

Eligibility for FCPS School-Based Employee Awards – 2024-25

Outstanding Teacher: *To be eligible for nomination a teacher must:*

- Have completed at least three full years of teaching, regardless of location

Outstanding New Teacher: *To be eligible for nomination a new teacher must:*

- Be within the first 3 years of their teaching career, regardless of location

Outstanding Principal: *To be eligible for nomination a principal must:*

- Currently work as an elementary, middle, secondary or high school principal in FCPS
 - Assistant or Associate principals are not eligible for this particular award – consider nominating them for Outstanding Leader
- Have begun their fourth year as a building principal (experience in an acting capacity is not counted)

Outstanding New Principal: *To be eligible for nomination a new principal must:*

- Be within the first 3 years of their assignment as building principal (in any school/district)

Outstanding Leader (School-Based)

- Associate Principal
- Assistant Principal
- Director of Student Services
- Director of Student Activities

To be eligible for nomination, a School-Based Leader must:

- Currently work as a full-time or part-time Schedule C employee or School-Based Administrator who has completed at least one contracted year of employment working with FCPS in their current position at their current work location.

Outstanding Professional Employee (School-Based)

- School-Based Technology Specialist
- Technology Support Specialist, Assessment Coach
- After-School Specialist
- MTSS Coordinator
- Career Center Specialist
- Instructional Coach
- Psychologist
- Social Worker
- Speech Pathologist
- School Counselor,
- Systems of Support Administrator
- Safety and Security Specialist,
- other employee paid as a Resource Teacher who serves in a non-instructional or administrative role in the school
- Special Education Department Chair who teaches less than 50% of their time.

To be eligible for nomination, a School-Based Professional Employee must:

- Currently work as a Schedule-B employee in an FCPS school or center, or in a non-instructional position that supports school leadership and has completed at least one contracted year of employment working with FCPS in their current position at their current work location.

Outstanding Operational Employee (School-Based)

- administrative and office assistants
- finance technicians
- custodial staff
- food service staff
- IA
- PHA
- PHTA
- all parent liaisons
- hourly employees

To be eligible for nomination, a School-Based Operational Employee must:

- Currently work as a Schedule-A, Schedule-H, or Classroom Instructional Support (CIS) employee who has completed at least one contracted year of employment working with FCPS in their current position at their current work location, or an hourly employee who has been working regularly in one position for more than one year.