



PROFESSIONAL DEVELOPMENT

CLINICAL LADDER PROGRAM

The Clinical Ladder establishes ChildServe's position on how clinical staff at ChildServe continue to enhance their careers through professional development. ChildServe recognizes and rewards those who strive to develop beyond the normal job standards and expectations.

Who is eligible to apply?

- Assistive Technology Professional
- Board Certified Behavior Analyst
- Certified Nursing Assistant
- Child Life Specialist
- Dietitian
- Licensed Practical Nurse
- Licensed Social Worker
- Mental Health Therapist
- Occupational Therapist
- Occupational Therapy Assistant
- Orthotist
- Physical Therapist
- Physical Therapy Assistant
- Psychologist
- Psychometrician
- Registered Behavior Technician
- Registered Nurse
- Respiratory Therapist
- Speech-Language Pathologist
- Therapeutic Recreation Specialist

The team member must:

- Be scheduled to deliver direct patient care at minimum productivity targets as defined by job expectations.
- Have at least two years of experience in the profession at ChildServe.
- Meet minimum hours worked per year for the level at which is being applied for. A change in job status to below the minimum hours at any time during the year nullifies application.
- Be currently meeting job standards satisfactorily and have no formal disciplinary actions at or above the written warning level in the year prior to application for Clinical Ladder Program.
- Not involved in any ChildServe or state licensing or certifying board disciplinary action, including probation.

How to apply?

Complete the initial application by **August 1st, 2023**. This includes the Clinical Ladder Initial Intent of Application and Team Lead Recommendation form (found on e-partner under Learning and Development).

Clinical Ladder Levels:

	Level 1	Level 2	Level 3
Experience	2+ Years at ChildServe	5+ Years at ChildServe	8+ Years at ChildServe
Employment Status	Part-time or full-time (1040 or greater hours worked/year)	Part-time or full-time (1040 or greater hours worked/year)	Full-time (1560 or greater hours worked/year)
Productivity	Meets productivity requirements for setting on average	Meets productivity requirements for setting on average	Meets productivity requirements for setting on average
Application Expectations	<ul style="list-style-type: none"> • No formal, written corrective action in the past year • Up to date with professional licensure/certification • Recommendation from direct leader with an average score of 4 or higher 	<ul style="list-style-type: none"> • No formal, written corrective action in the past year • Up to date with professional licensure/certification • Currently holds level 1 or 2 status • Recommendation from direct leader +1 coworker recommendation (with an average score of 4 or higher) 	<ul style="list-style-type: none"> • No formal, written corrective action in the past year • Up to date with professional licensure/certification • Currently holds level 2 or 3 status • Recommendation from 2 direct leaders +2 coworker recommendations (with an average score of 4 or higher)
Portfolio Approval Criteria	<ul style="list-style-type: none"> • Scores 90% or higher on chart audit • Receives successful on overall performance appraisal • Obtains 2 points by participation on ChildServe Spirit Events • Scores 3 points on Professional Development Activities List • Updated recommendation forms with an average of 4 or higher 	<ul style="list-style-type: none"> • Scores 90% or higher on chart audit • Receives successful on overall performance appraisal • Obtains 3 points by participation on ChildServe Spirit Events • Scores 4 points on Professional Development Activities List • Updated recommendation forms with an average of 4 or higher 	<ul style="list-style-type: none"> • Scores 95% or higher on chart audit • Receives successful on overall performance appraisal • Obtains 4 points by participation on ChildServe Spirit Events • Scores 5 points on Professional Development Activities List • Updated recommendation forms with an average of 4 or higher
Benefits	<ul style="list-style-type: none"> • \$300 bonus • 8 hours volunteer time without taking PTO • Recognition ceremony with full dinner 	<ul style="list-style-type: none"> • \$800 bonus • 12 hours volunteer time without taking PTO • Recognition ceremony with full dinner 	<ul style="list-style-type: none"> • \$1,200 bonus • 16 hours volunteer time without taking PTO • Recognition ceremony with full dinner • \$500 travel stipend for continuing education
Renewal	May keep the level status without completing a portfolio. Must complete program portfolio to receive benefits.	May keep the level status without completing a portfolio. Must complete program portfolio to receive benefits.	May keep the level status without completing a portfolio. Must complete program portfolio to receive benefits.

Contact your leader with any questions regarding the Clinical Ladder Program.

