



Career Pathways for Prison Custody & Program Staff

Presented to the Prison Reform Advisory Board
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Career Pathways for Prison Custody & Program Staff

- ▶ **Goal:** to establish the Prisons profession as a Career of Choice, to develop strategies to retain leaders, and to prepare Prison staff for future promotional opportunities.
- ▶ **Sponsors:** Deputy Secretary Tim Moose, Deputy Secretary Tracy Little, Commissioner Todd Ishee, Director of Prisons Kenneth Lassiter, DPS Human Resources Director Michael Dail.
- ▶ **Initiative Coordinators/Facilitators:** Lynn Freeman, Barb Kunz
- ▶ **Core Team Members:** LuAnn Roberts/HR, Josh Panter/EO, Erica McKeever/HR Metrics, Judy Cummings/Stats, Jerry Higgins/Prisons Comms, James Weston/Survey, Sarah Cobb/Adult Prison Programs, Felicia Banks/OSDT.

Initiative Highlights

- ▶ Interviews with Prison Management team to identify key competencies needed by leadership at all levels.
- ▶ Meet with Regional Directors and Wardens to identify key competencies needed by leadership at all levels and to introduce the initiative
- ▶ Draft and review with Prison Management a project plan
- ▶ Draft initial set of Leadership Competencies and review with Prison Management
- ▶ Meet with regional focus groups to review competencies and identify core leadership competencies
- ▶ Draft electronic survey for all Prison leaders – Sergeant to Director
- ▶ Review survey results with Prison Management team

Prison Career Pathways Competencies

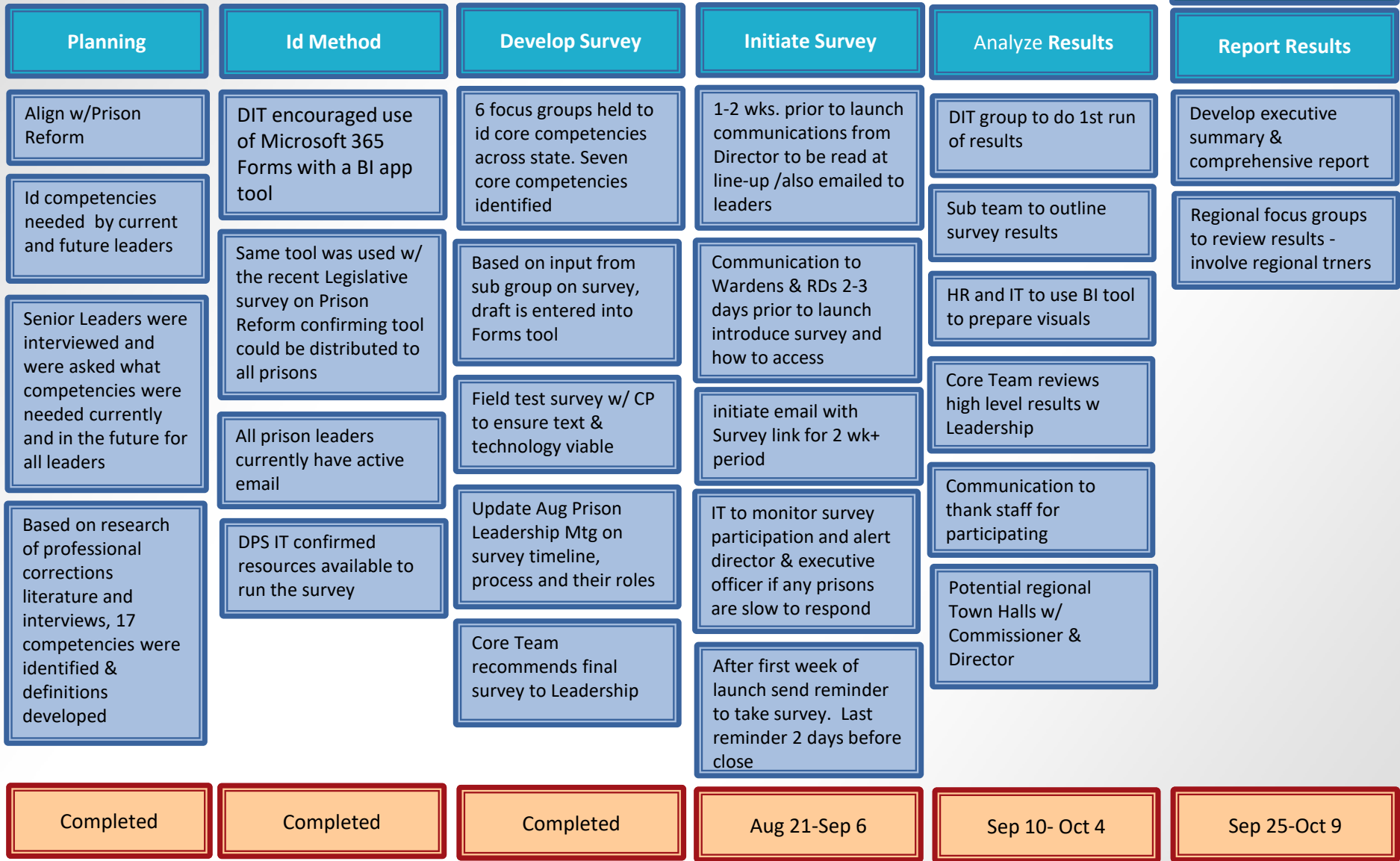
Assessment	Diversity/Inclusion	Program Planning
Coaching	Flexibility/Resilience	Resolving Conflict
Communications	Interpersonal Interactions	Strategic Planning
Creativity/Innovation	Managing Change	
Developing Others	Motivation	Technology
Developing Teams	Problem Solving/Decision Making	Administrative Tasks

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Prison Leadership Competency Survey Workflow

Phase II - Recommendations



Questions?