

Feedback Pathways for Educators at a Governance Level

Educator voice is an important tenet of the Edina School Board's governance work and the Edina School District in general. 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. As a result, the board provides multiple pathways for its active listening, learning and understanding.

Meet and Confer

Meet and Confer is the primary vehicle for elevating unresolved educator concerns at the building and district level with the goal of reconciliation between the parties.

Participants: Educator(s), EME President, EME Vice President, EME Executive Board Members, Director of Human Resources, Superintendent, Assistant Superintendent, School Board Chair, School Board Vice Chair and other invited guests.

EME engages with district administration and members of the board a minimum of three times a year through the "Meet and Confer" process. This pathway stands for the proposition that professional educators possess knowledge and expertise that is necessary to ensure a high-quality public education.

Meet and Confer is designed as a time for educators, district administration and the board to exchange views and concerns, with the goal of reconciliation between parties. All requests for the elevation of educator concerns should be directed through this important process.

[Insert process here]

Please note: this process does not replace an educator's right to file a grievance.

Superintendent School Site Tours

Site level tours are a vehicle for educators to highlight current training, projects and initiatives at the site level.

Participants: Superintendent, a maximum of three board members, building administrators and educators.

The goal of the tour is to expose board members to the culture and climate of the school, see teachers and students in action and highlight current initiatives.

Out of scope for these tours is elevation of individual complaints to individual board members (see above meet and confer process).

Existing Channels Available to All Educators:

- Educators can email the board with concerns or issues to schoolboard@edinaschools.org. Board members read every email received.
- Educators can share feedback during the designated community comment period at regular monthly board meetings.

Additional Clarifications

- 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.
- Site liaisons are not available to respond to individual complaints. Please see above meet and confer process for issues regarding individual schools.