

Practitioner/Professional Nominee Scoring Criteria 2025 Nomination Cycle

2/14/25

Minimum Requirements

Served in a high-level administrative position for not less than 15 years as of January 1 of the year nominated and holds a BS or BA degree. As a rule, a high-level position may be a general manager, director, executive director, deputy director, superintendent and/or administrator who has significant experience and oversight in a majority of the following areas: parks, recreation, personnel, training, budgeting, planning, capital improvements and marketing.

Be recognized as a leader in the park and recreation field as a practitioner; the nominee has demonstrated a record of active and sustained leadership in local, state, regional and national professional organizations; and the nominee has contributed through writing and speaking/presentations.

Definition of Significant Impact

Through the nominee's direct and ongoing leadership (developed and implemented) services, programs and projects should have a significant impact (use, community development, economic impact, etc.) on the overall community (local, state, region, and national) and the parks and recreation profession.

Point of Note: For practitioner/professional experience, significance of the impact should be reviewed based on their respective community, and not in comparison with other candidates. For example, a professional passing a large bond (\$100 million) might have a significant impact for a larger community, as does the professional who spent 10 years battling politics and funding challenges to ensure a community center was built in a small/rural community. The overall goal is to ensure that professionals selected have made a significant impact to their respective community/communities.

Minimum Membership Criteria with Scoring Matrix

Professional Experience

Served in a high level of administration in a park and recreation agency for not less than 15 years as of January of the year nominated. Generally, nominee must serve in a high-level position i.e., general manager, director, executive director, chief, deputy director, superintendent and/or administrator who has had significant experience and oversight in a majority of the following areas: parks, recreation, personnel, training, finance, budgeting, planning, capital improvements and marketing.

Metric: The professional has made **contribution(s) of significance** to the communities they have worked which is evidenced by:

- Construction of major facilities (keep in mind the population and resources of the community)
- Passage of a major initiative such as a community wide parks and recreation master plan or bond program
- Bringing diverse community groups together to support parks and recreation

- Development of recreation and/or education programs for diverse segments of the community (race, culture, genders, economic status, school aged, adults, seniors, disabled, etc.)
- Proven record of collaborating in the spirit of intergovernmental cooperation to embrace parks and recreation, i.e., building a trusting relationship with their community
- Stewardship of natural resources (acquisition of open space, obtaining conservation easements, improving habitat for wildlife), addressing sustainability, or the changing climate

Weight: 25%

Rank 1-5

- 5= The professional has made a **very significant contribution** to the communities they have worked in which is evident by a minimum of **three** of the following items identified above.
- 4= The professional has made a **very significant contribution** to the communities they have worked in which is evident by a minimum of **two** of the items identified.
- 3= The professional has made a **significant contribution** to the communities they have worked in which is evident by a minimum of **one** of the items identified above.
- 2= The professional has 20+ years of experience in a high level of administration in a park and recreation agency with **limited significant** accomplishments for their community.
- 1= The professional has 15 years of experience in a high level of administration in a park and recreation agency with **limited significant** accomplishments for their community.

Education

The nominee will hold a minimum BS or BA degree.

Weight: 10%

Rank 1-5

- 5= Ph.D. or equivalent terminal degree
- 4= Masters degree in parks and recreation, or related field (sports management, public or business administration, natural resources management, etc.) or specifically related to the job function
- 3= Master's degree
- 2= Bachelor degree in parks and recreation, or related field (sports management, public or business administration, natural resources management, etc.) or specifically related to the job function
- 1= Bachelor degree in an unrelated field

Professional Certifications

Nominee must hold professional certifications that are expected of individuals who have their role, authority, and responsibility.

Weight: 5%

Rank 1-5

- 5= CPRE, CTRS, CPRP, ASLA (registered Landscape Architect), AICP (American Institute of Certified Planners), CPM (Certified Public Manager), ICMA-CM, Certified Forester
- 3= AFO, CPO, or CPSI
- 1= Other related state or national professional certification
- 0= No certifications

Justice, Equity, Diversity and Inclusion (JEDI)

The American Academy for Park and Recreation Administration (AAPRA) is committed to a culture of justice, equity, diversity, and inclusion (JEDI) in the parks and recreation profession. The nominee shall demonstrate commitment to JEDI through their efforts in their respective communities and throughout the profession.

Individuals seeking nomination into AAPRA are required to agree to the AAPRA Justice, Diversity, and Inclusion [pledge](#) at the start of the nomination form.

