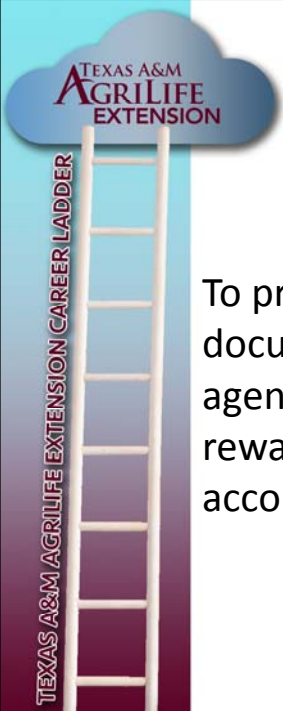


TEXAS A&M
AGRI LIFE
EXTENSION

TEXAS A&M AGRILIFE EXTENSION CAREER LADDER

Guidelines for the Professional Career Ladder System

Dr. Ruben J. Saldaña
District Extension Administrator
District 12
South Region




TEXAS A&M
AGRI LIFE
EXTENSION

TEXAS A&M AGRILIFE EXTENSION CAREER LADDER

Purpose

To provide a system for measuring and documenting the progress of extension agents in their profession and for rewarding their professional accomplishments.




TEXAS A&M AGRILIFE EXTENSION CAREER LADDER

TEXAS A&M AGRILIFE EXTENSION

Title & Promotion Criteria

- Title
 - Joe D. Agent, MS
 - County Extension Agent-ANR, II
 - Cameron County
- Promotion Criteria
 - Indicators by which progress is measured



TEXAS A&M AGRILIFE EXTENSION CAREER LADDER

TEXAS A&M AGRILIFE EXTENSION

Promotion Criteria


- Promotion Criteria
 - Overall Contributions to the Extension System
 - Program Resources, Volunteerism, Organizational Support
 - Relationships & Teamwork
 - Professional Development & Professionalism



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Standards of Achievement for Professional Advancement

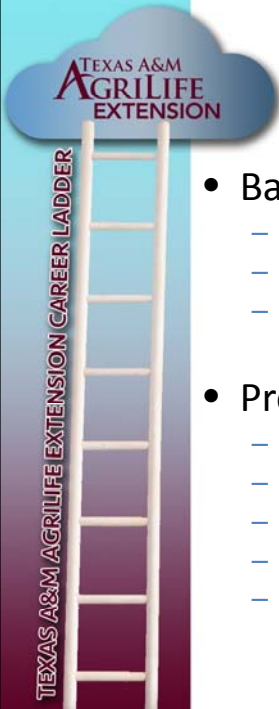
- Level I
 - Degree Requirements & Professional Experience
 - Evidence of Performance & Accomplishments
- Level II
 - Degree Requirements & Professional Experience
 - Evidence of Performance & Accomplishments
- Level III
 - Degree Requirements & Professional Experience
 - Evidence of Performance & Accomplishments
- Level IV
 - Degree Requirements & Professional Experience
 - Evidence of Performance & Accomplishments



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Climbing the Ladder

- Professional Progression
- Regional Peer Review Committee
- State Review Committee
- Role of the Regional Leadership Team
- Role of Level III & IV Agents




TEXAS A&M AGRILIFE EXTENSION CAREER LADDER

TEXAS A&M AGRILIFE EXTENSION

Appeals Procedure

- Basis for an appeal
 - Failure to follow procedures
 - Failure to adhere to established criteria
 - Discovery of significant new evidence
- Process
 - Seek resolution through administrative channels
 - Written appeal, including basis
 - Consideration by appeals committee
 - Review of Recommendation by Director
 - Written notice of decision




TEXAS A&M AGRILIFE EXTENSION CAREER LADDER

TEXAS A&M AGRILIFE EXTENSION

Appendices

- Timeline
- Experience Equivalency Ratios
- Guidelines for Assembly of Packet
- Intent to Apply
- Peer Review Committee Responsibilities
- Content Tips
 - (Achievement Reports & Plan Summaries)



TEXAS A&M AGRILIFE EXTENSION CAREER LADDER

TEXAS A&M AGRILIFE EXTENSION

Questions?