


Defining Excellence: A Strategic Plan for the Future of Edina High School

2025–2026





Excellence is who we are at Edina High School — and we are committed to pursuing it with clarity and purpose. The 2025–2026 school year will focus on deeply understanding our current reality and co-designing a bold roadmap for the future.

Purpose and Vision

Edina High School is committed to setting the national standard for public education. This action plan reflects a forward-thinking, research-informed, and community-driven effort to define what excellence looks like — and to build upon the strong foundation already in place.

The process will unfold across three strategic phases. We begin by studying national models of excellence and gathering broad-based community feedback. Next, we will conduct a systemwide analysis to examine current practices and identify high-leverage focus areas. Finally, we will synthesize findings and develop recommendations and a multi-year implementation plan aligned with our vision and values.

This process is guided by four foundational focus areas: building a supportive learning environment, advancing future-ready teaching and learning, establishing a clear and shared strategic direction, and fostering meaningful partnership and voice. These focus areas frame both our reflection and our action as we work together to shape the future of Edina High School.

Assessment Timeline

Phase 1 – Research & Community Feedback (Fall 2025–Spring 2026)

- Conduct research into national best practices of elite public high schools.
- Launch ThoughtExchange to gather stakeholder input from students, staff, families, and the community.
- Conduct empathy interviews (one-on-one conversations designed to understand a person's experiences, needs, and perspectives) with individual students or groups of students, teachers, parents, community members, and alumni.

- Synthesize feedback into emerging themes and align with research insights.
*Refer to *Framing the Future of EHS Themes*

Phase 2 – Focus Area Identification (Winter 2025–Spring 2026)

- Identify strengths, gaps, and patterns by examining current systems, structures, and outcomes aligned to *Framing the Future of EHS Themes*.
- Use a mix of qualitative and quantitative tools (e.g., surveys, focus groups, environmental scans, data reviews, and course audits).
- Identify and validate priority focus areas for improvement based on evidence and community voice.

Phase 3 – Recommendations & Design for the Future (May 2026)

- Synthesize findings from all phases into a cohesive report
- Develop and present recommendations to the School Board that will position Edina High School as a national leader in academic achievement, well-being, and future readiness — grounded in a supportive learning environment for students and staff.
- Provide the School Board with a multi-year implementation roadmap.

Framing the Future of EHS Themes

Supportive Learning Environment

Build the conditions that enable students and staff to thrive. This includes physical safety, mental health supports, collaborative and supportive professional culture, and equitable access to tools and resources that enhance teaching and learning.

Future-Ready Teaching & Learning

Ensure that curriculum and instruction are rigorous, relevant, and aligned to student interests. Focus on coherence, student-centered learning, skills needed for the future, and real-world application.

Clear, Shared Focus and Decision Making

Establish a unified school direction where students, staff, and families understand who we are, where we are going, and how decisions are made. Align time, teams, and structures around this shared purpose.

Partnership and Voice

Foster a school culture where every student, staff member, and family feels a deep sense of connection — and is empowered to contribute meaningfully to the life and direction of Edina High School.

Assessment Methods

- ThoughtExchange analysis and stakeholder survey tools
- Course and program audits
- Empathy Interviews
- Focus groups and listening sessions
- Equity and inclusion audits
- Review of participation, engagement, and achievement data
- Postsecondary readiness analysis

Metrics for Success

- Improve student engagement and belonging
- Increase participation in advanced coursework and service learning
- Strengthen staff and student clarity around goals and strategic direction
- Grow community partnerships and student leadership opportunities
- Improve chronic absenteeism and discipline data trends
- Promote student and staff well-being by increasing access to proactive supports and monitoring positive trends in wellness indicators
- Increase access to dual enrollment and career-connected learning
- Improve college and career readiness indicators (e.g., ACT/SAT, FAFSA)

Closing Statement

This plan serves as a strategic roadmap to position Edina High School as a national leader in academic achievement, well-being, and future readiness. By elevating family and broader community voice, applying best practice research, and using a disciplined process of inquiry and evaluation, we will design and deliver the next chapter of excellence—one where every student thrives, every staff member is empowered, and every family is engaged in the life of Edina High School.