work effectively with a diverse community and be aware of current societal issues. Evaluating social situations and determining what is expected or required to recognize the feeling, intentions and lived experiences of others, and to select social behaviours that are most appropriate for that given context.

Who Is Eligible For Nomination?

Direct Support Professional Group or Team

You can nominate a peer, co-worker, employee, volunteer, etc. The efforts of nominees must have an impact within the RSA catchment area.

Nominee (please print below)

Name:
Agency:
Telephone:
Email:

Nominating Person(s) (please print below)

Name(s):
Agency:
Telephone:
Email:

Please attach a narrative summary that clearly describes how the nominee embodies the attributes above.

NOMINATIONS SHOULD BE EMAILED NO LATER THAN October 4, 2025

RSA Award of Excellence
c/o Karen Araujo: Email: karaujo@woodstockhospital.ca

The award will presented virtually on October 23, 2025