

QUARTER 3 UPDATE

STRATEGIC PRIORITY 4: POSITIVE STAFF EXPERIENCES OBJECTIVE 9: ATTRACT AND RETAIN OUTSTANDING FACULTY AND STAFF



Progress: July 2025 - March 2026



OBJECTIVE 9 STRATEGIES IN ACTION

PCS Teacher of the Year

Denise White, teacher at James B. Sanderlin K-8 IB World School, was named 2026 PCS Teacher of the Year. Ms. White has dedicated more than three decades to educating Pinellas students. Her motto, “Be Awesome Today,” isn’t just a slogan. It reflects her commitment to giving her students the best possible day every day.

Employee Voice

The annual staff stakeholder survey was conducted in Quarter 2, and results were analyzed in Quarter 3. Staff perceptions have remained relatively consistent across most survey categories over the past three years. In alignment with the district’s priority of fostering positive staff experiences, the district planned a series of follow-up opportunities for staff to share ideas and inform next steps. These included a survey specifically designed to follow up on the stakeholder survey, an additional survey to identify strategies for improving the staff experience, and an in-person Listen and Learn session with the Superintendent and School Board members focused on Positive Staff Experiences.

FAST FACTS



Instructional Vacancies

Over 99% of approximately 7,000 teaching positions were filled in Q3. This marked a historic high in mid-year staffing, significantly improving on prior years’ mid-year vacancies.



Leading with Core Values

Staff continue to recognize their colleagues for exemplifying the PCS Core Values, and leaders find unique ways to publicly celebrate the 7,000 staff who received a PCS Praise recognition from colleagues.

PRESENTATIONS OF PROGRESS

[What’s New 2025-26](#)

[Wellness Program, Jan 2026](#)

[Stakeholder Survey Results, Feb 2026](#)

COMMUNICATION CORNER

[2026 FMEA superintendent and school board of the year](#)

[James B. Sanderlin K-8 teacher Denise White named 2026 Teacher of the Year](#)

[Ms. Palmer named 2025 Boss of the Year by the Greater Seminole Area Chamber of Commerce](#)

[Top 10 Teachers of the Year!](#)

[Bay News 9 A+ teacher is Stefanie Frump of Richard O. Jacobson Technical High School](#)



QUARTER 3 UPDATE

STRATEGIC PRIORITY 4: POSITIVE STAFF EXPERIENCES

OBJECTIVE 10: INVEST IN ALL STAFF THROUGH CONTINUOUS PROFESSIONAL LEARNING



Progress: July 2025 - March 2026



OBJECTIVE 10 STRATEGIES IN ACTION

Educator Voices in Professional Learning

Through the AHA Moments podcast, the district elevated educator voice and authentic classroom practice by recording live, school-based episodes at Pasadena Fundamental. The episodes highlighted high-leverage instructional strategies and Strategy Walks and were embedded as professional learning follow-up resources to support student discourse, cognitive engagement, and ownership.

Professional Learning Channels

The district continues to build facilitator and leadership capacity through Skilled Facilitator Micro-credential coursework and aligned professional learning series, including Five Essentials, Classroom Management, Leadership U, and district Leadership Series offerings. Participation in Skilled Facilitator learning increased across all course sequences, with continued growth in the completion of Essentials, Foundations, and Core Concepts courses. Micro-credential completion also expanded, and participants engaged in Communities of Practice to deepen application, reflection, and continuous improvement.

FAST FACTS



Liaison Learning

Seven school liaison and coordinator trainings reached nearly 100 participants. Six group mentoring advisor meetings and two group mentoring focus groups were also held to ensure alignment and program effectiveness at the school level.



Positive Staff Perceptions

Over the past three years, staff perceptions of Career Growth and Training Opportunities have remained stable, with positive responses averaging approximately 77%.

PRESENTATIONS OF PROGRESS

[What's New 2025-26](#)

[Professional Learning Catalog, August 2025](#)

[PCS Community Listen and Learn, December 2025](#)

[Stakeholder Survey Results, Feb 2026](#)

COMMUNICATION CORNER

[The Teacher Apprenticeship Program welcomes 2nd Cohort](#)

[Employees honored at Certificate of Distinction Breakfast](#)