Metric: The professional has made a **contribution of significance** to JEDI in their community/communities and the profession which may be evident by:

- Identification of inequitable access to parks and recreation facilities and the development and implementation of an action plan to reduce identified inequities
- Facilitating recreation and parks needs of historically underserved or underrepresented populations (cultures, race, gender, economic status, etc.)
- Removal of physical, social, or economic barriers to ensure all community members have access to parks and recreation services
- Guided the community through JEDI conversations for which impactful change occurred
- Routinely discuss and evaluate justice, equity, diversity, and inclusion with personnel to integrate efforts into day-to-day operations
- Implemented policies and procedures that are inclusive; identified relevant diversity performance measures for their agency
- Steered or supported professional associations to embrace JEDI concepts and take actions which embrace a more inclusive and equitable membership, programs, and activities

Weight: 10%

Rank 1-5

- 5= The professional has made a **very significant contribution** to their agency or communities and professional associations which is evident by a minimum of **three** of the items identified above.
- 4= The professional has made a **very significant contribution** to their agency or communities and professional associations which is evident by a minimum of **two** of the items identified above.
- 3= The professional has made a **significant contribution** to their agency or communities and professional associations which is evident by a minimum of **one** of the items identified above.
- 2= The professional has made a **moderate contribution** in the areas of JEDI in their agency or community or professional associations.
- 1= The professional has made **limited contribution** in the areas of JEDI in their community or professional associations.

Professional Leadership and Involvement

Nominee must have demonstrated leadership involvement in professional associations/organizations at the local, state, regional, national and/or international levels and display a broad interest and reflective nature interpreting experiences to others.

Metric: The professional has made a **contribution of significance** through demonstrated and active leadership of professional organizations. Very significant contribution is defined as:

- Leading these organizations (Chair/President positions) through impactful change
- Addressing and solving significant challenges (financial, staffing, facility)
- Developing and implementing a vision and strategy
- Increasing the capacity of the organization
- Facilitating the improvement of communication with the membership
- Developing certification and/or accreditation materials, manuals, tests, etc.
- Leadership in state and national organizations must relate to the direct functions to the nominee's job and career path (parks, recreation, natural resources, tourism, conservation, stewardship, health/fitness, golf, aquatics etc.).

Weight: 20%

Rank 1-5

- 5= The professional has made a **very significant contribution** through demonstrated and **active leadership of multiple professional organizations** at the **national or international level**.
- 4= The professional has made a **very significant contribution** through demonstrated and **active leadership of multiple professional organizations** at the **state, and/or regional levels**. Very significant contribution is defined as leading these organizations.
- 3= The professional has made a **significant contribution** through demonstrated and active leadership at the **local level**. Significant contribution is defined as assisting these organizations at the Committee Chair, Committee Member levels through the challenges listed above.
- 2= The professional has made a **significant contribution** through demonstrated leadership at the **local and/or state level**. Significant contribution is defined as assisting these organizations as a committee member through the challenges listed above.
- 1= The professional has not made a significant contribution through demonstrated and active leadership of professional organizations. They have participated as a committee member without addressing the challenges listed above.

Publications and Major Presentations

Nominee has demonstrated contribution(s) in publications or presentations that benefit all members of the profession.

Metric: List nominee's speeches on professional subjects to peers and/or populations served and articles written. Be specific with date, topic of presentation, name of organization/event, or publication name, article title, and date of publication.

Weight: 10%

Rank 1-5 (see spreadsheet for score tabulation)

- 5= The professional has made a **very significant contribution** at the **national and/or international level** through the development of educational materials (**25+ presentations, articles**) for publication and/or presentations. Information developed has made a very significant impact on the overall profession and/or professionals. Information developed appears regularly in publications such as: *Journal of Parks and Recreation Administration, Therapeutic Recreation Journal, Leisure Sciences*, and at conferences such as: NRPA, NRPA Schools, Athletic Business, etc.
- 4= The professional has made a **significant contribution** at the **national and/or state level** through the development of educational materials (**15+ presentations, articles**) for publication and/or presentations. Information developed has made a significant impact on the overall profession and/or professionals. Information developed appears regularly in publications such as: *Parks and Recreation, Recreation Business, Athletic Business*, and state association publications and at conferences such as: state parks and recreation associations conferences, regional parks and recreation workshops.
- 3= The professional has made **contributions** at the **regional and/or state level** through the development of educational materials (**10+ presentations, articles**) for publication and/or presentations. Information developed has made an impact on the overall profession and/or professionals. Information developed appears regularly in publications such as: state parks and recreation association publications, web publications and at conferences such as: state parks and recreation association conferences, local parks and recreation workshops.
- 2= The professional has made a **limited contribution** at the **local level** through the development of educational materials (**5+ presentations, articles**) for publication and/or presentations. Information developed has made an impact on the overall profession and/or professionals. Information developed appears regularly in publications such as: local newspapers, agency newsletters and at meetings such as: Rotary, local planning workshops, etc.
- 1= The professional has not made a significant contribution through publications or presentations.

Honors and Awards

The nominee has been formally recognized for excellence and/or innovation through awards from professional organizations/associations. Although all awards are recognized, the Academy is particularly interested in those that specifically pertain to parks, recreation, conservation, tourism, sports management, or related field.

Metric: Nomination should include a list of the nominee's or the nominee's agency honors and awards that specifically pertain to contributions to the parks and recreation profession. Applicant should list separately agency from individual honors and awards.

