

Edina School Board 2022-23 Board Goals End of Year Check _ July 2023

BACKGROUND:

The Edina School Board set goals for the 2022-2023 school year that align with our strategic plan and are consistent with the priorities of Edina School District stakeholders.

These goals and priorities have taken into consideration many factors including, but not limited to:

1. 2021-22 Board goals and evaluation,
2. The Superintendent status reporting of the current implementation of the district's 2020-2027 strategic plan provided to the Board in June, 2022,
3. Feedback gathered from students and staff via the 2022 Panorama survey,
4. Feedback from the district's 2022 Spring Core Planning Meeting including the strategic plan monitoring report,
5. Analysis of items suggested from Board members, students and community members as board/district initiatives, and
6. Current workload of the the district, highlights including:
 - Continued educators support to ensure deep application of LETRS training & best practice literacy instruction,
 - Support for teachers and administrators with the use of FastBridge data,
 - Continued implementation of equity framework,
 - Use of Panorama resources to systematize tier 1 & tier 2 social emotional learning and mental health support,
 - Launch of Dual Language Immersion and Design and launch of comprehensive E-12 Marquee STEAM Programming.

Below is a suggested progress evaluation for the board's year-end check on these goals.

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 post-COVID</i>	T&L Committee	Driven by superintendent goals	>Board hears and utilizes the district scorecard starting in Fall 2022 and throughout the 2022-23 school year for oversight and decision making creating pathway baseline data for year to year comparison purposes.	<p>In progress ▾</p> <p>>Board was presented with a district scorecard in October</p> <p>> Outcome: Info to be used in Super/Board 2023-24 goal setting, ie, Follow-up work session planned for ML learners.</p>
	Finance Committee	Driven by superintendent goals	>Board hears and strongly considers any necessary budgetary decisions and adjustments recommended by administration to support student academic needs (see goal 4).	<p>Completed ▾</p> <p>>BRRG process completed; board approved cost containment Feb, 2023</p> <p>Completed ▾</p> <p>>Final budget planned for Board action in June, 2023.</p>

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</i>	Board Chair/ Governance	Board seeks further understanding, development and continued training on	>Board receives additional cultural competencies training in 2022-23.	<p>Completed ▾</p> <p>✓ Board participated in phase of cultural competency training (Aug, 2022)</p>

<p><i>barriers to success and fosters a sense of belonging for all students.</i></p>		<p>cultural competency equity framework, its impact on policy and embedding this approach into Board oversight and decisions.</p>		<p>✓ Board completed next phase of cultural competency training (Jan, 2023)</p>
	<p>Policy Committee</p>	<p>Board commits to approach policy work using tenets of equity framework within the Policy yearly review cycle.</p>	<p>>Board continues making necessary policy changes to support better outcomes.</p>	<p>Completed - ✓ Equity framework to come to Board with Policy 208 (Jan) ✓ Equity framework approved in Policy 208 (June, 2023)</p>
	<p>Board</p>	<p>Continue Board engagement in community and student conversations for deeper understanding of varying perspectives and experiences</p>	<p>>Board makes an effort to attend and engage in community and student-wide conversations about experiences and gains a deeper understanding of multiple perspectives.</p>	<p>Completed - >Board members attended and engaged in One Town, One Family mtgs</p> <p>Completed - >Board liaison roles evaluation + impact discussed at board retreat (Jan, 2023) >Board combines liaison roles + all stakeholder input process for discussion to determine changes (Apr, 2023) >Goal: any changes implemented (June for 2023-24 school year) >Board approved revised liaison roles (June, 2023) for 2023-24 implementation</p>

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

Board Goal	Lead	Action Items	Measurable Impact	Status
<p><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></p>	<p>Board</p>	<p>Support administration in limiting new initiatives to provide stability, sustainability and success of existing initiatives.</p>	<p>Reduction in educator stress and increase in favorability of work environment.</p>	<p>In progress</p> <ul style="list-style-type: none"> >Board to receive culture and climate report (May, 2023) >Board to use report in Super/Board goal setting at Board Retreat (July) for 2023-24
	<p>Governance Committee</p>	<p>Board determines our role in the district educator feedback process for oversight and decision making at governance level.</p>		<p>Completed</p> <ul style="list-style-type: none"> >Proposal for completing this work to come to full board at 1/24 work session. >Board liaison roles evaluation + impact discussed at board retreat (Jan, 2023) >Board combines liaison roles + all stakeholder input process for discussion to determine changes (Apr, 2023) >Goal: any changes implemented (June for 2023-24 school year) <p>In progress</p> <ul style="list-style-type: none"> >In confer with teachers/admin, Board approved new Educator feedback process and guidelines; implementation set for 2023-24

	Governance Committee	Board explores student leadership opportunities at the board level to elevate student voice to the board.	>Seek more student voice at the board level.	<p>Completed ▾</p> <ul style="list-style-type: none"> ✓ Board LAC includes 3 student leaders for 2022-23 ✓ Board liaison roles evaluation + impact discussed at board retreat (Jan, 2023) >Board combines liaison roles + all stakeholder input process for discussion to determine changes (Apr, 2023) ✓ Goal: any changes implemented (June for 2023-24 school year) <p>In progress ▾</p> <ul style="list-style-type: none"> >Board identified specific Board member role for evaluating student voice optys through liaison work for 2023-24 school year
	Policy Committee	Board considers school climate concerns and uses it as a lens throughout the 2022-23 policy review cycle.	<ul style="list-style-type: none"> >Board makes policy changes that support a positive school climate. >Focus on student engagement and belonging. 	<p>Not started ▾</p> <ul style="list-style-type: none"> >See above (climate report outcomes next steps)

