

2022 – 2023 Scholarship Policies & Procedures

All scholarship awards and amounts are determined at the discretion of the Kohler Foundation Scholarship Committee. Scholarships are awarded to seniors graduating from Sheboygan County high schools and planning to attend an accredited post-secondary educational institution in the United States. Ongoing scholarship payment is based on satisfactory academic performance and progress toward a degree.

KFI's scholarship committee may periodically consider award amount increases.

Award Descriptions and Amounts

Ruth DeYoung Kohler Scholarship: Graduating seniors enrolled full time in one of Sheboygan County's fifteen high schools. Homeschool students residing in Sheboygan County are also eligible.

Students submit their application directly to the Kohler Foundation. Electronic submission required

- Scholarship is for those students who are artistically gifted and plan to pursue a career in the arts.
- Artistic work/portfolio must be submitted with the application.
- Up to \$100,000 to a private or Top 20-ranked out-of-state public institution, per U.S. News & World Report, or \$50,000 to any other public institution over four years.*

Herbert V. Kohler Scholarship: Graduating seniors enrolled full time in one of Sheboygan County's fifteen high schools. Homeschool students ineligible.

Nominations submitted by schools, electronically.

- The Herbert V. Kohler Scholarship is for those students with strong leadership potential and the demonstrated ability to affect change.
- Up to \$100,000 to a private or Top 20-ranked out-of-state public institution, per U.S. News & World Report, or \$50,000 to any other public institution over four years.*

Kohler Foundation Incentive Scholarship: Graduating seniors enrolled full time in one of Sheboygan County's fifteen high schools. Homeschool students ineligible.

Nominations submitted by schools, electronically.

- The Incentive Scholarship is for those students who excel academically and through community and personal efforts.
- Kohler Foundation's Scholarship Committee will award **one Incentive Scholarship** at each high school in Sheboygan County, unless their HVK candidate is chosen as the HVK winner, then there is no guarantee of any other award.
- \$25,000 to private institution or Top 20-ranked out-of-state public institution, per U.S. News & World Report, or \$12,500 to any other public institution over two years.*
- All Sheboygan County high schools are asked to submit **one** Incentive Scholarship nominee. (A school's Herbert V. Kohler nominee will automatically be considered for an Incentive Scholarship; no additional application is needed.)
- There will be **additional Incentive Scholarships** awarded across Sheboygan County, but they will be allocated based on a comparative review of the nominations. These additional Incentive awards will **not** automatically be awarded to any particular school.

*Amounts may vary at the discretion of the Kohler Foundation Scholarship Committee.

Deadline for Applications/Nominations:

- **February 13 for the Herbert V. Kohler, Incentive Scholarships and Ruth DeYoung Kohler Scholarship** (Application forms will be available online by early December)

We encourage you to reach out to us with any questions or concerns at any point in the scholarship process.

Application Submission Guidelines for School Counselors

- All Sheboygan County high schools may submit two nominees – one HVK and one Incentive.
 - HVK nominees do not need to complete an Incentive Application
- Every school may expect to receive ONE Incentive scholarship at minimum.
 - Unless their HVK nominee is chosen as the HVK recipient, then no guarantee of any other reward.
- Additional Incentives are also awarded, based on merit among the fifteen high schools. No single school is guaranteed two Incentives.

General Scholarship Information for School Counselors

Tips for Nominating Students for HVK/Incentive Scholarships:

- Start by identifying high academic performers
- Weed out students who have demonstrated their focus is SOLELY on academics
- Consider the following:
 - **Influence** - have they used their intellect, skills, and/or position to influence other students in a significant and positive way?
 - **Vision** – do they consistently take a long-range view, or look at the big picture?
 - **Achievements** – how have they affected meaningful change in school or in the community? Do they have a reputation for big ideas and successful or courageous efforts?
 - **Poise and Charisma** – do they have the ability to communicate clearly, effectively, and thoughtfully? Does the force of their personality set them apart? Are they charming *and* sincere?
 - **Critical Thinking** – do they question assumptions and seek understanding?
 - **Distinction** – do they pursue excellence in every endeavor?
- Next, ask your top 2-3 candidates to complete the HVK application form, including the short essay questions.
- Convene a small faculty review panel (3-5 people) consisting of school administrators and teachers to review the applications. Choose the top candidate by consensus decision-making (i.e. full consent, if not full agreement). The second candidate may be nominated for an Incentive Scholarship.
- Preparing the candidates for interviews, if they are chosen as finalists, should be handled as generally as possible. In no way should interview questions be shared from finalist to finalist, or from year to year (based on previous finalists' experiences).
- Share the following tips with your candidates as they complete the application:

Tips for Great Applications:

- Describe **actions** that demonstrate leadership and **what you've learned**.
- If you have **overcome obstacles**, tell us about how the experience affected you.
- Help us get to know you- your dreams, fears, failures and successes.
- **Think globally.**
- Ask someone else to read your essay and review your application and give you feedback.
- Follow the directions explicitly. Do not leave any questions unanswered or blank.
- Think about how you have **shown leadership in the midst of hardship** and what you can do to lead and impact positive change.
- Think about how you will **make a difference** in the world. **Be specific.**
- Distinguish yourself. **Why you? What sets you apart?**
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