



A Future Oriented Source of Leadership

Professional Capacity and Personnel Committee
Wednesday, Apr. 10, 2024
2:30 p.m.

<https://us06web.zoom.us/j/89847243427?pwd=iHbb7Z5p765xo1YEkaNGbvhdSPgUgW.1>

Meeting ID: 898 4724 3427

Passcode: 515061

Dial-in Number: 386 347 5053

AGENDA

- I. **Welcome and Introductions**
- II. **Professional Capacity and Personnel – General Discussions**
 - Upcoming Professional Capacity Trainings*
 - New Director Orientation: Apr. 23-25, 2024 Hampton Inn & Suites @ Raleigh Mid-Town*
 - DAAS Overview: Aug. 13, 2024 a.m. Adult Protective Services (2-3 hrs.)*
 - Aug. 15, 2024 p.m. Guardianship Services (2-3 hrs.)*
- III. **Sept. 2024 Personnel Conference**
 - Planning Discussion*
- IV. **Directors' Academy**
 - New Participant Request*
 - Consideration of Exemption/Waiver Requests*
 - Mentor Assignments*
 - Final Presentations*
 - Other Academy Business*
- V. **Other Business**
- VI. **Adjourn**

NOTES

- I. **Introductions**
 - Daphine Little (Bertie)
 - Chuck Lycett (Dare)
 - Tamsey Evans (Greene)
 - Sharon Barlow (Guilford)
 - Patrick Betancourt (Macon)
 - Sondra Livesay (Northampton)
 - Kimberly Irvine (Surry)
 - Bree Clawson (Swain)
 - Asley Lantz (Union)
 - Sharnese Ransome (NCACDSS)

Sharon Scott (NCACDSS)

II. Professional Capacity and Personnel – General Discussions

- Sharon Barlow (Guilford) will report out tomorrow during committee presentation
- Reminder to the Association membership of the upcoming New Director Orientation training Apr. 23-25, 2024 Hampton Inn & Suites @ Raleigh Mid-Town (13 registrants so far);
- Sharon Scott (NCACDSS) will send a second email after the meeting tomorrow with a link to register
- No additional updates on the DAAS Overview occurring in August as registration deadline does not need to come out this early; additional details on the training will be forthcoming as the event draws near
- Discussion around Vanguard's proposal for mentorship of (supportive coaching) new Directors using a cadre of retired Directors (not as a way to supplant the Director's Academy but, rather, as a well to supplement it); discussion included how this proposal relates to the Regional Director's model, the sustainability of funding, potential liability, etc.
- Committee discussed the need for the discussion to be moved out of the committee purview and should rest with NCACDSS leadership and DHHS

III. Sept. 2024 Personnel Conference

- Dates for conference will be Sept. 17-19, 2024
- Location will be Union County Ag. Center in Monroe, NC (Sharnese is working with facility to secure a contract document)
- Committee held lengthy discussion on potential presentation topics including:
 - Intermittent FMLA
 - Cybersecurity issues (National Guard Computer Threat Assessment) – Wes will reach out to N.G.
 - Kristi Nickodem (UNC School of Government) and colleague to discuss Diversity, Equity, and Inclusion (DEI) topic
 - Managing a hybrid or remote work workforce
 - Diane Juffras on ADA (could a remote presentation work?)
 - Dominick D'Rasmo (NC OSHR) as a resource to connect with someone from State gov't. around succession planning with a workforce in which higher turnover is much more common (general agreement this is a topic that needs addressing)
 - Rebecca Troutman who was formerly with NCACC or Patrice Whitman (?) currently with League of Municipalities
 - Sherry Bradsher with CCR (e.g., how to manage difficult media such as CAP, child fatality, state takeover, etc.)
 - ASK ASSOCIATION MEMEBERSHIP THEIR IDEAS ON TOPICS TO INCLUDE IN THE CONFERENCE

IV. Director's Academy

- No new participant requests and there currently continues to be 100% matching of Director's Academy participants with mentors
- Committee considered and approved 5 of 5 exemption requests for Daphine Little (Bertie)
- Discussion was held on potential final presentations in June

V. No Other Business / Meeting Adjourned

Respectfully Submitted,

R. Patrick Betancourt
Apr. 10, 2024