Goal Area Four | Strategy D Alignment: Engage Parents, Schools and Community

Board Goal	Lead	Action Items	Measurable Impact	Status
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.	District Communications/Board	Board supports district communication work by engaging/creating more opportunities for community members to learn about the benefits of an Edina public school education.	> Board participates in at least 7 community-driven opportunities with focus on the value of EPS.	<p>In progress</p> <ul style="list-style-type: none"> ✓ District funding presentation at morning Rotary ✓ Showcase LAC work + impact at Core Planning Mtg ✓ Board members attend State of the City/Schools event ✓ Board attends/speaks at EPS graduation
	City Liaisons	Better, pro-active engagement and partnership with the city such as potential long term impacts of City of Edina's growth projections and plans on the school district.	> Board gains a better understanding of resident enrollment drivers for governance of district approach/plan.	<p>In progress</p> <ul style="list-style-type: none"> ✓ School City partnership committee formed; regular meetings scheduled monthly ✓ School City partnership committee focus/agenda plan to expand for 2023-24 to long term planning

Goal Area Five | Strategy D Alignment: Develop Leadership Throughout the District

Board Goal	Lead	Action Items	Measurable Impact	Status
1. Continue to maintain Edina's excellence as financial	Finance Committee	Board gains keen awareness around	> Board participates in budget training session on alignment that includes	Not started

<p><i>stewards by optimizing budget and ensuring alignment with strategic initiatives.</i></p>		<p>budgeting and programming, how funding gaps are created to maintain a structurally sound budget that aligns with the 2022-2027 strategic plan.</p>	<p>board finance committee providing additional info and evaluation of budget and strategic plan alignment</p> <p>> Board hears and considers the administration's recommendation to pass a balanced budget in June 2023 aligned with the 2022-2027 strategic plan.</p>	
<p><i>2. 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></p>	<p>Legislative Action Committee</p>	<p>Board continues state and federal legislative advocacy efforts for public school education funding by following year 2 of the LAC plan.</p>	<p>> Board LAC committee implements year 2 of LAC plan including increased community and legislative engagement.</p> <p>>Full board actively participates in LAC efforts, as identified.</p>	<p>Completed ▾</p> <ul style="list-style-type: none"> ✓ LAC Plan, Platform & Goals approved (Dec 12 Board mtg) ✓ LAC plan implemented with high participation (Board, community, students, staff) ✓ LAC 2023-24 set for phase 3 implementation
	<p>Communications Committee</p>	<p>Board continues next phase of Board Communication Plan implementation that include efforts to educate community on Board-related topics</p>	<p>>Greater community understanding of school board operations and public school financing.</p>	<p>Completed ▾</p> <ul style="list-style-type: none"> ✓ School Board operations video live on Website/Oct 2022
	<p>Board</p>	<p>Board participates in leadership opportunities at local and national meetings/conferences (MSBA, AMSD, etc.) to elevate work of the board</p>	<p>>Board participates in at least 3 <i>new</i> opportunities that work to increase awareness of work the board is doing to advance student achievement and other key tenets of our strategic plan.</p>	<p>Completed ▾</p> <ul style="list-style-type: none"> ✓ AMSD Panel for Legislative Action Committee work, August 2022 ✓ MSBA Panel for Legislative Action Committee work, Sept,

		and successes in the district.		2022 <ul style="list-style-type: none"> ✓ Board member presented at National Superintendent Conference ✓ Participation in County-wide opportunity on collaborative mental health solutions
3. Continued development of the Board in order to effectively govern for maximum student achievement.	Governance	Finish roll-out of new superintendent evaluation process and steps throughout 2022-23 school year.	> The Superintendent evaluation process is effective and efficient for the Superintendent and all Board members at all steps.	Completed ✓ <ul style="list-style-type: none"> ✓ Phase 1, June 2022 ✓ Phase 2, Aug, 2022 ✓ Mid-Year Eval completed (Feb, 2023) ✓ End of year Eval (June, 2023)
	Communication Committee	Finish implementation of 2021-22 Board Communication and engagement plan.	> Completion and full implementation of Board Communication and engagement plan and goals of communication plan are met (i.e. the community understands the role of the board)	Completed ✓ <ul style="list-style-type: none"> ✓ Phase 1, Oct, 22
	Board/Admin	Creation of a calendar of events to plan for board appearances at events.		In progress ✓ <ul style="list-style-type: none"> ✓ Admin increased visibility of school and community wide events for Board on shared calendar >Board to discuss viability of specific calendar this
	Chair/Vice Chair	Potential creation of working plan calendar document to guide board in upcoming discussions	> All board members have the information they need to be successful.	Completed ✓ <ul style="list-style-type: none"> ✓ Working 2022-23 calendar provided to Board, Sept, 22

			> All board members understand their role.	
	Chair/Vice Chair/Board	Clarity around board priorities and how it relates to general board capacity and individual board member capacity.	> Board work bandwidth is manageable and efficient for all Board members.	Completed ✓ ✓ Board received prep materials at work session 11/14; ✓ Discussion on agenda at Board retreat, Jan 2023 ✓ Discussion on Board liaison roles planned (April, 2023) >New Board liaison roles for efficiency and effectiveness approved by Board (June, 2023)

Parking Lot:

- Follow-up work session on ML learners (Spring 2023)
- Work session on updated process for kids club applications; update on expected hiring and capacity for 2023-2024 school year (Spring 2023)
- Board needs to discuss viability and interest in the creation of a calendar of events to plan for board appearances at events.
- Are there other items from the board communications plan/ad hoc that need to be accomplished?
- What type of budget training is the board interested in? More granularity/direction around board goal 5.1.
- Class size discussion/open enrollment/resident enrollment
- Follow-up on substitution rates/how incentive is working
- Travel opportunities and equity