



Culture and Climate Board Update

Leigh Ann Feily, Dr. Sonya Sailer, Dr. Randy Smasal

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Presentation Outline:

- Panorama Student Survey Results and Analysis
- Panorama Staff Survey and Employee Engagement Survey Results and Analysis

Background on Panorama Survey

- Fourth year of Edina survey - began in March 2021 (Students)
- Survey includes national norms comparing EPS with data from other schools across the country
- National Benchmarks also include approximate national percentile (rounded to the nearest 10; e.g. 50th or 70th percentile)
- National Benchmarks include survey results from:
 - Three thousand schools
 - Two million students, teachers, and staff members
 - Various geographic areas, school types, and achievement levels



Background on Panorama Survey

- Gathering wellness data is aligned to our EPS vision and mission of supporting whole student and staff wellness
- With this data we can help determine what types of district-wide initiatives to support and resources to allocate (i.e. Ed Fund Campaign for Mental Health and free access to wellness app for staff)
- It's also important to remember that students and staff wellbeing is a partnership between school and home/personal life and that district resources are one piece in the support system of ensuring student and staff wellbeing



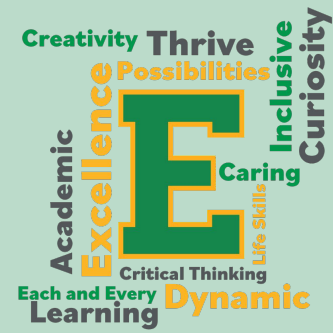
Who Was Surveyed?

Students:

- Grades 3-12
- Student Competency and Wellbeing & Student Supports and Environment

Staff:

- All licensed staff EC-12
- School Climate and School Belonging



Who Completed the Panorama Survey?

	Total	Grades 3-5	Grades 6-12
Student Competency and Well-Being Measures	4,621 (70%)	1,694 (90%)	2,927 (62%)
Student Supports + Environment	4,256 (65%)	1,614 (86%)	2,642 (56%)
Staff Climate and Belonging	574 (85%)	NA	NA

*Percentages reflect percent of enrolled students or employed licensed staff

How Does Response Rate Compare to Years Prior?

	2021 Total	2022 Total	2023 Total	2024 Total
Student Competency and Well-Being Measures	5,016 (78%)	3,189 (50%)	4,822 (72%)	4,621 (70%)
Student Supports + Environment	4,742 (73%)	2,990 (46%)	4,461 (67%)	4,256 (65%)
Staff Climate and Belonging	NA	397 (62%)	538 (77%)	574 (85%)

*Percentages reflect percent of enrolled students or employed licensed staff

Multiple factors affected 2022 - timing of survey, Covid, time set aside to complete survey



Panorama Student Survey Results

Favorable response means the percent of respondents selecting the top two Likert scale response choices for questions in the category




What was Measured? (Students)

Challenging Feelings: How frequently students feel challenging emotions, with higher scores indicating less frequent challenging emotions.

Emotional Regulation: How well students regulate their emotions.

Positive Feelings: How frequently students feel positive emotions over time

Supportive Relationships: How supported students feel through their relationships with friends, family, and adults at school. 

Engagement: How attentive and interested students are in class.

Belonging: How much students feel that they are valued members of the school community.



Students

What Level of Growth is Considered Significant?

Sample Size (# of respondents)	Change (in % favorable)
3,500+	+/- 1%
900	+/- 2%
400	+/- 3%
220	+/- 4%
140	+/- 5%
100	+/- 6%
70	+/- 7%
60	+/- 8%
50	+/- 9%
40	+/- 10%

More info in [Panorama Academy](#)

District Wide Student Results Grade 3-5	2024 % Favorable Response	Range of % Favorable Responses in EPS Elementary Schools
Supportive Relationships	92%	Range = 91% to 93%
Positive Feelings	77%	Range = 73% to 80%
Challenging Feelings	68%	Range = 65% to 71%
Emotion Regulation	55%	Range = 50% to 63%
Engagement	60%	Range = 56% to 64%
Sense of Belonging	75%	Range = 72% to 78%

