

## Thomson Rogers LLP Mentorship Award- Evaluation Rubric

### Purpose of the Award

*This award recognizes a Full (RPP) Member of OPPI who has demonstrated excellence in mentorship and made a meaningful contribution to the growth and development of others in the planning profession.*

*The recipient of the Thomson Rogers LLP Mentorship Award will be honoured at OPPI's PlanON Awards ceremony, held during the annual OPPI Conference.*

*This "Pay It Forward" award celebrates the importance of mentorship by recognizing one outstanding mentor. In turn, a financial gift is provided to the mentor's current mentee(s) to support their early career(s). If there are multiple mentees, the gift is shared equally among them.*

### Eligibility Requirements

- The nominator must be a past mentee of their nominee.
- The nominator must currently be a Candidate member or have received their RPP designation within the last 24 months.
- The mentorship relationship must have occurred within the last three years.
- The nominee must be a current Full (RPP) member of OPPI.
- The nominee must currently be mentoring another individual (different from the nominator).
- The mentorship may have occurred through OPPI's PSB mentorship program or another structured mentorship context (e.g., workplace, academic, or community-based mentorship). Evidence of the mentorship arrangement must be included with the nomination.

Level	1- Limited	2- Moderate	3- Strong	4- Exceptional
Quality of Mentorship	Limited description of mentorship activities or unclear engagement.	Describes consistent mentorship support, though depth or approach may be modest.	Clear evidence of thoughtful, intentional mentorship that supported professional development.	Demonstrates highly engaged, structured, and impactful mentorship characterized by meaningful guidance, accountability, and professional growth.

<b>Impact on Mentee Development</b>	Limited explanation of how the mentorship influenced the mentee's development.	Some evidence of professional growth resulting from mentorship.	Clear and credible evidence that mentorship significantly supported career progression, confidence, or skill development.	Compelling evidence that mentorship had a transformative impact on the mentee's professional trajectory, leadership capacity, or engagement in the profession.
<b>Commitment to Mentorship Culture</b>	Limited evidence of ongoing or sustained mentorship involvement.	Some evidence of repeated or continued mentorship engagement.	Demonstrates sustained commitment to mentoring multiple individuals or contributing to mentorship initiatives.	Exemplifies leadership in fostering a culture of mentorship, including sustained involvement, advocacy, and modeling best practices within the profession.
<b>Professional Integrity and Role Modeling</b>	Limited evidence of professional leadership or ethical modeling.	Demonstrates professionalism and positive engagement.	Clearly models professional standards, ethical practice, and inclusive leadership.	Serves as an exemplary role model whose conduct and values positively influence the profession and mentees beyond the immediate mentorship relationship.

**Total score: /16**

### **Notes on Application of the Criteria**

- The strength of the nomination should focus on quality and impact, not simply the number of mentees.
- Mentorship impact may include:
  - Career guidance and progression
  - Skill development
  - Support during professional transitions
  - Confidence-building and professional identity formation
- Reviewers should assess nominations holistically, considering the context of the mentorship relationship and the stage of the mentee's career.

- Testimonials should be evaluated for substance and specificity rather than enthusiasm alone.

### **Award Recognition**

- The mentor is recognized as the recipient of the award and presented with a framed certificate.
- This is a “Pay-It-Forward” Award, where the mentor receives the award itself, but supports the future of the planning profession by providing the mentor’s current mentee(s) with a financial gift.