



Culture and Climate Board Update

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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

- Third 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

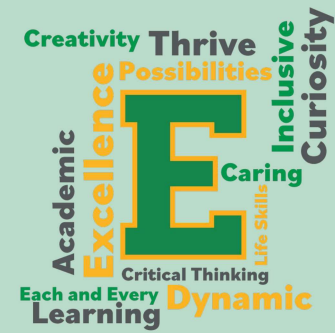


Background on Panorama Survey

- Gathering wellness data is aligned to our EPS vision and mission of supporting the whole child
- 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)
- It's also important to remember that students' wellbeing is a partnership between school and home and that school resources are one piece in the support system of ensuring student 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	4,822 (72%)	1,708 (90%)	3,114 (66%)
Student Supports + Environment	4,461 (67%)	1,635 (86%)	2,826 (60%)
Staff Climate and Belonging	538 (77%)	NA	NA

*Percentages reflect percent of enrolled students or employed licensed staff

How Does Completion Compare to Years Prior?

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

*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	2023 % Favorable Response	Range & Median % Favorable Responses
Supportive Relationships	90%	Range = 86% to 92%
Positive Feelings	75%	Range = 71% to 78%
Challenging Feelings	65%	Range = 64% to 67%
Emotion Regulation	53%	Range = 47% to 58%
Engagement	59%	Range = 53% to 64%
Sense of Belonging	72%	Range = 66% to 80%


District Wide Student Results Grade 3-5	National %tile Ranking	Range & Median National %tile
Supportive Relationships	80th	Range = 40th to 90th
Positive Feelings	90th	Range = 80th to 99th
Challenging Feelings	90th	Range = 90th to 99th
Emotion Regulation	80th	Range = 60th to 99th
Engagement	70th	Range = 60th to 80th
Sense of Belonging	80th	Range = 40th to 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	Change in % of Favorable Responses ('22 to '23)
Supportive Relationships	89%	80th	91%	90th	90%	80th	
Positive Feelings	77%	90th	77%	90th	75%	90th	
Challenging Feelings	67%	99th	66%	99th	65%	90th	
Emotion Regulation	54%	90th	54%	90th	53%	80th	
Engagement	62%	80th	59%	70th	59%	70th	
Sense of Belonging					72%	80th	Baseline

District Wide Student Results Grade 6-12	2023 % Favorable Response	Range and Median of % Favorable Responses
Supportive Relationships	87%	Range = 85% to 90%
Positive Feelings	66%	Range = 63% to 69%
Challenging Feelings	60%	Range = 55% to 66%
Emotion Regulation	54%	Range = 52% to 59%
Engagement	27%	Range = 25% to 32%
Sense of Belonging	50%	Range = 45% to 60%

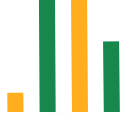
District Wide Student Results Grade 6-12	National %tile Ranking	Range and Median of National %tiles
Supportive Relationships	90th	Range = 80th to 99th
Positive Feelings	90th	Range = 80th to 99th
Challenging Feelings	90th	Range = 70th to 99th
Emotion Regulation	90th	Range = 80th to 99th
Engagement	50th MS / 70th HS	Range = 50th to 70th
Sense of Belonging	75th MS/ 60th HS	Range = 60th to 90th

Student Results Grade 6-12	2021 % Favorable Response	National %tile Ranking	2022 % Favorable Response	National %tile Ranking	2023 % Favorable Response	National %tile Ranking	Change in % of Favorable Responses ('22 to '23)
Supportive Relationships	84%	80th	84%	80th	87%	90th	
Positive Feelings	67%	90th	66%	90th	66%	90th	
Challenging Feelings	60%	90th	63%	99th	60%	90th	
Emotion Regulation	51%	80th	52%	80th	54%	90th	
Engagement	23%	40th MS/ 60th HS	28%	50th MS/ 70th HS	27%	50th MS / 70th HS	
Sense of Belonging					50%	75th MS/ 60th HS	Baseline