District Wide Student Results Grade 3-5	National %tile Ranking	Range of National %tile in EPS Elementary Schools
Supportive Relationships	90th	Range = 90th - 99th
Positive Feelings	99th	Range = 80th - 99th
Challenging Feelings	99th	Range = 90th - 99th
Emotion Regulation	90th	Range = 70th - 99th
Engagement	80th	Range = 70th - 80th
Sense of Belonging	80th	Range = 70th - 90th

District Student Results Grade 3-5	2021 % Favorable Response	National %tile Ranking	2022 % Favorable Response	National %tile Ranking	2023 % Favorable Response	National %tile Ranking	2024 % Favorable Response	National %tile Ranking	Change in % of Favorable Responses ('23 to '24)
Supportive Relationships	89%	80th	91%	90th	90%	80th	92%	90th	↑
Positive Feelings	77%	90th	77%	90th	75%	90th	77%	99th	↑
Challenging Feelings	67%	99th	66%	99th	65%	90th	68%	99th	↑
Emotion Regulation	54%	90th	54%	90th	53%	80th	55%	90th	↑
Engagement	62%	80th	59%	70th	59%	70th	60%	80th	↔
Sense of Belonging					72%	80th	75%	80th	↑

Grades 3-5

Group Name

Group Size

Challenging Feelings
Emotion Regulation
 Positive Feelings
 Supportive Relationships

All respondents

1,693

68%

55%

77%

92%

Student Race

Asian

139

+3

+1

-3

-2

Black or African American

119

-13

-14

-7

-3

Hispanic/Latino

118

-5

-4

-2

+2

Two or More Races

123

+1

+3

-1

-4

White

1,194

+1

+1

+1

0

Group Name

Group Size

Engagement
 Sense of Belonging

All respondents

1,612

60%

75%

Student Race

Asian

136

+7

+1

Black or African American

116

-2

-7

Hispanic/Latino

107

+2

-3

Two or More Races

116

-1

-3

White

1,137







-1

+1



District Wide Student Results Grade 6-12	2024 % Favorable Response	Range of % Favorable Responses in EPS Secondary Schools
Supportive Relationships	88%	Range = 88% to 89%
Positive Feelings	71%	Range = 68% to 74%
Challenging Feelings	65%	Range = 60% to 74%
Emotion Regulation	60%	Range = 57% to 65%
Engagement	30%	Range = 29% to 32%
Sense of Belonging	57%	Range = 52% to 60%

District Wide Student Results Grade 6-12	National %tile Ranking	Range of National %tiles in EPS Secondary Schools
Supportive Relationships	90th	Range = 90th to 99th
Positive Feelings	99th	Range = 90th to 99th
Challenging Feelings	99th	Range = 90th to 99th
Emotion Regulation	99th	Range = 90th to 99th
Engagement	69th MS / 70th HS	Range =50th to 60th
Sense of Belonging	80th MS/ 99th HS	Range = 80th to 99th


Student Results Grade 6-12	2021 % Favorable Response	National %tile Ranking	2022 % Favorable Response	National %tile Ranking	2023 % Favorable Response	National %tile Ranking	2024 % Favorable Response	National %tile Ranking	Change in % of Favorable Responses ('23 to '24)
Supportive Relationships	84%	80th	84%	80th	87%	90th	88%	90th	
Positive Feelings	67%	90th	66%	90th	66%	90th	71%	99th	
Challenging Feelings	60%	90th	63%	99th	60%	90th	65%	99th	
Emotion Regulation	51%	80th	52%	80th	54%	90th	60%	99th	
Engagement	23%	40th MS/ 60th HS	28%	50th MS/ 70th HS	27%	50th MS / 70th HS	30%	69th MS/70th HS	
Sense of Belonging					50%	75th MS/ 60th HS	57%	80th MS/ 99th HS	

