Outstanding New Librarian Award

Purpose:
To recognize a Florida librarian who:
- Is new to the profession
- Has made significant contributions to their library and librarianship
- Demonstrates potential for professional development

Eligibility:
Nominee must:
- Be employed full time in a professional capacity as a librarian in an academic, public or special library
- Possess an MLS or MLIS degree from an ALA-accredited library school
- Have received their library degree no more than five years ago
- Have one full year of library service in Florida prior to their nomination

Both nominator(s) and nominee must be current members of the Florida Library Association.

Criteria:
Nominee will have:
- Made a substantial contribution to librarianship in their area of expertise
- Exceeded the requirements of their official job description
- Demonstrated a commitment to the library on their campus or in their community
- Demonstrated leadership in innovative programs or services.

Does the applicant have at least one full year of library service in Florida prior to their nomination? _____ Yes _____ No
Start date of Florida library employment:_____

Rubric follows on next page

Rubric: Outstanding New Librarian

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Made a substantial contribution to librarianship in their area of expertise	Five or more examples cited where candidate seeks opportunities to build supportive and cooperative relationships with colleagues and/or volunteers to participate in events and serve on professional committees.	Three or four examples cited where candidate seeks opportunities to build supportive and cooperative relationships with colleagues and/or volunteers to participate in events and serve on professional committees.	One or two examples cited where candidate seeks opportunities to build supportive and cooperative relationships with colleagues and/or volunteers to participate in events and serve on professional committees.	Rarely seeks opportunities to build supportive and cooperative relationships with colleagues and rarely volunteers to participate in events and serve on professional committees, or not enough information to determine.
Exceeded the requirements of their official job description	Performance far exceeds expectations due to exceptionally high quality of work performed in all essential areas of responsibility, resulting in an overall quality of work that was superior.	Performance is above average due to high quality of work performed in most essential areas of responsibility, resulting in an overall quality of work that was above average.	Performance is adequate and regularly meets work required for this position.	Performance needs improvement to meet expectations, or not enough information provided to determine.
Demonstrated a commitment to the library on their campus or in their community	Exceptional commitment to identify patrons' apparent and underlying needs and continually seeks to provide the highest quality service to all patrons. Three or more examples cited.	Above average commitment to identify patrons' apparent and underlying needs and seeks to provide quality service to patrons in most instances. Two or more examples cited.	Demonstrated some attempts to identify patrons' apparent and underlying needs and sometimes seeks to provide the highest quality service to all patrons. At least one example cited.	Low degree of commitment to identify patrons' apparent and underlying needs and rarely seeks to provide the highest quality service to all patrons, or not enough information is provided to determine.
Demonstrated leadership in innovative programs or services	Programs or services are unique, exciting, and fresh, and they can be replicated by others.	Programs or services have some creativity. May have similar components to programs or services in other libraries.	Ideas for programs or services have been in place in other libraries and/or the process is similar to those in use.	No demonstrable ideas for programs or services or not enough information provided to determine.

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