

CAREER PROGRESSION

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CAREER PROGRESSION: WHAT IS IT?



- Refers to the upward movement or advancement
- The process of making progress to better jobs

MODERN DEFINITION



- Is no longer necessarily linear and “up the ladder”
- Increasing the breadth of responsibilities
- Using more advanced knowledge or skills
- Taking on more challenging projects, and/or
- Supporting or interacting with higher level administrators

NEW CAREER FRAMEWORK



- It encourages individuals to learn new skills and take on extra responsibilities that enable them to progress within their organization. Many people take on additional responsibility within their own area, while others retrain and move in to different roles.
- It is designed to improve career development and job satisfaction.

FOUR ENABLERS OF ENGAGEMENT



- Visible, empowering leadership providing a strong strategic narrative about organization (theme)
- Engaging managers who focus their people and give them scope, treat their people as individuals and coach and stretch their people (empowerment)

FOUR ENABLERS OF ENGAGEMENT



- There is employee voice throughout, for reinforcing and challenging views, between functions and externally, employees are seen as central to the solution (Weekly Team Meeting, Staffing, ARDs).
- There is organizational integrity– the values on the wall are reflected in day to day behaviors (Vision, Mission, Core Beliefs, Strategic Plan).

WHY IS IT SO IMPORTANT?



- Student Satisfaction
- Productivity
- Innovation
- Self Actualization
- Employee Turnover



*Texas School for the Deaf
Residential Career
Progression*

SALARY SCHEDULE



Residential Services Division Salary Schedule for New Employees

Effective 9-1-2008
Revised 11-01-2013

Position	Salary Base	Education	Experience	Salary Increase	Salary
Coordinator A15	\$2,694.08	0	< 3 yrs	10%	\$2,963.48
		0	3-7 yrs	13%	\$3,044.31
		0	7+ yrs	16%	\$3,125.13
		BA/BS	< 3 yrs	13%	\$3,044.31
		BA/BS	3+ yrs	16%	\$3,125.13
Day RE A09	\$1,931.75	0	< 3 yrs	10%	\$2,124.92
		0	3-7 yrs	13%	\$2,182.87
		0	7+ yrs	16%	\$2,240.83
		BA/BS	< 3 yrs	13%	\$2,182.87
		BA/BS	3+ yrs	16%	\$2,240.83
Night RE A07	\$1,756.75	0	< 3 yrs	10%	\$1,932.42
		0	3-7 yrs	13%	\$1,985.12
		0	7+ yrs	16%	\$2,037.83
		BA/BS	< 3 yrs	13%	\$1,985.12
		BA/BS	3+ yrs	16%	\$2,037.83

TSD RCP: VOLUNTARY, NOT REQUIRED



- Year 1 - Promotion
- Retention Bonus (6% Raise)
- Year 3 - CEASD Dormitory Certification 45 hours of Professional Development (6% Raise)

TSD RCP: VOLUNTARY, NOT REQUIRED



- Year 6 – Six Professional Workshops (6% Raise)
- Year 7 – Performance Bonus (\$500 - \$2,500)

CONT'D



■ Base Salary for Day Residential Educator	\$2,250
■ RCP II	\$2,385
■ RCP III	\$2,528
■ RCP IV	\$2,679

Note: Excluding state raises & longevity pay

TSD STATISTICS



- 2006-2007 17 Resignations
- 2007-2008 19 Resignations
- 2008-2009 16 Resignations
- 2009-2010 13 Resignations
- 2010-2011 6 Resignations
- 2011-2012 5 Resignations
- 2012-2013 5 Resignations (3–Academic Affairs)

TSD STATISTICS



- All of our Residential Supervisors and Coordinators started at lower level at TSD (100%). They progressed within the school by consistently providing their commitment and ability.

BOTTOM LINE



- Is one who is fully involved in, and enthusiastic about their work, and thus will act in a way that furthers their organization's interests.
- Hire people who already have experience
- *"Right person for the right job"*
- Beware of Peter Principle
- Empowerment/Delegation



Questions?