Grades 6-12

Group Name	Group Size	Supportive Relationships			
		Challenging Feelings	Emotion Regulation	Positive Feelings	Supportive Relationships
All respondents	2,926	65%	60%	71%	88%
Student Race					
Asian	249	-1	-2	-3	-1
Black or African American	265	+1	+4	-2	-6
Hispanic/Latino	235	-8	-7	-8	-4
Two or More Races	185	-6	-4	-6	-2
White	1,985	+2	+1	+1	+2
Confidentiality protected: A...	7	+7	+6	-3	-9

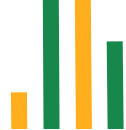
Group Name	Group Size	Engagement	
		Engagement	Sense of Belonging
All respondents	2,639	30%	57%
Student Race			
Asian	218	+9	-2
Black or African American	236	+4	-3
Hispanic/Latino	213	-2	-3
Two or More Races	169	+1	-9
White	1,796	-2	+2
Confidentiality protected: A...	7	+4	-3



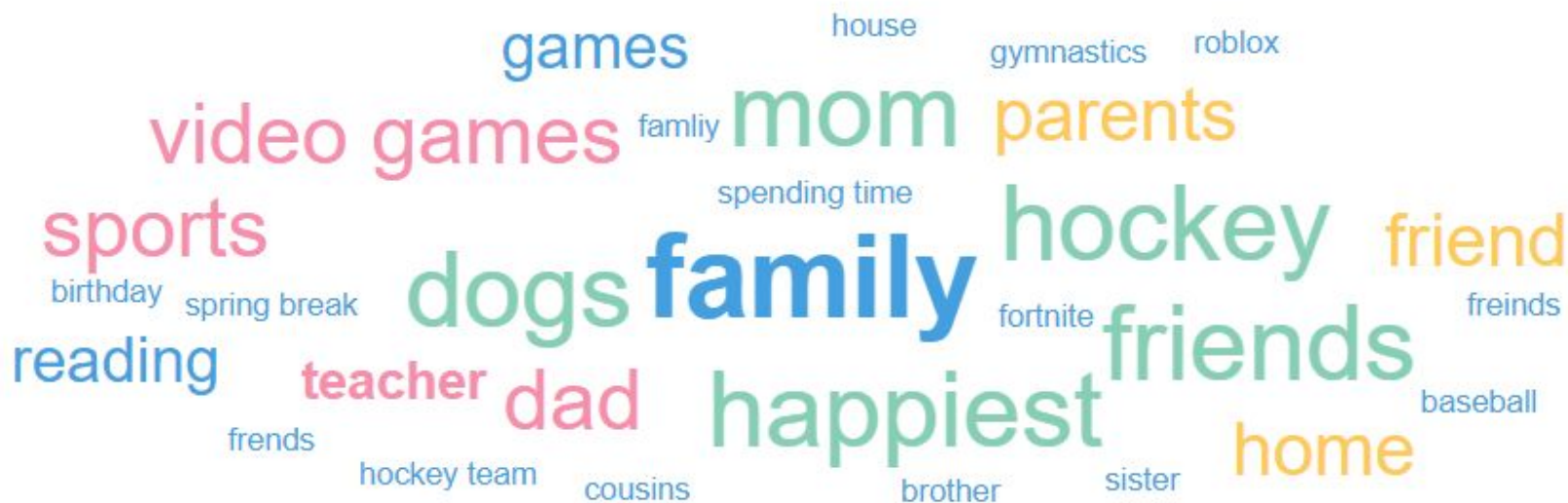


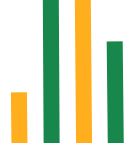
Panorama Free Response Questions

Grades 3-5

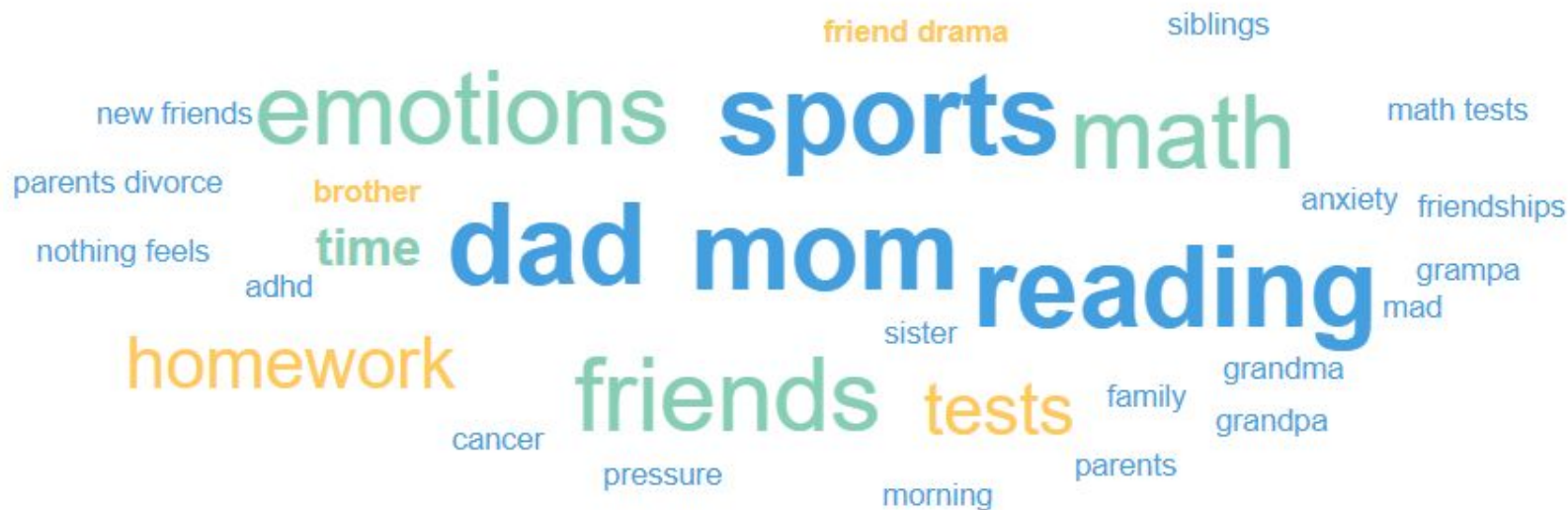


Thinking about everything in your life right now, what makes you feel the happiest? ?






Thinking about everything in your life right now, what feels the hardest for you? ?



What can teachers or other adults at school do to better help you? ?





