

PRUDENTIAL PRODUCTIVITY AWARDS

2018



Prudential



2018 Nominations Guide

Eligibility

- Full-time or OPS employees ONLY
- NO contractors, consultants, outside vendors
- Any state employee can nominate themselves, team, or agency group
- Limited to one team award per person
- An individual and a team award is allowed

Schedule

- **Window Opens - September 4**
- **Window Closes - October 16**
- Winners announced - March
- Tallahassee Ceremony - Mid June
- Regional Ceremonies - Late June

Writing a Great Nomination

What follows are examples of excellent responses to the questions on the form. Each example is annotated to show what particular parts of the answer were the most important.

One Sentence

What makes this a great answer?

What started as a simple request turned into an 8 year odyssey with the federal government to develop for the first time ever a resource permit issued to a public agency to manage aquatic habitat in Florida's public waterbodies for the next 15 years.

One Sentence

The answer starts with a great “hook,”
which makes the reviewer want to read more...

What started as a simple request turned into an 8 year odyssey with the federal government to develop for the first time ever a resource permit issued to a public agency to manage aquatic habitat in Florida’s public waterbodies for the next 15 years.

One Sentence

...mentions that this is a truly unique achievement

What started as a simple request turned into an 8 year odyssey with the federal government to develop for the first time ever a resource permit issued to a public agency to manage aquatic habitat in Florida's public waterbodies for the next 15 years.

One Sentence

...and that it will have a long-lasting impact on the state

What started as a simple request turned into an 8 year odyssey with the federal government to develop for the first time ever a resource permit issued to a public agency to manage aquatic habitat in Florida's public waterbodies for the next 15 years.

The Need

What makes this a great answer?

Magistrate Judette Fanelli presides over judicial reviews for children in the dependency system. In her role from the bench, she experienced children languishing in the judicial system, in constant crisis, who had extensive trauma histories, mental health issues, who were on psychotropic medications, and whose parents' rights had been terminated. These children had extensive Baker Acts, numerous placement changes; large numbers of psychotropic medications prescribed, and for the most part were not seen as "adoptable." It was apparent that these children needed more frequent judicial oversight and a team of people working with them to achieve stability and then ultimately permanency.

The Need

This answer begins with a meaningful explanation of the population in need...

Magistrate Judette Fanelli presides over judicial reviews for children in the dependency system. In her role from the bench, she experienced children languishing in the judicial system, in constant crisis, who had extensive trauma histories, mental health issues, who were on psychotropic medications, and whose parents' rights had been terminated. These children had extensive Baker Acts, numerous placement changes; large numbers of psychotropic medications prescribed, and for the most part were not seen as "adoptable." It was apparent that these children needed more frequent judicial oversight and a team of people working with them to achieve stability and then ultimately permanency.

The Need

...shows why it is even more important to help them...

Magistrate Judette Fanelli presides over judicial reviews for children in the dependency system. In her role from the bench, she experienced children languishing in the judicial system, in constant crisis, who had extensive trauma histories, mental health issues, who were on psychotropic medications, and whose parents' rights had been terminated. These children had extensive Baker Acts, numerous placement changes; large numbers of psychotropic medications prescribed, and for the most part were not seen as "adoptable." It was apparent that these children needed more frequent judicial oversight and a team of people working with them to achieve stability and then ultimately permanency.

The Need

...and shows specifically what needed to be done to make a difference

Magistrate Judette Fanelli presides over judicial reviews for children in the dependency system. In her role from the bench, she experienced children languishing in the judicial system, in constant crisis, who had extensive trauma histories, mental health issues, who were on psychotropic medications, and whose parents' rights had been terminated. These children had extensive Baker Acts, numerous placement changes; large numbers of psychotropic medications prescribed, and for the most part were not seen as "adoptable." It was apparent that these children needed more frequent judicial oversight and a team of people working with them to achieve stability and then ultimately permanency.

The Roles

This answer (while entirely too much text for a slide) is excellent for one reason...

