



PROFESSIONAL DEVELOPMENT CLINICAL LADDER

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?

- Is an Occupational Therapist, Occupational Therapy Assistant, Physical Therapist, Physical Therapy Assistant, Speech-Language Pathologist, Orthotist, Assistive Technology Professional, Child Life Specialist, Therapeutic Recreation Specialist, Respiratory Therapist, Dietitian, Registered Nurse, Licensed Practical Nurse, Certified Nursing Assistant, Psychologist, Psychometrician, or Mental Health Therapist and is scheduled to deliver direct patient care at minimum productivity targets as defined by job expectations.
- Has at least two years of experience in the profession at ChildServe.
- Meets minimum hours worked per year for the level which is being applied for. Change in job status to below the minimum hours any time during the year nullifies application.
- Is currently meeting job standards satisfactorily and has no formal disciplinary actions at or above the written warning level in the year prior to application for the program.
- Is not involved in any Board of Medical Licensure disciplinary actions, including probation.

	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 • Recommendation from Team Lead 	<ul style="list-style-type: none"> • No formal, written corrective action in the past year • Up to date with professional licensure • Currently holds level 1 or 2 status • Recommendation from Team Lead + 1 coworker 	<ul style="list-style-type: none"> • No formal, written corrective action in the past year • Up to date with professional licensure • Currently holds level 2 or 3 status • Recommendation from 2 Team Lead + 2 coworkers outside of your discipline
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 	<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 	<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
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"> • \$1200 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.