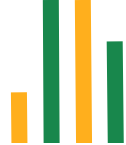
Panorama Free Response Questions

Grades 6-12

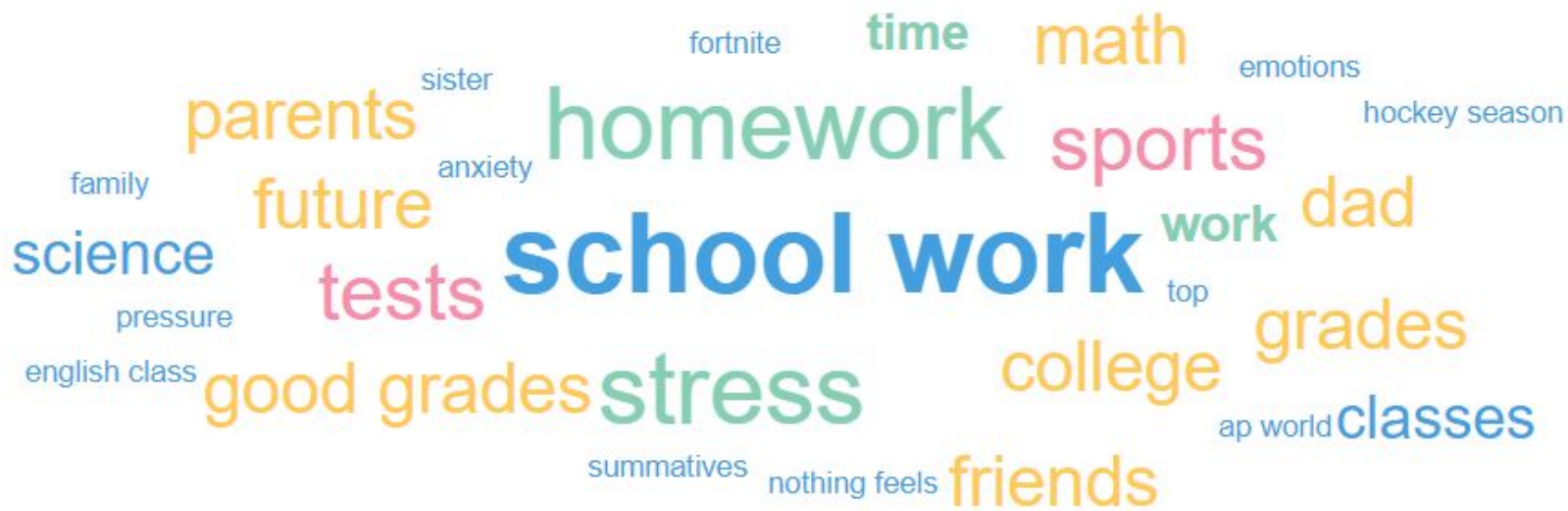


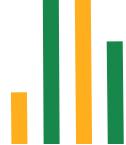
Thinking about everything in your life right now, what makes you feel the happiest? ?

weekend
happiest spending time mom
theater skiing
god dogs family hobbies
friends hockey freinds
time video games soccer
good grades

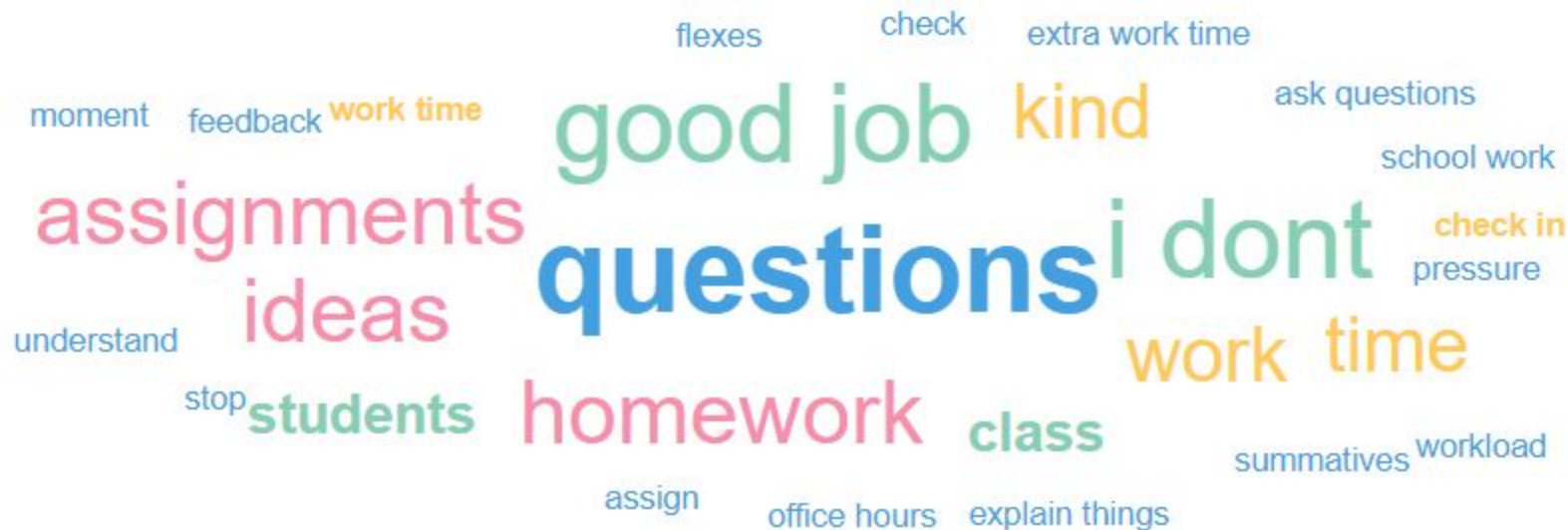


Thinking about everything in your life right now, what feels the hardest for you? 