No. This achievement was outside of the regular duties of the nominees. Each team member agreed to rearrange their schedule and commit initially to two afternoons a week to participate as part of the team. Magistrate Judette Fanelli is the presiding Magistrate and leader of the Therapeutic Court Team. She recognized the need for a more intensive review of these cases and asked the court partners to work together on a specialty court. The focus and direction of the Therapeutic Court program is provided through the leadership of the Therapeutic Court Magistrate. Mary Quinlan, Chief Deputy Court Administrator, assisted with the design and structure of the Therapeutic Court. Ms. Quinlan developed the Court's manual and forms; participates in staffings, hearings, and provides administrative support. Daniel Lieberman, managing attorney for Children's Legal Services, represents the State of Florida in Therapeutic Court dependency proceedings. He assisted with the design of the Therapeutic Court. In addition, he assists with identification of cases; prepares motions and orders; and gathers information related to the mental health stability and permanency of the children participants. He established the electronic filing of psychotropic medication affidavits; participates in staffings, hearings, and facilitates the Court's contact with the University of Florida for medication consultation to ensure that the proper amount and combination of medications are being prescribed. Kathleen Clendining, lead attorney, State of Florida Guardian Ad Litem program, Fifteenth Circuit, assisted with the design of Therapeutic Court. Ms. Clendining represents the best interest of the child in dependency proceedings within the Therapeutic Court. She prepares motions and orders; participates in staffings and hearings; and ensures that volunteer Guardian Ad Litem are appointed to each case. Ms. Clendining's responsibilities include gathering information related to the mental health stability and permanency of the children participants. Renee Rattray, Child Advocate Manager, Guardian Ad Litem program, Fifteenth Circuit, is a licensed mental health counselor who provides therapeutic advice to the Team; participates in staffings and hearings; and provides advice and assistance to the volunteer Guardian Ad Litem. Her responsibilities include gathering information related to the mental health stability and permanency of the children participants. Heather Burr-Shulman, Forensic Family Advocate, Office of Criminal Conflict and Civil Regional Counsel, is a licensed Marriage and Family Therapist. Similar to Ms. Rattray, Ms. Burr-Shulman provides therapeutic advice to the Team and participates in staffings and hearings. Her responsibilities include gathering information related to the mental health stability and permanency of the children participants. Ms. Burr-Shulman provides direct support to biological families if the families are involved in the case. Kathleen Alexis, Mental Health Case Manager, Court Administration, documents the short term goals developed from the staffings; and communicates with the Team members to ensure that each member has completed their Court related tasks prior to the next hearing. She also provides administrative support to the Court and organizes relevant trainings for the Therapeutic Court Team members.

The Roles

... all of the text is explaining the role of 7 people.

Reviewers need to know what each member's role was specifically.

No. This achievement was outside of the regular duties of the nominees. Each team member agreed to rearrange their schedule and commit initially to two afternoons a week to participate as part of the team. **Magistrate Judette Fanelli** is the presiding Magistrate and leader of the Therapeutic Court Team. She recognized the need for a more intensive review of these cases and asked the court partners to work together on a specialty court. The focus and direction of the Therapeutic Court program is provided through the leadership of the Therapeutic Court Magistrate. **Mary Quinlan**, Chief Deputy Court Administrator, assisted with the design and structure of the Therapeutic Court. Ms. Quinlan developed the Court's manual and forms; participates in staffings, hearings, and provides administrative support. **Daniel Lieberman**, managing attorney for Children's Legal Services, represents the State of Florida in Therapeutic Court dependency proceedings. He assisted with the design of the Therapeutic Court. In addition, he assists with identification of cases; prepares motions and orders; and gathers information related to the mental health stability and permanency of the children participants. He established the electronic filing of psychotropic medication affidavits; participates in staffings, hearings, and facilitates the Court's contact with the University of Florida for medication consultation to ensure that the proper amount and combination of medications are being prescribed. **Kathleen Clendining** lead attorney, State of Florida Guardian Ad Litem program, Fifteenth Circuit, assisted with the design of Therapeutic Court. Ms. Clendining represents the best interest of the child in dependency proceedings within the Therapeutic Court. She prepares motions and orders; participates in staffings and hearings; and ensures that volunteer Guardian Ad Litem are appointed to each case. Ms. Clendining's responsibilities include gathering information related to the mental health stability and permanency of the children participants. **Renee Rattray**, Child Advocate Manager, Guardian Ad Litem program, Fifteenth Circuit, is a licensed mental health counselor who provides therapeutic advice to the Team; participates in staffings and hearings; and provides advice and assistance to the volunteer Guardian Ad Litem. Her responsibilities include gathering information related to the mental health stability and permanency of the children participants. **Heather Burr-Shulman**, Forensic Family Advocate, Office of Criminal Conflict and Civil Regional Counsel, is a licensed Marriage and Family Therapist. Similar to Ms. Rattray, Ms. Burr-Shulman provides therapeutic advice to the Team and participates in staffings and hearings. Her responsibilities include gathering information related to the mental health stability and permanency of the children participants. Ms. Burr-Shulman provides direct support to biological families if the families are involved in the case. **Kathleen Alexis**, Mental Health Case Manager, Court Administration, documents the short term goals developed from the staffings; and communicates with the Team members to ensure that each member has completed their Court related tasks prior to the next hearing. She also provides administrative support to the Court and organizes relevant trainings for the Therapeutic Court Team members.

