

Definitions and Rating Scale Statements

Impact on Community	
Definition: The extent to which the nominee's work positively benefits community members, addresses community needs, increases engagement, or strengthens the library's connection to the community.	
Score	Description
1 - Minimal Impact	Demonstrated little or no measurable impact on the community. Benefits were limited in scope or reach.
2 - Limited Impact	Created some positive outcomes for a small group of community members but with limited reach.
3 - Moderate Impact	Produced meaningful benefits for a significant segment of the community and addressed identified needs.
4 - Significant Impact	Created substantial positive change, increased engagement, or improved services for a broad portion of the community.
5 - Exceptional Impact	Demonstrated transformative impact with far-reaching, measurable, and lasting benefits that significantly enhanced the community's well-being and connection to the library.
Impact on Library	
Definition: The extent to which the nominee's work improved library operations, services, staff effectiveness, organizational culture, innovation, strategic goals, or overall success of the library.	
Score	Description
1 - Minimal Impact	Contribution had little effect on library operations, services, or organizational goals.
2 - Limited Impact	Provided some improvement or benefit within a specific area of the library.
3 - Moderate Impact	Contributed meaningful improvements to services, operations, staff collaboration, or organizational effectiveness.
4 - Significant Impact	Led to substantial improvements, innovation, efficiencies, or advancements that benefited multiple areas of the library.
5 - Exceptional Impact	Produced transformative results that significantly strengthened the library's effectiveness or long-term success.

Impact on Profession	
Definition: The extent to which the nominee's work contributes to the library profession through leadership, innovation, mentorship, advocacy, knowledge sharing, professional service, or influence beyond their own library.	
Score	Description
1 - Minimal Impact	Demonstrated little or no influence beyond routine job responsibilities.
2 - Limited Impact	Shared knowledge or participated in professional activities with limited influence outside their organization.
3 - Moderate Impact	Contributed to the profession through presentations, committee work, mentoring, resource sharing, or other professional involvement.
4 - Significant Impact	Demonstrated leadership and influence that benefited colleagues, organizations, or professionals across multiple libraries or communities.
5 - Exceptional Impact	Made outstanding contributions that advanced the profession, inspired others, or created lasting influence at a regional, state, or national level.