

CEO Briefing

Employee Recognition

December 6, 2012

Dr. Kamela Patton, Superintendent



VISION

That all students will complete school prepared for ongoing learning as well as community and global responsibilities.

MISSION

To provide exceptional educational opportunities that motivate and engage each student.

ORGANIZATIONAL STRUCTURE

6,716 Total Employees

Administrative and Managerial	319
Teachers* (CCEA), Occupational Therapists, Physical Therapists, and Psychologists	3,250
Clerical* (OCAP)	948
Confidential (i.e. Executive Secretaries, School Office Managers)	72
Teamsters* (i.e. Bus Drivers, Carpenters, Nutrition Services Workers)	581
Nutrition Services Managers, Facility Managers, Technicians, and Specialists	212
Part-Time (includes Substitute Teachers and Adult Ed Instructors)	1,334

*Unions

- Collier County Education Association (CCEA) - teachers
- Office and Classroom Assistant Personnel (OCAP) - clerical
- Teamsters

GOALS OF EMPLOYEE RECOGNITION

- Create positive, productive, and innovative climate.
- Inspire a feeling that everyone contributes to the success of the school district – and the success of our children.
- Recognize the actions, behaviors, approaches, and accomplishments that we want to foster and reinforce.
- Show the staff their hard work and extra commitment is appreciated.
- Keep moral elevated – particularly in these challenging times of new curriculum, budget cuts, salary freezes, etc.
- Nurture pride and enthusiasm.

CURRENT RECOGNITION EFFORTS

- Birthday e-cards from Dr. Patton
- iRecognitions
- Congratulation letters to promoted employees
- Retiree Recognition
- Teacher of the Year
- Non-instructional Employee of the Year
- Administrator of the Year

FUTURE RECOGNITION EFFORTS

- Family Day Event
- Years of Service Awards

DISCUSSION TOPICS

What types of recognitions does your organization do and how often?

DISCUSSION TOPICS

What types of items are given at these recognitions?

DISCUSSION TOPICS

How do you fund employee recognitions?

DISCUSSION TOPICS

Where do you hold your recognition events?

DISCUSSION TOPICS

**How do you involve the community
in these recognitions?**

DISCUSSION TOPICS

What type of “program” do you do for these recognitions?