The Outcome

What makes this a great answer?

As a result of the significant cost savings, ease of use, and flexibility to meet the needs of the user, both "OpenCourt" and "ICMS" have swept through the state. "OpenCourt" is currently deployed in half of the state's twenty judicial circuits, and "ICMS" is deployed in one third of the judicial circuits, with more being added each year. In addition to his local duties, Fred supervises the installation and provides ongoing support for each of the circuits that have deployed these systems.

The Outcome

The explanation details the benefits of the achievement...

As a result of the significant cost savings, ease of use, and flexibility to meet the needs of the user, both "OpenCourt" and "ICMS" have swept through the state. "OpenCourt" is currently deployed in half of the state's twenty judicial circuits, and "ICMS" is deployed in one third of the judicial circuits, with more being added each year. In addition to his local duties, Fred supervises the installation and provides ongoing support for each of the circuits that have deployed these systems.

The Outcome

...the status of the new system, and how well it has been received...

As a result of the significant cost savings, ease of use, and flexibility to meet the needs of the user, both "OpenCourt" and "ICMS" have swept through the state. "OpenCourt" is currently deployed in half of the state's twenty judicial circuits, and "ICMS" is deployed in one third of the judicial circuits, with more being added each year. In addition to his local duties, Fred supervises the installation and provides ongoing support for each of the circuits that have deployed these systems.

The Outcome

...and shows that the nominee continues to work to implement it.

As a result of the significant cost savings, ease of use, and flexibility to meet the needs of the user, both "OpenCourt" and "ICMS" have swept through the state. "OpenCourt" is currently deployed in half of the state's twenty judicial circuits, and "ICMS" is deployed in one third of the judicial circuits, with more being added each year.

In addition to his local duties, Fred supervises the installation and provides ongoing support for each of the circuits that have deployed these systems.

The Originality

What makes this a great answer?

Your L.I.F.E. is unique in that it provides a comprehensive financial education program for survivors of domestic violence. Because financial abuse is commonly misunderstood, it is not a topic that is generally talked about and financial resources are not oftentimes available.

The Originality

This answer shows the importance of the program filling an unmet need...

Your L.I.F.E. is unique in that it provides a comprehensive financial education program for survivors of domestic violence. Because financial abuse is commonly misunderstood, it is not a topic that is generally talked about and financial resources are not oftentimes available.

The Originality

...and making sure that victims have access to this important, and often ignored, area of education.

Your L.I.F.E. is unique in that it provides a comprehensive financial education program for survivors of domestic violence. Because financial abuse is commonly misunderstood, it is not a topic that is generally talked about and financial resources are not oftentimes available.

Cost Savings Estimates

- No need to exaggerate
- \$100,000,000 can be as impactful as \$1,000 depending on the scope of the project and its impact
- Very helpful to provide a calculation (documents help)

Questions?

Please contact your agency coordinator