

Edina School Board 2023-24 Board Goals

BACKGROUND:

The Edina School Board sets board goals annually that align with both the district's strategic plan and our Superintendent's goals and are consistent with the priorities of Edina School District stakeholders.

These goals and priorities consider many factors including, but not limited to:

- Prior year board goals and evaluation
- Superintendent status reporting of the current implementation of the district's current strategic plan
- Annual feedback gathered from students, educators and staff via the yearly Panorama survey
- Feedback gathered from the Core Planning Meeting including the strategic plan monitoring report
- Analysis of items/priorities suggested from individual Board members, students and community members for consideration as initiatives
- Current workload of the district.

In addition, the board collectively considers the following guidelines while developing each year's board goals:

- Be specific, measurable, attainable and realistic to time
- Be reflective of any Board transition of members
- Be front-facing to the community
- Tie to responsibilities of the school board
- Be manageable for a reasonable workload of the school board, administration and our educators
- Build on previous year's goals
- Build trust, respect and accountability among Board members, superintendent and our educators
- Be supportive of current strategic plan and align with superintendent's annual goals
- Financial stewardship

Goal Area One | Strategy A Alignment: Advance Academic Excellence, Growth and Readiness

| Board Goal | Lead | Action Items | Measurable Impact | Status |
|---|---------------|---|---|-------------|
| <i>1. Provide oversight and resource allocation to make progress towards our key performance indicators and support student academic needs.</i> | T&L Committee | Driven by superintendent goals, TBD Support administration in limiting new initiatives to provide stability, sustainability and success of existing initiatives. | >Board hears and utilizes the district scorecard starting in Fall 2023 and throughout the 2023-24 school year for oversight and decision making (implementation of curriculum, pathways, budgetary impacts, etc.) | In progress |

Goal Area Two | Strategy B Alignment: Ensure an Equitable and Inclusive School Culture

| Board Goal | Lead | Action Items | Measurable Impact | Status |
|--|-------|---|--|-------------|
| <i>1. Continue leadership towards providing a school culture that enhances learning, identifies and eliminates structural barriers to success and fosters a sense of belonging for all students.</i> | Board | Board continues seeking further understanding, development and continued training on cultural competency equity framework, its impact on policy and embedding this approach | >Board effectively embeds cultural competency framework throughout decision-making on the Board. >New board members receive cultural competency training. | In progress |

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| | | into Board oversight and decisions. | | |
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Goal Area Three | Strategy C Alignment: Foster Positive Learning Environment and Whole Student Support

| Board Goal | Lead | Action Items | Measurable Impact | Status |
|--|----------------------|--|---|---------------|
| <i>1. Ensure students, staff, families and other members of the community experience a positive school climate with a deliberate focus on student, teacher and staff mental health and wellness.</i> | T&L Committee | Driven by superintendent goals. | Reduction in educator stress and increase in favorability of work environment. | In progress - |
| | Governance Committee | Board implements changes to agreed-upon educator feedback process and guidelines for better oversight and decision making at governance level. | Board, admin and educators aligned in process for educator feedback channels; increased board engagement at school sites increasing knowledge of individual school culture. | In progress - |
| | Board Liaison Roles | Board member engagement in stakeholder community groups to gain a deeper understanding of varying perspectives and experiences; evaluate effective ways to bring | >Board effectively increases reach to multiple perspectives of stakeholders. >Board gains deeper understanding of perspectives from varying stakeholders. | In progress - |

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| | | <p>more voices to the whole of the Board without barriers.</p> <p>Increase engagement in diverse community groups to elevate varying perspectives and experiences to Board level; evaluate effective ways to bring more diverse voices to the whole of the Board without barriers.</p> | <p>> Engagement with the Board is elevated with wider reach of stakeholders.</p> | |
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Goal Area Four | Strategy D Alignment: Engage Parents, Schools and Community

| Board Goal | Lead | Action Items | Measurable Impact | Status |
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| <p><i>1. Continue to focus on the value and benefit of an Edina public school education, ways in which EPS is defining excellence across the spectrum and communication with the whole Edina community.</i></p> | <p>City Liaisons</p> | <p>Continue proactive engagement with the city to establish deeper partnership, i.e. address potential long term impacts of City of Edina's growth projections and plans on the school district.</p> | <p>> Board gains a better understanding of resident enrollment drivers for governance of district approach/plan.</p> <p>(add: housing policy feedback to city....)</p> | <p>In progress</p> |

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| | City Liaisons | Continue implementation and monitoring of potential new school board election process and its impact on district resources. | > Potential new election process is supported by the district, community members and the School Board. | In progress - |
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Goal Area Five | Strategy D Alignment: Develop Leadership Throughout the District

| Board Goal | Lead | Action Items | Measurable Impact | Status |
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| 1. Continue to maintain Edina's excellence as financial stewards by optimizing budget and ensuring alignment with strategic initiatives. | Finance Committee | <p>Board gains keen awareness around budgeting and programming, how funding gaps are created to maintain a structurally sound budget that aligns with strategic plan.</p> <p>Board makes efforts to show the community the Board's commitment to financial stewardship and its important impact on the district.</p> | <p>> Board participates in a budget training session on alignment that includes board finance committee providing additional info and evaluation of budget and strategic plan alignment.</p> <p>>Community gains better understanding of public education and school funding and impact on the district.</p> <p>> Board hears and considers the administration's recommendation to pass a balanced budget in June 2024 and supports efforts to retain Triple A bond rating.</p> | In progress - |
| 2. Board ensures budget allocations align with the | Finance Committee | Driven by superintendent goals. | >Board hears and strongly considers any necessary budgetary decisions and adjustments recommended by | In progress - |

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| strategic priorities of the district. | | Board considers the impact of contract negotiations with employee groups. | administration to support district strategic plan. | |
| <i>3. Elevate the Edina School Board within the District, State and Nation in order to advocate for the needs of the school community and best meet the needs of our district stakeholders.</i> | Legislative Action Committee | Board continues state and federal legislative advocacy efforts for public school education funding and policy. | <p>> Board LAC committee implements year 3 of LAC plan, ie, community/student participation, legislative priorities, events, engagement</p> <p>> Full board actively participates in LAC efforts, as identified.</p> | In progress - |
| <i>4. Continued development of the Board in order to effectively govern for maximum student achievement.</i> | Governance | Use established superintendent evaluation process throughout 2023-24 school year. | > The Superintendent evaluation experience is an effective tool for the Superintendent and Board. | In progress - |
| | Governance | Onboard any new Board members after election (Nov, 2023). | <p>> New board members have the information they need to be successful.</p> <p>> New board members understand their role, established Board process and responsibilities as a Board member.</p> <p>> New board members receive MSBA training.</p> | In progress - |
| | Board | Board seeks growth opportunities including 1) professional development training with partner groups 2) relationship/collaboration | > Individual Board members and the whole Board successfully fulfills duties and expectations of a school board member i.e., trust, accountability and respect. | In progress - |

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| | | building and 3) living by agreed upon Board norms. | >Look into board evaluation tool for 2024 or 2025 | |
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