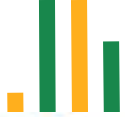
Panorama Free Response Questions

Grades 3-5

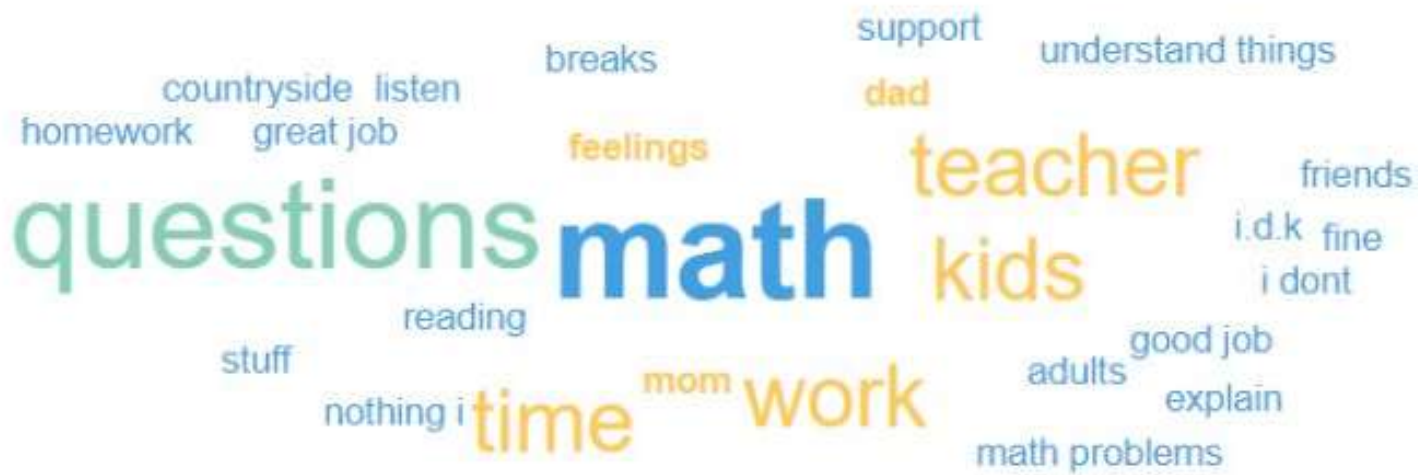



Thinking about everything in your life right now, what feels the hardest for you? ?





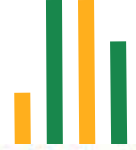
What can teachers or other adults at school do to better help you? ?





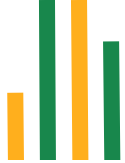
Panorama Free Response Questions

Grades 6-12

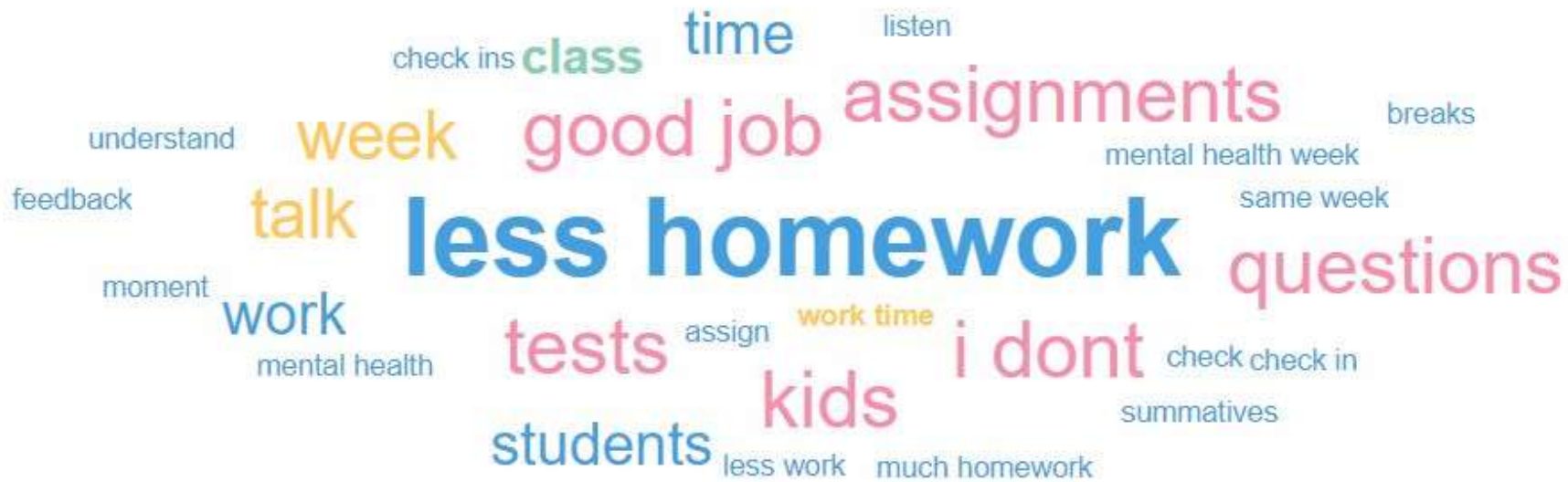


Thinking about everything in your life right now, what makes you feel the happiest? ?

