



Board Meeting Date: 6/12/2023

Title: Educator Feedback

Type: Discussion

Presenter(s): Governance Committee

Description: The board, administration and educators all have a shared interest in having a common understanding of pathways for educator feedback at the board level. Having pathways for feedback will ensure there is a consistency in approach and shared value of having educator feedback at the governance level. The attached document is the shared work of the Meet and Confer Committee and is being presented to the entire board for feedback.

Background Information: The Edina School Board set goals for the 2022-2023 school year that aligned with our strategic plan and were consistent with the priorities of Edina School District stakeholders. One of these goals was:

Goal Area Three | Strategy C Alignment: Foster Positive Learning Environment and Whole Student Support

Board Goal: 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.

Key actions:

- Board determines our role in the district educator feedback process for oversight and decision making at governance level.

The full board and governance committee have met multiple times to discuss this topic and the full board was presented multiple recommendations at the 5/23 work session. The governance committee was given the direction to get feedback from educators.

Recommendation: The board discusses, gives feedback and comes to consensus on process recommendations.

Desired Outcomes from the Board: See recommendation.

Attachment(s): Educator feedback channels and processes at the board level

Overarching Board Goal

Stakeholder voice is an important tenet of the Edina School Board's governance work. In order to ensure all stakeholders have the opportunity to participate and influence educational decisions in the district, the Board seeks out and promotes multiple pathways for active listening, learning and understanding stakeholder input for better governance decision-making.

Intended Outcomes

- Stakeholders know how to engage with the board and where their feedback will be utilized (clarity around engagement and purpose with stakeholder feedback).
- Stakeholder feedback helps the board make decisions that support our mission, vision and strategic plan.
- A diversification of opportunities/pathways the board utilizes to gather stakeholder voices.
- Ensure gathering of voice opportunities reflect the diversity of our student, teacher and community body.
- Student, educator and community voice is gathered at a governance level and for governance purposes.
- Stakeholders feel better engaged in decision-making processes (at a governance level).

Suggestion - Meet and Confer

Meet and Confer will be utilized as the primary vehicle to elevate unresolved educator concerns both at the site-level and district level concerns. All requests for elevation of concerns should be directed to this collaborative process.

Benefits: *Provides clarification around feedback process, provides specific channels of educator feedback at the board level, allows for an exchange of views and concerns to ensure shared understanding.*

- Meet and Confer Participants: Director of Human Resources, EME President, EME Vice President, additional educator representatives, Assistant Superintendent, Superintendent, Board Chair, Board Vice Chair. Other relevant parties can be invited with mutual agreement .Discussion Items: Policies and other matters related to employment other than terms and conditions of employment as defined by the Minnesota Public Employee Labor Relations Act (PELRA).
- Frequency: Per MN statute section 179A.08, Subd. 2. At minimum, every four months (October, January, April).
- Process for issue elevation:
 - Educator elevates issue to site level administrator and EME building representative to problem solve and address issue.
 - If the issue is not resolved, the issue can be elevated to EME President via EME building representative OR directly to EME President.
 - If the issue is still not resolved, the issue can be brought to the agenda for Meet and Confer at the discretion of the EME President. Meet and confer is utilized as

a time for employers and employees to exchange views and concerns, with the goal of reconciliation between the parties.

- It is the responsibility of the board chair, board vice chair and Superintendent to determine if issues brought up in Meet and Confer need to be elevated to the full board.
- Grievance matters: Educators who believe their situation involves a violation of the collective bargaining agreement between the School District and the EME have a right to grieve the issue via the grievance process found in the agreement.
- Evaluation: A feedback loop will be collected on an annual basis from educators to help evaluate the understanding and effectiveness of the process.

2) Suggestion Board Level Site Engagement

School level board liaisons will not be utilized for elevation of issues and concerns (see above process), but are available for site engagement.

Benefits: *Allows board members to have presences at sites while still staying in governance lane; builds Board level capacity of specific site understanding; does not interfere with the Meet and Confer process.*

In Scope for Board Level Site Engagement:

- Listening to site level issues and providing guidance on next steps to follow
- School level board liaisons available to tour their assigned schools to see current training, programs and projects
 - Site level administrators and EME building representatives will invite board liaison and one additional board member for an informal tour one time a year
 - Goal of the tour: expose board members to the school community, highlight any current initiatives, see classrooms and students in action
- Participating in a class lesson, e.g., speaking to a class about what a board does, reading a book to a class
- All board members are available to attend special events at schools, attend school-wide events, participate in activities, such as judging student projects, etc.

Out of Scope for Board Level Site Engagement:

- Responding to site level issues
- Touring schools and classrooms without an invitation
- Sitting in individual classrooms to review teacher/content/material
- Attending monthly meetings with site administrators and EME

3) Existing Channels Available to All Educators:

Within the current systems, educators can contact Board members through different means.

- Educators can email the board with concerns or issues to schoolboard@edinaschools.org. Board members make every effort to read every email received.
- Educators can shareharing concerns during the designated community comment period at regular monthly board meetings
- Educators can call any individual board members

Next Steps:

- Creation of a formalized shared document for communication to board, educators and administrators
- Regroup and assess process after semester one 2023-2024