



A Future Oriented Source of Leadership

Professional Capacity & Personnel Committee Meeting

Wednesday, Dec. 13, 2023 @ 2:15 p.m. – 4:30 p.m. (virtual and in-person)

COMMITTEE CHAIRS:

Wes Stewart (Pender), Bree Clawson (Swain), and Patrick Betancourt (Macon)

ATTENDEES:

Wes Stewart (Pender)
Bree Clawson (Swain)
Sharon Scott (NCACDSS Staff)
Sharnese Ransome (NCACDSS Staff)
Patrick Betancourt (Macon)

NOTES:

- Wes called the meeting to order;
- There will be a change to the upcoming Director's/Asst. Director's budget meeting to Jan. 24-26, 2024 at the Hampton Inn Raleigh Mid-Town and an email with the change of date information and hotel link information will be forthcoming;
- Sharon offered the following updates on Director's Academy:
 - Wendy Boone (Mitchell) has completed all of the Directors Academy requirements and is ready to present;
 - Tom Hughes (Watauga) has signed off on all of Wendy's requirements as her mentor;
 - Sharon has asked Wendy to submit her worksheet for review and Sharon will forward that worksheet to committee members
- Discussion of vacancy in chairs for Professional Capacity & Personnel Committee created by Tammy Schrenker's (Moore) retirement and process for filling vacancies;
- Recommendation by Wes Stewart to ask Bree if she will move out of apprentice role and accept the chair position
 - Bree accepted
- Discussion held regarding filling Bree's former apprentice role and for longer term planning for potential upcoming retirements that may take place next year;
- Discussion was held about the benefits of seeking an apprentice from a larger county as that person may have to deal with a greater number of personnel issues over a period of time (discussion included benefits/detractors of consolidated vs. non-consolidated counties);
- Potential Directors to approach included:
 - Brenda Jackson (Cumberland)
 - Nancy Coston (Orange)
 - Candace Gobble (Alamance)
 - Lynn Fields (Sampson)
- Report out person was asked to ask for interest from Directors on serving in the apprentice role;
- Discussion held on needing to update the resource guides for Director's Academy;
- Discussion held revisiting the potential calendaring of quarterly trainings as mentioned last month. Discussion included adding a ½ day of content to existing professional development scheduling making the professional development sessions 1½ days long and fitting the schedule into starting and ending with SSI in Jul./Aug.;
- Report out was also asked to remind Directors that professional development opportunities were also open to Asst. Directors in order to begin creating succession pathways for those counties that have those positions;

- Discussion was held on the potential for Round 2 of the Personnel Conference in Sept. and Sharnese will begin exploring venues for hosting (Union County?)
- Discussion was held on the need to look for another APS/Guardianship overview opportunity so that Director's Academy participants can meet those requirements. Discussion was held on potentially offering something virtually in March 2024. This led to a discussion to the benefits/detractors of virtual learning;
- Meeting was adjourned.

Respectfully Submitted:

R. Patrick Betancourt
Dec. 18, 2023