What can teachers or other adults at school do to better support you? ?





900 Respondents
+/-2 is significant

School Level Student Data Celebrations

Concord ES	7% increase in favorable responses on Challenging Feelings and Emotional Regulation
Cornelia ES	91% favorable responses on Supportive Relationships
Countryside ES	4% increase in favorable responses on Supportive Relationships
Creek Valley ES	6% increase in responding favorably on the Sense of Belonging category
Highlands ES	5% increase in favorable responses on Challenging Feelings
Normandale ES	4% increase in favorable responses on Challenging Feelings
Edina HS	7% increase in favorable responses on Sense of Belonging
South View MS	89% favorable responses on Supportive Relationships
Valley View MS	11% increase in responding favorably in the Emotion Regulation category



Student Climate Analysis

- **Celebrations**
 - School Level Student Data Celebrations
 - Principal Sharing Successful Strategies
- **Opportunities for Growth**
 - All sites have reviewed their Panorama Student data and have been trained on how to access the Panorama Playbook.
 - All sites will utilize their Panorama data to write Continuous School Improvement Plan goals for culture and climate. Emphasis has been placed on the use of disaggregated data to ensure we're focusing on closing gaps
 - Recent receipt of a grant will allow for systematic, district-wide work about our Tier 1 SEL practices and data collection



Panorama

Staff Survey Results

Favorable means the percent of respondents selecting the top two Likert scale response choices for questions in the category



What was Measured? (Staff)

School Climate: Perceptions of the overall social and learning climate of the school.

Belonging: How much faculty and staff feel that they are valued members of the school community.



Staff

What Level of Growth is Considered Significant?

Sample Size (# of respondents)	Change (in % favorable)
3,500+	+/- 1%
900	+/- 2%
400	+/- 3%
220	+/- 4%
140	+/- 5%
100	+/- 6%
70	+/- 7%
60	+/- 8%
50	+/- 9%
40	+/- 10%


More info in [Panorama Academy](#)



District Wide Staff Results	2024 % Favorable Responses (n=572)	Range of % Favorable Responses
School Climate	64%	Range = 35% to 84%
Sense of Belonging	68%	Range = 59% to 76%



District Wide Staff Results	National %tile Ranking	Range of % Rankings
School Climate	50th	Range = 10th to 80th
Sense of Belonging	60th	Range = 30th to 80th



District Wide Staff Results	2022 % Favorable Responses (n=397)	National %tile Ranking	2023 % Favorable Responses (n=538)	National %tile Ranking	2024 % Favorable Responses (n=538)	National %tile Ranking	Change in %tage of Favorable Responses ('23 to '24)
School Climate	40%	10th	53%	20th	64%	50th	↑
Sense of Belonging	NA	NA	61%	40th	68%	60th	↑

Panorama Staff Free Response Top 5 Themes

Student Behavior and Discipline - Themes from staff comments indicated concerns about student behavior. These themes invite continued district-wide work around refining/updating district policies and offering professional development around behavior intervention strategies and trauma-informed classrooms.



Panorama Staff Free Response Top 5 Themes

Administrative Support and Leadership - mixed comments with some feeling supported and others feeling unsupported. There is a desire for more administrative presence and connection with staff and students. Staff would like to have more partnership in long-term planning with district administration.



Panorama Staff Free Response Top 5 Themes

School Climate and Culture - range of comments from appreciation for positive environments to a desire for more joy, fun, and positivity. Themes emphasized included building a culture of respect, empathy, and caring among students and staff.



Panorama Staff Free Response Top 5 Themes

Teacher workload and Well-Being - themes of feeling overworked, overwhelmed, and exhausted due to workload expectations. Comments suggested reducing workload through fewer initiatives and providing more time for collaboration and preparation. Themes also included feeling the impact of budget cuts and how they affected staff morale.



Panorama Staff Free Response Top 5 Themes

Collaboration and Communication - themes emphasized the importance of open communication, trust and collaboration between staff and administration. Staff also indicated a desire for more opportunities for staff input, feedback, and shared decision-making. Additionally, more time for collaboration between general and special education staff was highlighted.





