PCS
PINELLAS COUNTY SCHOOLS

LISTEN & LEARN

THE STAFF EXPERIENCE

WEDNESDAY, APRIL 22, 2026 • 6 PM
DR. MICHAEL A. GREGO LEADERSHIP INSTITUTE

TONIGHT'S PANEL



KEVIN HENDRICK,
SUPERINTENDENT



CAPRICE EDMOND
CHAIRPERSON



DAWN PETERS
VICE CHAIRPERSON



KATIE BLAXBERG,
SCHOOL BOARD MEMBER

PCSB.ORG/LISTENLEARN

THE STAFF EXPERIENCE

AGENDA FOR THE EVENING



SUPERINTENDENT PRESENTATION (10 MINS)



Q&A WITH BOARD MEMBERS AND SUPERINTENDENT (50 MINS)



STAFF FEEDBACK (30 MINS)

WHO WE ARE

PINELLAS COUNTY SCHOOL BOARD



KATIE BLAXBERG



LISA N. CANE



CAPRICE EDMOND

Chairperson



LAURA HINE



EILEEN M. LONG



STEPHANIE MEYER



DAWN M. PETERS

Vice Chairperson



PINELLAS COUNTY SCHOOLS IS SOARING AS AN A DISTRICT

VISION

100%

STUDENT SUCCESS

MISSION

EDUCATE AND PREPARE
EACH STUDENT FOR
COLLEGE, CAREER, AND LIFE

CORE VALUES



PINELLAS COUNTY SCHOOLS IS SOARING AS AN A DISTRICT

SOARING

TO ANOTHER YEAR AS AN A DISTRICT

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PINELLAS COUNTY SCHOOLS

DISTRICT STRATEGIC PLAN

2023-2026



STRATEGIC PRIORITIES



ACADEMIC EXCELLENCE THROUGH INNOVATION



SAFE AND RESPECTFUL CLIMATE & CULTURE



EQUITY WITH EXCELLENCE FOR ALL



POSITIVE STAFF EXPERIENCES



STRONG CONNECTIONS & COMMUNICATION



FISCAL & OPERATIONAL RESPONSIBILITY

PINELLAS COUNTY SCHOOLS IS SOARING AS AN A DISTRICT

STRATEGIC PRIORITY 4

POSITIVE STAFF EXPERIENCES

POSITIVE STAFF EXPERIENCES













PINELLAS COUNTY SCHOOLS IS SOARING AS AN A DISTRICT

DISTRICT STRATEGIC PLAN

2023-26 PRIORITY FOUR HIGHLIGHTS-PCS PRAISE

POSITIVE STAFF EXPERIENCES

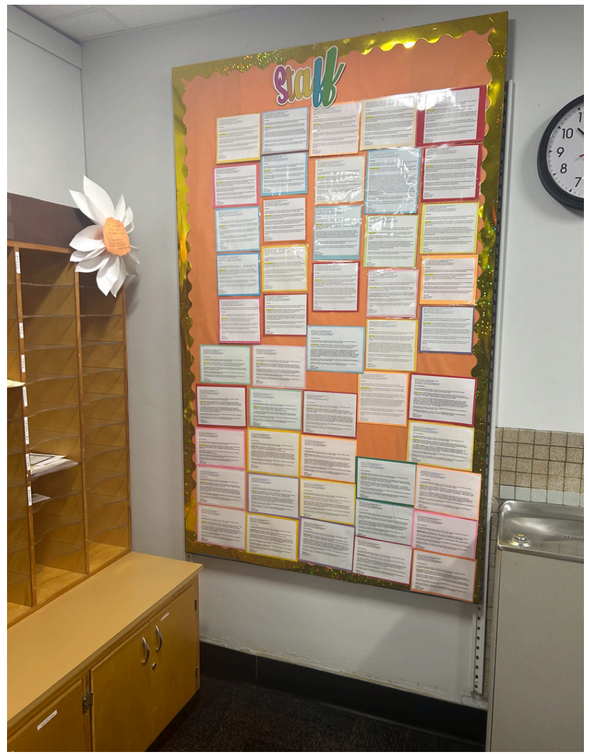
33,000

PCS PRAISE AND SUPERINTENDENT STANDOUTS

SINCE 2023

CHILDREN, FAMILIES & COMMUNITY · CONNECTEDNESS · CULTURAL COMPETENCE · INTEGRITY · RESPECTFUL & CARING RELATIONSHIPS · RESPONSIBILITY