Weight: 5%

Rank 1-5

- 5= Individual/Department has received **multiple awards of national significance** including but not limited to:
 - National Gold Medal Award (Grand Plaque and/or Finalist)
 - National Agency Accreditation
 - Distinguished Professional (State or National)
 - NRPA Marketing/Humanities Award or other awards from national organizations such as: Association of Aquatic Professionals (AOAP), International City/County Management Association, Academy of Leisure Sciences, National Association of County Park and Recreation Officials, National Association of State Park Directors, etc. Furthermore, these awards demonstrate and/or recognize partnerships (public/public, public/private, etc.) and a willingness to collaborate with other governmental agencies.
- 4= Individual/Department has received **multiple awards of state or regional significance** including but not limited to:
 - National Gold Medal Award (Grand Plaque and/or Finalist)
 - State "Gold Medal" (or a comparable distinguished agency award bestowed by a state recreation and parks association)
 - State level agency accreditation, programming and/or facility awards or research awards from organizations such as: state parks and recreation, marketing awards, or public policy bodies (Governors, Regional Planning Associations, etc.). Furthermore, these awards demonstrate and/or recognize partnerships (public/public, public/private, etc.) and a willingness to collaborate with other governmental agencies.
- 3= Individual/Department has received **an award** or recognition of national significance including but not limited to:
 - National Gold Medal Award (Grand Plaque and/or Finalist)
 - State level agency accreditation (or a comparable agency WIDE accreditation or system improvement process vetted by a third party)
 - Distinguished Professional
 - NRPA Marketing/Humanities Award or other awards from national organizations such as: International City/County Management Association, Association of Aquatic Professionals (AOAP), Academy of Leisure Sciences, National Association of County Park and Recreation Officials, National Association of State Park Directors, etc. Furthermore, these awards demonstrate and/or recognize partnerships (public/public, public/private, etc.) and a willingness to collaborate with other governmental agencies.
- 2= Individual/Department has received **an award** of state or regional significance including but not limited to:
 - State distinguished agency award (comparable to the National Gold Medal Award) bestowed by a state park and recreation association)
 - State level accreditation, programming and/or facility awards or research awards from organizations such as: state parks and recreation, marketing awards, or public policy bodies (Governors, Regional Planning Associations, etc.). Furthermore, these awards demonstrate and/or recognize partnerships (public/public, public/private
- 1= The individual/department has not received a notable award at the National or State Level.

Nominee's Statement

The Academy's goal is to make innovative contributions to the advancement of the parks and recreation field. Nominee is to provide a written statement outlining their interest in Academy membership as well as their impact on the field by addressing the following areas:

- Why are you seeking Academy Membership?
- Provide five (5) examples of accomplishments that you feel have made the greatest impact on the community/communities you have served and the impact of that work at the local, state, national and/or international level.
- What contributions can you make as an Academy member? How will you actively become engaged through investment of time, energy, and expertise to advance the mission of the Academy?

Weight: 10%

Rank 1-5 (see spreadsheet for score tabulation)

- 5= Nominee has demonstrated through their statement **a very substantial impact** on their community through the provision of parks and recreation services and the parks and recreation profession at the local, state, regional and/or national levels.
- 4= Nominee has demonstrated through their statement **a substantial impact** on their community through the provision of parks and recreation services and the parks and recreation profession at the local, state, and/or regional levels.
- 3= Nominee has demonstrated through their statement **an impact** on their community through the provision of parks and recreation services and the parks and recreation profession at the local and state level.
- 2= Nominee has demonstrated **a limited impact** on their community through the provision of parks and recreation services and the parks and recreation profession.
- 1= Nominee **has not demonstrated** through their statement an impact to their community or the profession.

Nominator's Statement

Nominator should state why and how do they believe this individual will contribute to the goals and objectives of the Academy. Nominator should clearly point out the contributions that the nominee may potentially offer to further the Academy's work. This statement should not re-tell the nominee's accomplishments but should share insights into their professional attitude and impact. This statement is critically reviewed by the Membership Committee and should be as specific as possible reflecting the nominee's qualifications for membership.

Weight: 5%

Rank 1-5 (see spreadsheet for score tabulation)

- 5= Nominator has developed a very compelling statement about the nominee that provides specific evidence the candidate is willing and able to make a **highly intensive commitment** (leadership, time/effort) to the Academy.
- 4= Nominator has developed a compelling statement about the nominee that provides evidence the candidate is willing and able to make **an intensive commitment** (leadership, time/effort) to the Academy.
- 3= Nominator has developed a statement about the nominee that provides evidence the candidate is willing and able to make **a commitment** (leadership, time/effort) to the Academy.
- 2= Nominator has developed a statement about the nominee that provides information about the candidate and their interest in the Academy.
- 1= Nominator has developed a limited statement about the nominee.

Reminder:

The nominee must also submit two letters of support from a current Academy member. The nominator may assist the nominee in identifying members. NOTE: Members of the Academy Board of Directors and the Membership Committee are not eligible to write a letter of support or nominate an individual for membership.