

QUARTER 2 UPDATE

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



Progress: July 2024 - December 2024



OBJECTIVE 9 STRATEGIES IN ACTION

Support for Teacher Certification

Alternative certification teachers have access to a **streamlined process** for personalized, **one-on-one assistance** throughout the certification process. **Mentors** provide consistent support to **first-year alternative certification teachers** and those in the **PCS transition to teaching** program.

PCS Teacher Apprenticeship Program Awarded State Grant

The **PCS teacher apprenticeship program** received the state **Pathways to Career Opportunities Grant** of **\$185,000** in late fall 2024. This grant offers PCS funding to offset the implementation cost of the teacher apprenticeship program.

PCS Honors Outstanding Staff

Andrew Tremblay, Head Plant Operator at Tarpon Springs Middle School, was honored as the **2024-2025 PCS Support Employee of the Year**. The Support Employee of the Year semi-finalists and finalists were recognized at a December awards luncheon. Additionally, the **top ten Teacher of the Year finalists** were celebrated with surprise visits from Superintendent Hendrick, executive leadership, administrators, and family members.

FAST FACTS



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 nearly **4,000 staff** who received a **PCS Praise recognition** from colleagues.



Salary Increases

All PCS employees were awarded an average **salary increase** between **3% and 4%**.

PRESENTATIONS OF PROGRESS

[What's New for the 2024–25 School Year, July 2024](#)

[Pinellas Instructional Eval System 2024-2025](#)

[Pinellas Administrator Eval System 2024-2025](#)

[Teacher Exchange Program, December 2024](#)

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[PCS and PESPA Reach Tentative Salary Agreement](#)

[PCS and PCTA Reach a Tentative Agreement for 2024-2025](#)

[Inspiring Teachers, The IT Factor Series](#)

[Pinellas County Schools earns top honors as Family Friendly Workplace](#)

[District celebrates 133 Teachers of the Year](#)

[Support Employee of the Year](#)



QUARTER 2 UPDATE

STRATEGIC PRIORITY 4: POSITIVE STAFF EXPERIENCES

OBJECTIVE 10: INVEST IN ALL STAFF THROUGH CONTINUOUS PROFESSIONAL LEARNING



Progress: July 2024 - December 2024



OBJECTIVE 10 STRATEGIES IN ACTION

Job-Embedded Professional Learning

School staff receive **job-embedded professional learning** through PLCs and learning walks, focusing on classroom management, the Five Essentials of Effective Instruction, and Strategy Walks. This approach **promotes collaboration and the immediate application** of these strategies to enhance teaching and learning.

Teacher Mentoring Program

The new teacher mentor program provides specific training for both new and continuing lead mentors. The program includes **increased salary supplements** for mentors, new topics in **monthly meetings**, and **site visits**, particularly to high-turnover schools, to support schools, mentors, and new and early career teachers.

FAST FACTS



Adult Learning Training

Over 1,000 staff have participated in the Skilled Facilitator Essentials course and **92%** of participants **would recommend** the course.



Professional Learning Catalog

The professional learning catalog has been **audited**, and an **employee survey** will be conducted in the spring to ensure the catalog is updated to **align with stakeholder needs** and improve student outcomes.

PRESENTATIONS OF PROGRESS

[What's New for the 2024–25 School Year, July 2024](#)

[Professional Development Update, August 2024](#)

[Professional Learning Catalog, August 2024](#)

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[Embrace Pinellas](#)

[District celebrates 95 COD recipients](#)

