Mobility Through Active Career Management

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Achiever, Belief, Focus, Maximizer and Responsibility
Career Management Program
Champions for Leadership
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MY PROFESSIONAL DEVELOPMENT GOALS
PROPOSAL BASED ON SCCOE’S GOAL #3

Premier Employer

Professional Growth & Career Advancement
CAREER OPPORTUNITIES
“PREMIER EMPLOYER”
PROJECT GOALS
CAREER MANAGEMENT PROGRAM

➢ ASSIST EMPLOYEES - BETTER IMPROVE THEIR PERFORMANCE
➢ CLARIFY AVAILABLE CAREER OPTIONS
➢ ALIGN ASPIRATIONS OF EMPLOYEES WITH ORGANIZATIONAL OBJECTIVES

DEVELOP COMPETENT AND CONFIDENT WORKFORCE
PROCESS INVOLVED

1. SELF ASSESSMENT

2. REALITY CHECK - PERFORMANCE FEEDBACK

3. GOAL SETTING – CAREER PLANNING, PATHING, COUNSELING

4. ACTION PLANNING – TRAINING NEED ANALYSIS; TRAINING AND DEVELOPMENT

5. IDENTIFICATION OF POTENTIAL TALENTS
BENEFITS OF THE PROGRAM

EMPLOYEES

✓ Increase employee equity for career growth
✓ Enhance motivation and morale
✓ Increase job satisfaction
✓ Develop creativity and innovativeness
BENEFITS OF THE PROGRAM

SCCOE

✓ Improve trust and confidence in the Leadership
✓ Increase productivity level
✓ Improve organizational effectiveness and efficiency
✓ Ensure continuous supply of talent
✓ Reduce turn-over rate
Chandler Tripp School
HIERARCHY OF POSITIONS

- Principal/Director II
- Lead Staff/Program Specialist
- Teacher/Specialist
- School Office Coordinator (44.5)
- Eligibility Enrollment Specialist (42.5)
- Office Assistant (40.5)
- Specialized Physical Health Care Assistant (40)
- Para-educator (37)
ACCOMPLISHMENTS

PILOT PROJECT – CHANDLER TRIPP CLUSTER
(Classified Positions)

Conducted survey to determine gaps
Develop/recommend training programs
to qualified and interested employees (P)
Identify probable talent ready to fill
vacancies (P)
SURVEY RESULTS

SKILLS SET (Supervisors’ Inputs)

GAP

Current Skills/Interests (Incumbents)

FOCUS OF TRAINING AND DEVELOPMENT
(Who, What, Where, When and How much?)
ROAD BLOCKS

I Don't Know.

Company Policy

A budget line separates what is affordable from what is not affordable.
LESSONS LEARNED

FOCUS ON BASIC NEEDS
- CARING
- COMPASSIONATE
- TRUST
- HOPE

APPLY THE BASIC PRINCIPLES OF A LEADER
- TAKE INITIATIVE TO MAKE THINGS BETTER
- LEAD BY EXAMPLE
- THINK BEYOND THE MOMENT
LESSONS LEARNED

CHANGE - PERVERSIVE ASPECT OF OUR LIVES
EDUCATE OURSELVES TO MEET THE CHALLENGES – AVAILABILITY OF RESOURCES

TOP 5 STRENGTHS – HELPING FACTORS

1. ACHIEVER
2. BELIEF
3. FOCUS
4. MAXIMIZE
5. RESPONSIBILITY
FINAL THOUGHT

“LIFE IS MORE MEANINGFUL IF WE CAN BRING OUT THE BEST IN OTHERS FOR WE HAVE GIVEN THEM THE OPPORTUNITY TO PROVE THEIR WORTH AND GROW IN THIS EVER CHANGING ENVIRONMENT.”

- Delilah Gudgell - 2018
THANK YOU!!

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