



**Board Meeting Date:** June 8, 2026

**Title:** Culture and Climate Board Update

**Type:** Discussion

**Presenter(s):** Nate Swenson, Assistant Superintendent; Leigh Ann Feily, Multi-Tiered Systems of Support (MTSS) Coordinator; Sonya Sailer, Executive Director of Human Resources; and Dr. Anne Marie Leland, Director of Community Education and Strategic Partnerships

**Description:** Edina Public Schools' commitment to social and emotional learning (SEL) provides Tier 1 support to every student and is foundational to the academic, behavioral, and well-being outcomes we aim to advance districtwide. That commitment is reflected in our Strategic Plan. Strategy B calls for an equitable and inclusive school culture, and Strategy C calls for a caring, safe environment that supports the growth of students and staff. To gauge our progress this year, we administered three surveys: the Panorama survey to students and licensed staff, and the Employee Engagement survey to all staff. Together, these offered a window into the teaching and learning environment and into overall staff engagement and satisfaction. The report that follows shares survey background, participation rates, data summaries, analysis, and recommended next steps.

**Recommendation:** This item has been prepared for Board discussion.

**Desired Outcome(s) from the Board:** Please bring forth questions you have for the presenters.

**Attachment(s):** See report

[Slide Deck Presentation](#)

[Detailed Report](#)

## **Executive Summary: Culture and Climate Update**

Edina Public Schools supports students and staff in many ways. For students, social and emotional learning is a key Tier 1 foundation, a universal support woven into the experience of every learner. For staff, our wellness efforts serve a parallel role, sustaining the well-being of the adults who make that learning possible. Our Strategic Plan names these commitments specifically: Strategy B calls for an equitable and inclusive culture, and Strategy C calls for a caring, safe environment for students and staff. To understand where we stand, we administered three surveys this year: the Panorama student survey, the Panorama educator survey, and the Employee Engagement survey, reaching all employee groups. We use the results to set building-level goals through each school's Continuous School Improvement Plan (CSIP) and to guide district-wide work. This year we are anchoring our reporting on percent favorable, the share of students and staff responding positively, drawn directly from our own community, rather than on national percentile ranks; recent changes to Panorama's national benchmarks mean those ranks are no longer comparable across years.

These results carry added weight given the period in which they were gathered. Our spring 2026 administration followed Operation Metro Surge, the federal immigration enforcement operation across the Twin Cities metropolitan area from December 2025 through February 2026, which had real effects on our own community and fell especially hard on our immigrant and refugee families and our communities of color. Students and staff completed these surveys still carrying the weight of that period. That favorability held strong under those circumstances speaks to the relationships, trust, and sense of belonging our schools work every day to sustain.

**What the data shows.** The picture is a strong one overall, with clear areas to keep working. Among secondary students, every measured area grew or held steady, with notable gains in engagement and sense of belonging and supportive relationships remaining our highest outcome. Among elementary students, supportive relationships and belonging stayed strong, while positive feelings, challenging feelings, and engagement saw modest but meaningful declines that we are watching closely. Staff climate held steady after climbing substantially over recent years, and educators report deep purpose in their work, with nearly all saying their work matters to them. Across all employee groups, engagement is anchored by strong teamwork, role clarity, and a sense of being cared for, alongside strong survey participation.

**Where we are focusing.** Two themes guide our continued work. First, secondary engagement, while improved, remains our lowest student outcome and is a sustained focus, with attention to the sub-areas driving it. Second, our data continues to show disparities for students of color across several measures, even as some student groups outperform district averages in areas like engagement; addressing these equity gaps and bringing more equitable experiences to all Edina students is central to our Strategy B commitment. For staff, we are responding to early signs of initiative fatigue by examining the pace of new initiatives and leaning into belonging as our strongest lever, while continuing to strengthen feedback and recognition practices.

**Looking ahead.** This year's data is genuinely valuable. It gives us a clear, current picture of our students' and staff's experience, and it directly drives the building-level action where our accountability lives. We are mindful that comparing across years is limited right now as recent benchmark changes and Panorama's planned revision of several survey items next year mean neither this year's nor next year's results will serve as a clean year-over-year comparison. Rather than diminishing the data's worth, this gives us a well-timed opportunity to reassess in the year ahead whether our culture and climate tools, and the information we collect, are tightly aligned with our Strategic Plan. Our focus remains on acting on what the data tells us now.