girlfriend
gym friend video games basketball
hobbies
friends dogs family hockey summer
time
freinds happiest skiing spending time
parents food music weekends



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





School Level Student Data Celebrations

Concord ES	3% increase in favorable responses on Engagement
Cornelia ES	92% favorable responses on Supportive Relationships
Countryside ES	2% increase in favorable responses on Engagement & Emotion Regulation
Creek Valley ES	3% increase in responding favorably on the Challenging Feelings category
Edina ES Virtual Pathway	86% favorable responses in Supportive Relationships
Highlands ES	3% increase in favorable responses on Engagement & Supportive Relationships
Normandale ES	92% favorable responses on Supportive Relationships
Edina HS	Increased favorable responses on all topics including 8% increase in Positive Feelings
South View MS	5% increase in favorable responses on Supportive Relationships
Valley View MS	5% increase in responding favorably in the Challenging Feelings & Emotion Regulation categories



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 student culture and climate. Goals for each site will be shared at a fall school board meeting.
- SEL curriculum resources are available at all sites.



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	2023 % Favorable Responses (n=538)	Range and Median of % Favorable Responses
School Climate	53%	Range = 25% to 80%
Sense of Belonging	61%	Range = 44% to 74%



District Wide Staff Results	National %tile Ranking	Range and Median of % Rankings
School Climate	20th	Range = 10th to 90th
Sense of Belonging	40th	Range = 10th to 80th



District Wide Staff Results	2022 % Favorable Responses (n=397)	National %tile Ranking	2023 % Favorable Responses (n=538)	National %tile Ranking	Change in %tage of Favorable Responses ('22 to '23)
School Climate	40%	10th	53%	20th	↑
Sense of Belonging	NA	NA	61%	40th	Baseline

Panorama Staff Free Response Themes

Staff free responses to open ended questions categorized by theme:

- Leadership Concerns: Feeling Valued, Having Voice, Trust, More Teacher Autonomy, Communication, Change Management
- Overwhelmed/Intense Workload: Student Attendance Issues and Student Behaviors; Smaller Class Sizes; Equity Concerns for Students; More Classroom Supports such as Paras, Interventions, Training; Fair Contract
- Positive Site Climate and Appreciation for my Principal





Employee Engagement Survey Results



Background Information

- 732/1,327 Employee Respondents (55% Response Rate)
- 15 Research Based Employee Engagement Focused Questions
- Administered in April of 2023
- 8 Employee Groups Responded
 - 284 0-5 years in EPS
 - 111 6-10 years in EPS
 - 337 10+ years in EPS
- Target Benchmark is 80% Strongly Agree/Agree

Employee Engagement Survey Participation

Number of Respondents by Group

Please select your primary employee group.

