

## Residential Career Progression – Russell O. West Presentation Notes

Modern Definition – doesn't always have to mean employees moving up (promotions)

Today we have more, more people with multi-skills and knowledge

- Provides support for more job duties
- Provides more value to the staff position and roles
- Pay more attention to staff's skills and knowledge, make adaptations
  - Example: overnight staff – assign bulletin board duty
  - Wayne (with weights as an example)
  - Peggy Ann (with CEASD, pep rally as two examples)

New Career Framework

- It is designed to improve career development and job satisfaction

4 Enablers of Engagements:

1. Theme – what is the residential life's theme for the year?
  - a. Communication
  - b. Empowerment
2. Empowerment – what is the focus, scope of the work and goals working with the students?
  - a. Think out of box – assign staff with his/her hobby (fishing, exercising, etc.) and strengthen that with the students who share similar interests
  - b. Modern version of today???
3. Voice – what are the staff's voice?
  - a. Make changes according to staff's voice, which increase value to staff's role and contribution to the program
  - b. Avoid making decisions and changes without considering the staff (front line staff)
4. Mission – increase staff's understanding on school's mission
  - a. Does your staff understand the values of the school and apply their behavior that shows values of the school (vision, mission, core beliefs, strategic plan)

Why is it important?

- Student satisfaction – reduces IR
- Productivity – adds value to staff's feeling about their work (feels good)
- Innovation – brings different ideas and gives opportunity for flexibility and changes to the programs to best meet the needs of the students
- Self-actualization – validates the staff's self-actualizations such as overnight people
- Employee turnover – reduces turnovers

Contact your state government, talk to your supt

Salary schedule for new employees – teachers never complain because they have scale

Provide incentives for promotions and pay raise (retention bonus, professional development hours)

Dorm Certification – ceasd website

A, B, C

This will also help administrators identify staffs with potentials of promoting or adding on duties

Evaluations do also reflect their performance, incentive, raise, promotion opportunities.

Be aware of Peter Principle

Hire people who already have experience

“Right person for the right job”

One who is fully involved and is enthusiastic about their work and furthers the residential life programming and interests