Panorama Staff Climate Analysis

- **Celebrations (574 Respondents +/-3 is significant)**
 - Data Highlights
 - Panorama School Climate Responses improved from 53% Favorable in Spring of 2023 to 64% Favorable in Spring of 2024
 - Panorama Belonging Responses improved from 61% Favorable in Spring of 2023 to 68% Favorable in Spring 2024
 - Principal Sharing
 - Successful Strategies
- **Opportunities for Growth**
 - Staff desire continued growth in partnership/voice/value in direction of the site/district
 - Further cascading of best practices in change management
 - Increase strategies to enhance staff belonging
 - Explore ways to streamline workflow with staff/enhance collaboration
 - Continue leadership training/support, data collection and reflection
 - Continued alignment and work around student behavior expectations and policies



Employee Engagement Survey Results



Background Information

- 483/1332 Employee Respondents (35% Response Rate)
- 15 Research Based Employee Engagement Focused Questions
- Administered in Fall of 2023
- 8 Employee Groups Responded
 - N = 468 for responding to years in EPS question
 - 169 (36%) 0-5 years in EPS
 - 76 (16%) 6-10 years in EPS
 - 223 (48%) 10+ years in EPS
- Target Benchmark is 80% Strongly Agree/Agree

Employee Engagement Survey Participation

Employee Group	2022-23 Number of Employee Participants	2023-24 Number of Employee Participants
Administrative (EAC, Non-Affiliated, SAC)	34	35
Community Education	39	25
Custodial and Grounds	15	42
EPASS	30	28
Paraprofessional, Health Service Associates	89	53
Supervisory, Confidential, and Other Support Staff	29	22
Teacher (Classroom, Non Classroom, Non Community Education)	485	251
Transportation	10	13



Employee Engagement Survey Data

Employee Engagement Questions	2022-23 Strongly Agree and Agree Responses (Desired Benchmark* = 80% or higher) N=732	2023-24 Strongly Agree and Agree Responses (Desired Benchmark* = 80% or higher) N=483
The vision and mission of Edina Public Schools makes me feel like my work is important.	80%	74%
I enjoy working with my team.	90%	90%
I have the resources I need to do my job well.	63%	61%
I understand what is expected of me in my position.	89%	89%
I get to use my best skills at work every day.	78%	81%
In the last week, I have received recognition for doing good work.	51%	51%



Employee Engagement Survey Data

At least one person seems to care about me at work.	94%	94%
There is someone at work who supports my professional growth.	77%	78%
At work, my ideas are appreciated.	74%	76%
My colleagues are committed to doing excellent work.	87%	82%
I have a good friend at work.	81%	74%
A colleague and/or supervisor at work has talked to me about my progress during this school year.	68%	61%
Edina employees have shared their expertise and experiences with me during the past year.	83%	80%
There is someone at work who supports my growth.	78%	78%
I feel like I belong here.	78%	75%





Employee Engagement Analysis

Employee Engagement Findings - Celebrations to Highlight

At least one person seems to care about me at work.	94%
I enjoy working with my team.	90%
I understand what is expected of me in my position.	89%



Employee Engagement Analysis

Employee Engagement Findings - Opportunities for Improvement

I have the resources I need to do my job well.	61%
A colleague and/or supervisor at work has talked to me about my progress during this school year.	61%
In the last week, I have received recognition for doing good work.	51%

Lessons Learned from Spring 2023 and Fall 2023 Employee Engagement Surveys

- The Power of a Supportive Work Environment
- The Need for Adequate Resources
- The Importance of Recognition





Next Steps

- All sites have reviewed their Panorama Staff data and Employee Engagement Data
- All sites will utilize their Panorama and Employee Engagement data to write Continuous School Improvement Plan goals for staff culture and climate. Goal accomplishment for each site will be monitored using identified metrics. Goal progress will be monitored using real time Key Indicators of Progress (KIPs) to ensure sites are on trajectory.



What questions do you have?