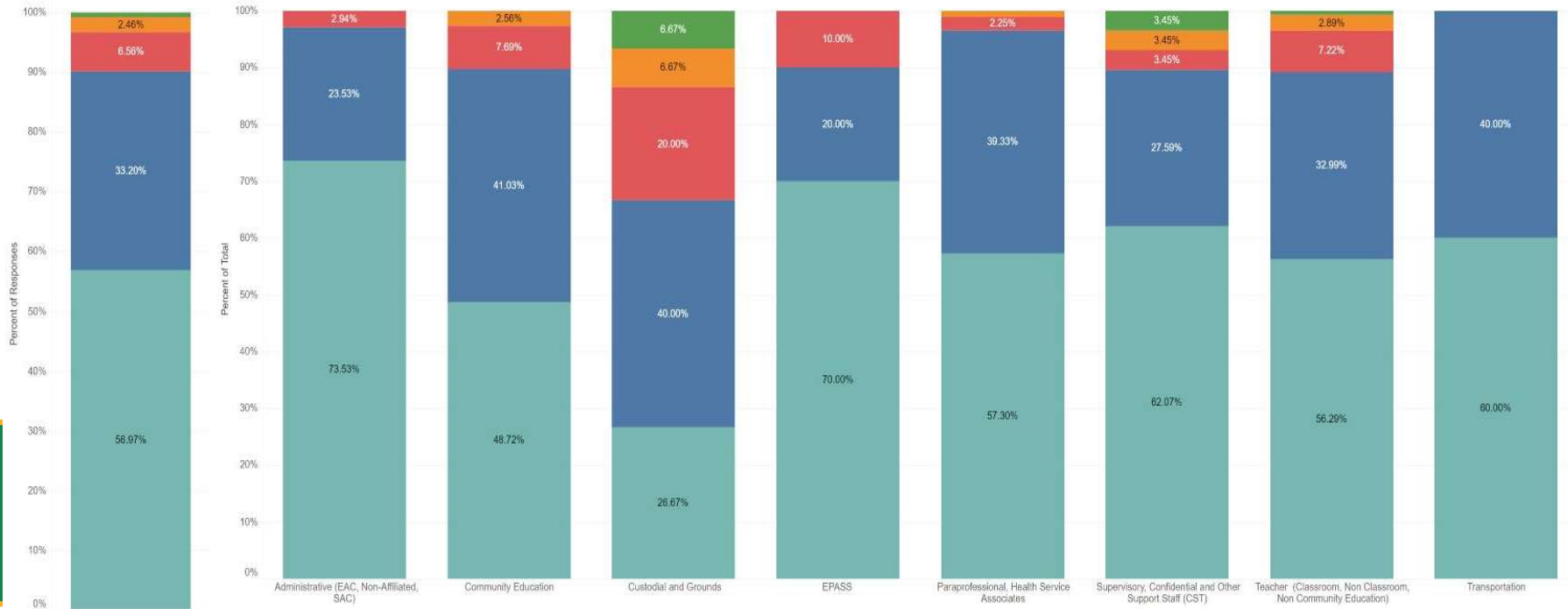
Administrative (EAC, Non-Affiliated, SAC)	34
Community Education	39
Custodial and Grounds	15
EPASS	30
Paraprofessional, Health Service Associates	89
Supervisory, Confidential and Other Support Staff (CST)	29
Teacher (Classroom, Non Classroom, Non Community Education)	485
Transportation	10



Employee Engagement Survey Dashboard

Employee Engagement Survey 2022-23
 Question 2 Percent: I enjoy working with my team.

I enjoy working with my team.
 Legend: Strongly disagree (Green), Disagree (Orange), Neutral (Red), Agree (Blue), Strongly agree (Teal)



Employee Engagement Survey Data

Employee Engagement Questions (N=732)	Strongly Agree and Agree Responses (Desired Benchmark = 80% or higher)
The vision and mission of Edina Public Schools makes me feel like my work is important	80%
I enjoy working with my team	90%
I have the resources I need to do my job well	63%
I understand what is expected of me in my position	89%
I get to use my best skills at work every day	78%



Employee Engagement Survey Data

Employee Engagement Questions (N=732)	Strongly Agree and Agree Responses (Desired Benchmark = 80% or higher)
In the last week, I have received recognition for doing good work	51%
At least one person seems to care about me at work	94%
There is someone at work who supports my professional growth	77%
At work, my ideas are appreciated	74%
My colleagues are committed to doing excellent work	87%



Employee Engagement Survey Data

Employee Engagement Questions (N=732)	Strongly Agree and Agree Responses (Desired Benchmark = 80% or higher)
I have a good friend at work	81%
A colleague and/or supervisor at work has talked to me about my progress during this school year	68%
Edina employees have shared their expertise and experiences with me during the past year	83%
There is someone at work who supports my growth	78%
I feel like I belong here	78%





Panorama Staff Climate Analysis

- **Celebrations**
 - Data Highlights
 - Panorama School Climate Responses improved from 40% Favorable in Spring of 2022 to 53% Favorable in Spring of 2023
 - Principal Sharing
 - Successful Strategies
- **Opportunities for Growth**
 - Staff desire a higher level of partnership/voice/value in direction of the site/district
 - Deepen 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



Employee Engagement Analysis

- **Celebrations**

- Ninety percent of EPS employees enjoy working with their teams
- Eighty-nine percent of EPS employees report an understanding of what is expected of them in their position
- Ninety-four percent of EPS employees report at least one person cares about them in their workplace

- **Opportunities for Growth**

- Forty-nine percent of employees reported they had not received regular recognition for doing good work
- Thirty-two percent of employees reported they have not received feedback about their performance this year
- Only sixty-three percent of employees reported they had the resources to do their jobs well



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. Goals for each site will be shared at a fall school board meeting.



What questions do you have?