PINELLAS COUNTY SCHOOLS



SUBMIT A PCS PRAISE

PCS INSIDER

News and events for PCS staff

PINELLAS COUNTY SCHOOLS IS SOARING AS AN A DISTRICT

DISTRICT STRATEGIC PLAN

2023-26 PRIORITY FOUR HIGHLIGHTS-EMPLOYEE CHILDCARE

POSITIVE STAFF EXPERIENCES







Saving staff an estimated **$450,000** in childcare expenses

2026-27 opening **second location** at McMullen-Booth Elementary

DISTRICT STRATEGIC PLAN

2023-26 PRIORITY FOUR HIGHLIGHTS-PROFESSIONAL LEARNING

POSITIVE STAFF EXPERIENCES

- Employee Onboarding for all new hires was streamlined to improve navigation for new employees.
- Professional Development and Teaching and Learning conducted positive staff experience focus groups to gather teacher interest and increase course participation.
- Developed and launched a Skilled Facilitator in Adult Learning credentialing program
- Redesigned the teacher mentoring training and program
- 2024-25 focused on job-embedded professional development



DISTRICT STRATEGIC PLAN

2023-26 PRIORITY FOUR HIGHLIGHTS-TEACHER APPRENTICESHIP

POSITIVE STAFF EXPERIENCES

- Launched Teacher Apprenticeship Program with St. Petersburg College (2023–24); 25 apprentices in inaugural cohort
- Provides paid, on-the-job training for classroom support staff earning a no-cost bachelor's in education
- Apprentices work alongside mentor teachers and receive increased wages
- Graduates offered teaching positions with two years of salary credit
- Expanded program with a second cohort this year



DISTRICT STRATEGIC PLAN

2023-26 PRIORITY FOUR HIGHLIGHTS-COMPENSATION

POSITIVE STAFF EXPERIENCES

Compensation

- 2023–24: Avg. **4%** salary increase for all staff
- 2024–25: Avg. **3.7%** salary increase for all staff
- 2025–26: Avg. **7.8% to 9%** salary increase for all staff



Referendum Impact (2025–26)

- Instructional staff:

  +$4,114
- Support/Professional/Technical/Supervisory staff:

  +$2,910
- Supplement average increase **41%**

STAFF SURVEY

STAKEHOLDER SURVEY FOLLOW-UP

FACTORS HAVING THE MOST INFLUENCE ON AN OPTIMISTIC FUTURE

POSITIVE STAFF EXPERIENCES

1. Staffing Levels and Workload Expectations	**14.4%**
2. Compensation and Benefits	**13.0%**
3. Safety or Student Behavior	**9.8%**
4. Broader political or community climate towards public education	**8.5%**
5. Declining Enrollment in PCS	**8.2%**

Follow-up Survey Window: March 31- April 7, 2026
Total Responses: 1,496

POSITIVE STAFF EXPERIENCE

SURVEY COMPLETED MARCH 31-APRIL 7

POSITIVE STAFF EXPERIENCES

Which ideas would most help PCS build on and expand a positive staff experience?

1- RECOGNITION

2- EMPLOYEE VOICE

3- WELLNESS

4- LEADERSHIP

5- CONNECTION



POSITIVE STAFF EXPERIENCE

SURVEY COMPLETED MARCH 31-APRIL 7



Which ideas would most help PCS build on and expand a positive staff experience?

