



Board Meeting Date: June 9, 2025

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: As part of Edina Public Schools' Strategic Plan, Strategy B commits to fostering an equitable and inclusive school culture, while Strategy C focuses on creating a caring, safe environment that supports the growth of students and staff. To assess our current culture and climate, we administered three surveys this spring: the Panorama survey to students and licensed staff, and the Employee Engagement survey to all staff. These tools provided insights into teaching and learning environments, as well as overall staff engagement and satisfaction. This report includes survey background, participation rates, data summaries, analysis, and recommended next steps.

Recommendation: This report is intended to be an update to the school board. No recommendation is being made at this time.

Desired Outcome(s) from the Board: As you review the report, we ask that you consider areas where additional clarity may be needed and come prepared to share your questions and comments with the administration. We also appreciate and encourage your continued support and engagement in prioritizing the mental health and wellness of our students and staff.

Attachment(s): See attached report

[Slide Deck Presentation](#)

[Detailed Report](#)

Executive Summary: Edina Public Schools Culture & Climate Update

Our Spring 2025 culture and climate assessment supports Strategic Plan objectives to ensure equitable, inclusive environments where students and staff feel safe to fully engage in their development. We use this data to monitor current conditions, set building-level goals, and create targeted action plans for continuous improvement.

Survey Purpose and Application

We administer Panorama surveys to students and licensed staff, plus Employee Engagement surveys to all EPS employees, to assess teaching and learning environments and workplace satisfaction. This data directly informs Comprehensive School Improvement Plan (CSIP) goals within each building and guides district-wide culture and climate initiatives.

Longitudinal Progress and Trends

Over our five-year partnership with Panorama, we have seen consistent improvement in participation rates and positive trends in most areas. Staff climate has shown significant improvement over three years, while student well-being remains strong, with some areas requiring attention, particularly secondary engagement at 29% favorable and equity gaps where Hispanic/Latino students score 3-8 points lower across multiple categories.

Data-Driven Response Strategy

We utilize disaggregated data to set intentional culture and climate goals, providing building leaders with dedicated time for appreciative inquiry and evidence-based planning. Survey results guide professional development priorities and targeted intervention strategies. Wide variation in staff climate between schools (34%-82% range in favorable responses) indicates the need for consistent leadership approaches.

Supporting High-Performing Areas

For areas showing strength, we are implementing strategies to maintain excellence, including peer learning opportunities, best practice sharing across buildings, and recognition of successful initiatives. In addition, we are collecting baseline data for staff well-being to better understand the needs of our staff. Our wellness team provides ongoing support through monthly programming, Working Genius implementation district-wide, and community-building activities.

Addressing Areas for Improvement

For challenges identified through survey data, we will continue to implement targeted interventions. For example, providing additional training for operational leaders to give and receive both positive and constructive feedback more effectively, and supporting building-specific action steps to address secondary student engagement and equity gaps. Annual survey data provides feedback on intervention effectiveness, allowing us to refine approaches, celebrate progress, and modify strategies to ensure continuous improvement toward our goals.

Commitment to Continuous Improvement

With continued support, this comprehensive approach ensures transparency, accountability, and data-driven decision making to strengthen our district's culture and climate for all students and staff.