

**From:** Marcus Kinrade  
**Sent:** Wednesday, April 25, 2018 10:44 AM  
**To:** REV - All Staff <[REV.AllStaff@wakegov.com](mailto:REV.AllStaff@wakegov.com)>  
**Subject:** Professional development

Good morning,

I can't think of anything that shows you are more committed to your work and your profession than a professional designation. A job applicant who has a professional designation earns an automatic interview from me. There are few who possess professional designations for a couple reasons in particular – (1) they require personal time and serious commitment to gain the knowledge needed to prepare yourself for success and (2) the candidate must pass a case study exam and a master exam for any designation and neither is particularly easy.

I have been discussing the need for more professional designees in NC with Kirk Boone at the School of Government and my suggestion was that we try to get organized and win the IAAO "Virginia Cup" for 2019 which will serve as a motivational goal. Copy and paste the URL below into your browser to read about what the Virginia Cup is and see that North Carolina has won or shared it twice in the last 12 years.

[https://www.iaao.org/Archive/wmc/Membership\\_Content/Awards/Virginia\\_Cup](https://www.iaao.org/Archive/wmc/Membership_Content/Awards/Virginia_Cup)

To read about the six (6) professional designations offered by IAAO and the requirements for each, look here:

[https://www.iaao.org/wcm/Education/IAAO\\_Designations](https://www.iaao.org/wcm/Education/IAAO_Designations)

The four designations I would consider "most attainable" over the next year would be the PPS, RES, AAS ( we have staff in our office with these professional designations that can help you) and the CMS for our GIS staff. The MAS is a new professional designation that requires new coursework that is still being rolled-out and the CAE is a capstone designation that while achievable, may take several years to work through unless you have a lot of experience in writing single property demonstration appraisal reports already.

My thought is we try to get no less than 30 new professional designees in North Carolina between October 1, 2018 and May 31, 2019. I would like to see if we could get 5 of those 30 new professional designees from our office. If NC did manage to win the IAAO Virginia cup, I might have to see if I can figure out a way to get the new professional designees from our office who contributed to that award to the 2019 IAAO conference to help receive it. This is subject to budget allowance and how we are coming along with the 2020 reappraisal and is not a promise. That conference is September 8 to 11 in Niagara Falls, Ontario, Canada.

To be practical, staff members would most likely need to have taken all required coursework already or perhaps only need one more course to make this work. All courses required for any particular designation would need to be taken by November and then the tentative plan is to try to host two day case study workshops at the School of Government in December ( for AAS and RES ) and perhaps PPS workshop if available. Following the workshops we would encourage all candidates to immediately take the case study exam. For those interested in the AAS designation, the "odd" course needed is

IAAO 402 which is rarely held in NC. For RES, it's the 201 course. Both are being offered in Fredericksburg VA in June with a registration deadline of May 6. If that is something of interest to you, speak to your manager and then Gwen and Lari.

If after thoroughly reviewing all of this, you believe that you are up to the challenge, please let me know and we will assist you in pushing through it.

## **Marcus D. Kinrade, AAS**

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