



Leadership Achievement Award Evaluation Criteria (Total: 100 Points & up to three winners)

Purpose:

Honor graduates who have demonstrated exceptional leadership, integrity, and professional accomplishment in military and/or civilian life.

1. Professional Achievement, Enduring Contribution, and Lasting Impact (40 Points)

Definition:

Demonstrated excellence in the nominee's profession through sustained high-level achievement, responsibility, and measurable impact. This criterion evaluates outcomes and enduring contributions, including leadership results, innovation, or institution-building that extend beyond short-term success.

Scoring Ranges:

- **Exceptional (33–40):** Sustained, high-impact leadership with transformational outcomes and enduring contributions at scale
- **Strong (25–32):** Significant leadership with clear, measurable impact and lasting contributions
- **Moderate (17–24):** Solid professional performance with consistent positive results and some evidence of lasting impact

2. Leadership and Influence on Others (25 Points)

Definition:

Leadership demonstrated through influence beyond positional authority. This includes mentorship, ethical leadership, initiative, and the ability to positively shape individuals, teams, culture, and organizations. This criterion evaluates how the nominee leads, not the outcomes of that leadership, which are addressed in Criterion 1.

Scoring Ranges:

- **Exceptional (21–25):** Widely recognized leader and mentor with sustained, far-reaching influence beyond formal roles
- **Strong (16–20):** Clear and consistent influence beyond positional authority, with demonstrated mentorship and cultural impact
- **Moderate (11–15):** Demonstrated leadership within defined roles, with some influence beyond immediate responsibilities

3. Impact on USAFA, Cadets, and the Long Blue Line Community (20 Points)

**Definition:**

Demonstrated leadership and service that create meaningful and sustained impact on the United States Air Force Academy, cadets, and/or the Long Blue Line community. This includes contributions at the institutional, cadet, alumni, or community level that strengthen engagement, connection, or mission alignment.

Scoring Ranges:

- **Exceptional (17–20):** Sustained, high-impact contributions with broad and lasting benefit to USAFA, cadets, and/or the Long Blue Line community
- **Strong (12–16):** Meaningful and ongoing contributions with clear positive impact in one or more areas (institutional, cadet, or alumni community)
- **Moderate (8–11):** Periodic or localized engagement with measurable positive outcomes

4. Career Progression and Professional Credibility (15 Points)**Definition:**

Career trajectory demonstrating increasing responsibility, sustained professional credibility, and achievement consistent with the standards of excellence expected of United States Air Force Academy graduates. This criterion serves as a validating factor supporting the nominee's overall leadership and impact.

Scoring Ranges:

- **Exceptional (13–15):** Distinguished career progression with significant responsibility, recognition, and sustained credibility
- **Strong (10–12):** Clear upward progression with notable achievements and professional recognition
- **Moderate (7–9):** Solid and consistent career development with credible performance