

CEO Briefing: Creating and Inclusive Environment
February 23, 2018

Name	Company	RSVP
Steve Sanderson	United Way of Collier County	Yes
Becky Newell	Special Olympics	Yes
Barbara Melvin	First Florida Integrity Bank	Yes
Jeff Feld	Jewish Federation of Greater Naples	Yes
John Paul (JP)	Bayshore Education Center	Yes
Bob Spano	Guadalupe Center	Yes
Vincent and Dianna Keeys	NAACP	Yes
Gail Williams	Hodges University	Yes
Andres Paz	D'Latonios Magazine	Yes



CCPS

Collier County
Public Schools



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Dr. Kamela Patton
Superintendent

Student Demographics



WHITE – 34%



BLACK – 12%



HISPANIC – 50%



OTHER – 4%

1.31% Asian
3.06% multiracial

HOME LANGUAGE



ENGLISH – 45%



OTHER – 55%

FREE AND REDUCED LUNCH



ECONOMICALLY NEEDY – 66%



NOT ECONOMICALLY NEEDY – 34%



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Staffing Demographics

INSTRUCTIONAL STAFF



NON-INSTRUCTIONAL STAFF



Inclusivity



CCPS Strategic Plan

Goal 4, Strategy 6 (4.6)

KPI 4.6

Establish a Cultural Competence Workgroup which will meet six times to develop plans to further promote cultural awareness

2017-2018 STRATEGIES

- > Conduct Cultural Competency Work Group meetings to develop cultural awareness and sensitivity resources for implementation at all schools
- > Implement one strategy at the District level to enhance diversity recruitment
- > Model for administrators at least one cultural awareness and sensitivity activity created by the Cultural Competency Workgroup for use at school sites
- > Develop communication plan to share District level initiative with stakeholders

Today's Learners - Tomorrow's Leaders

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Cultural Competence Workgroup

- **Vision**: Cultural competence is a set of values, behaviors, attitudes, and practices within an organization or among individuals which enables them to work effectively cross culturally. Further, it refers to the ability to honor and respect the beliefs, language, interpersonal styles and behaviors of individuals and families receiving services, as well as staff who are providing such services.
- **Mission**: Striving to achieve cultural competence is a dynamic, ongoing, developmental process that requires a long-term commitment.

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Definitions



Discussion Topic

What is your perception of CCPS regarding cultural diversity?

Do we create an inclusive environment?

Discussion Topic

How can we create a more inclusive environment?

Discussion Topic

How do we allow the community to engage in this process with us?

Discussion Topic

What are some best practices for creating an inclusive environment (ex. increase diversity in staff, creating balance and compromise)?

How can we implement them in CCPS?



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