

Feedback Pathways for Education Minnesota - Edina Staff (EME) at a Governance Level

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

Existing Channels Available to All Educators and Staff:

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

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).

District Level Committees

Certain district level committees provide an opportunity to interact directly with board members and present information to the school board and community.

Curriculum committees, World's Best Workforce Committee and Core Planning Team provide opportunities to interact directly with board members and present information to the school board and community.

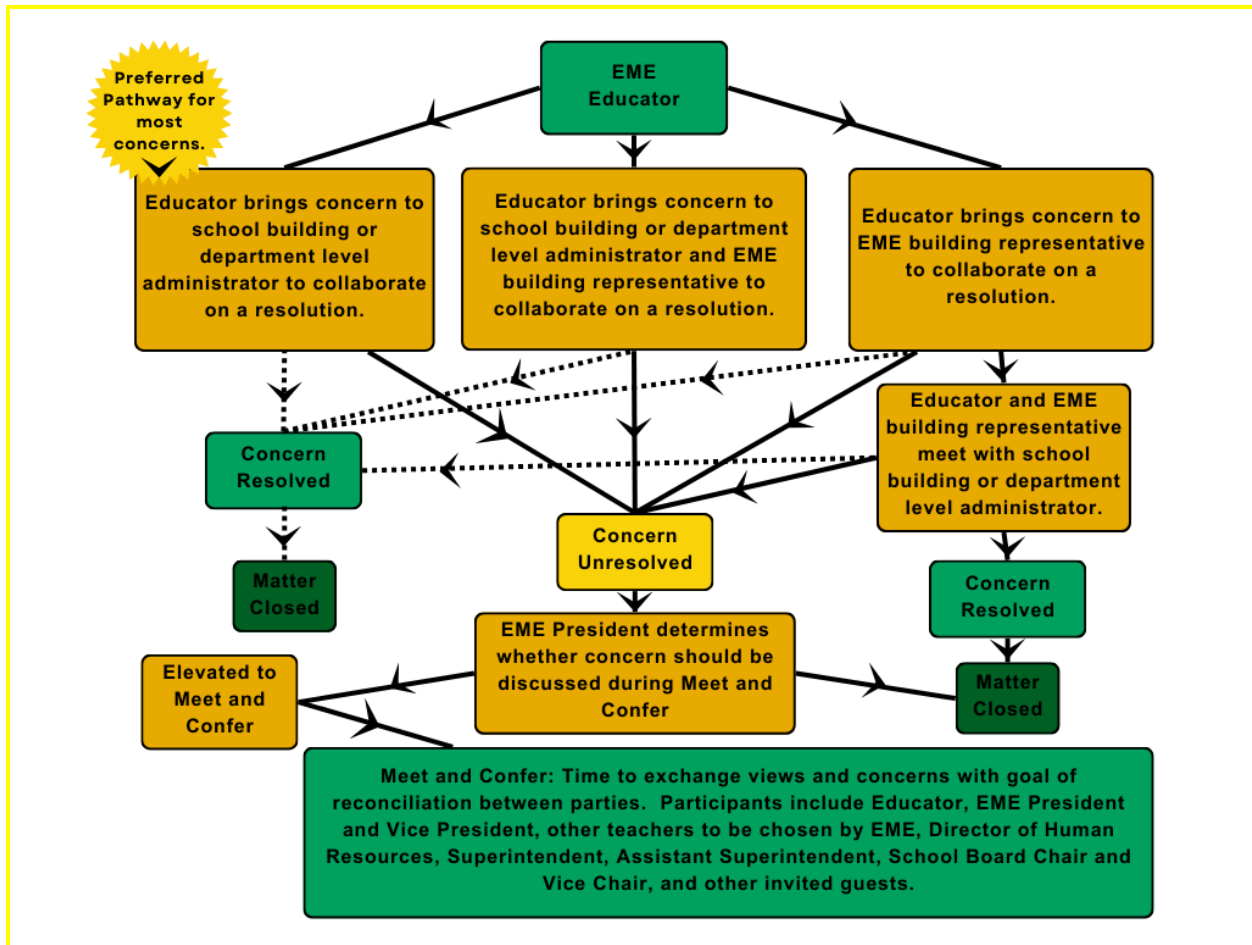
Meet and Confer

Meet and Confer is the primary vehicle for elevating unresolved educator and other member 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 and staff, 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.



Additional Clarifications:

- Participating in a class lesson related to the role of governance, e.g., presenting what the school board does, is acceptable.
- 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 level board liaisons can help direct educators and staff to the best channel to seek resolution, but board site liaisons are not available to resolve individual complaints. Please see above meet and confer process for issues regarding individual schools.