1. Opportunities to expand recognition through meaningful experiences and perks	**10.4%**
2. Onsite or near site staff; well-being spaces designed to support stress during the day	**7.5%**
3. “You said, we did,” follow-ups that connect staff feedback to actions taken	**6.1%**
4. Personalized recognition for significant achievements...	**5.9%**
5. Twice per year, conduct improvement sessions...	**5.8%**
6. Expanded opportunities for staff to pilot and refine new tools or processes...	**5.4%**

TOTAL RESPONSES: 9,807
UNIQUE RESPONSES: 2,320

STAFF EXPERIENCE

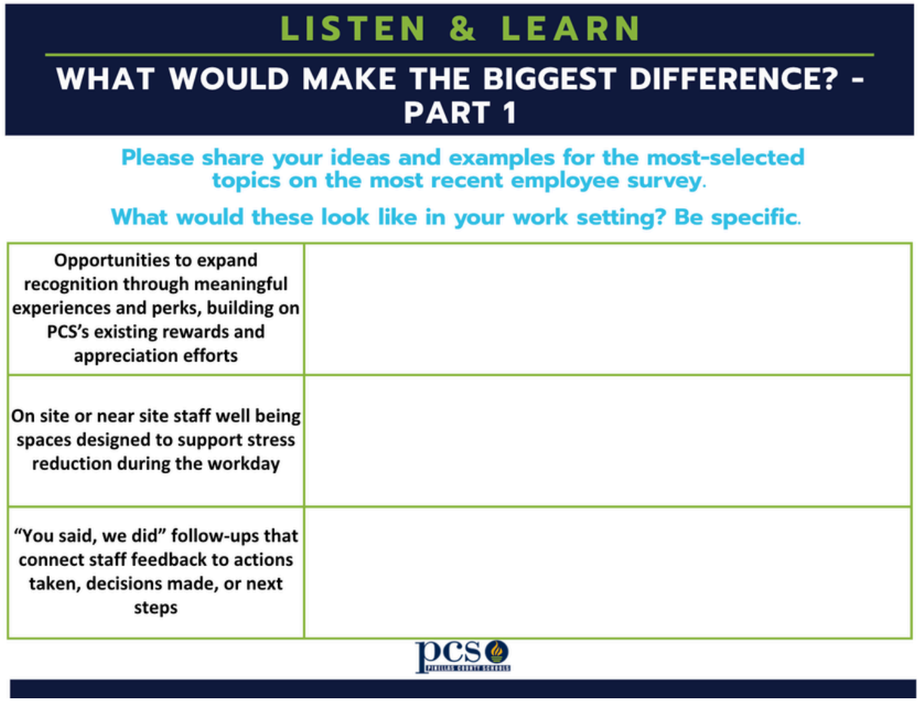
QUESTIONS AND ANSWERS FROM THE PANEL

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THE STAFF EXPERIENCE



SHARE YOUR IDEAS AND EXAMPLES:

- Recognition
- Employee Voice
- Wellness
- Leadership
- Connection



LISTEN & LEARN

WHAT WOULD MAKE THE BIGGEST DIFFERENCE? - PART 1

Please share your ideas and examples for the most-selected topics on the most recent employee survey.

What would these look like in your work setting? Be specific.

Opportunities to expand recognition through meaningful experiences and perks, building on PCS's existing rewards and appreciation efforts	
On site or near site staff well being spaces designed to support stress reduction during the workday	
"You said, we did" follow-ups that connect staff feedback to actions taken, decisions made, or next steps	

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THE STAFF EXPERIENCE



SHARE YOUR IDEAS AND EXAMPLES:

- What would most positively impact your day-to-day experience?
- What would make you feel most valued or supported?
- If the district focused on 3 strategies to improve staff experiences over the next 3 years, what should they be—and why?
- In three years, I will say PCS has improved staff experience if I see evidence that…
- Which activities would most influence your decision to stay with PCS long-term (3, 5, and 10 years)?
- What support or activity is not reflected but should be considered?

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SHARE YOUR IDEAS AND EXAMPLES USING THE POSTERS OR QR CODE.

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