



Culture & Climate Board Report

June 8, 2026

Our Vision

For Each and Every Student to Discover Their Possibilities and Thrive



Our Mission

Edina Public Schools is a dynamic learning community delivering educational excellence and preparing all students to realize their full potential.

Through academics, activities, and opportunities, we encourage creativity, foster curiosity, and develop critical thinking skills.

We support every student's educational journey by creating a caring and inclusive school culture that supports the whole student.



Topics

- 1 Panorama Student Survey
- 2 Panorama Educator Survey
- 3 Employee Engagement Survey
- 4 Wellness Team
- 5 Questions



Panorama Survey





Background on Panorama Survey

- Sixth year of Edina's Panorama partnership for student and staff surveys.
- Aligned with mission and vision and helps determine district-wide needs
- Anchored this year on percent favorable (our own community's responses); national percentile ranks excluded this year due to Panorama's 2025 benchmark refresh
- Panorama is revising several survey items next year, so neither this year's nor next year's data will serve as clean year-over-year comparison



Who Completed the Panorama Survey

	Grades 3-5	Grades 6-12	Total
Student Competency and Well-Being Measures	92%	63%	72%
Student Supports + Environment	92%	64%	72%
Educator Climate, Belonging, and Well-Being	NA	NA	81%

*Percentages reflect percent of enrolled students or employed licensed staff



Panorama Student Survey Results

Favorable response is the percentage of respondents selecting the top two Likert scale options.



What was Measured? (Students)

- Challenging feelings
- Emotional regulation
- Supportive Relationships
- Engagement
- Belonging

Student Climate Analysis



- The survey data reveals strong performance in emotional well-being and relationship areas. Supportive Relationships, Challenging Feelings, and Emotion Regulation demonstrate exceptional strength across both grade bands.
- Sense of Belonging shows notable improvement in Grades 6-12, with an 8-point increase.
- Engagement presents a significant opportunity for improvement, particularly in Grades 6-12. While younger students (Grades 3-5) show moderate engagement, both grade levels demonstrate low scores in specific engagement behaviors, with several questions scoring below 35%.

Student Climate Analysis



- The contrast between strong emotional support systems and lower engagement levels suggests potential for leveraging existing relationship strengths to enhance student investment in learning.
- Additionally, demographic disparities exist with students of color reporting lower favorable scores on many areas presenting an opportunity for growth.
- Given the context of Operation Metro Surge this school year, making the continued strength in Supportive Relationships an especially meaningful resilience factor.



Student Data: How is EPS Responding to this Data?

- Continued support of Tier 1 SEL curriculum initiatives.
- Providing professional development to grow the lens of cultural responsiveness to include our discipline procedures.
- Continued focus on district-wide implementation of Cultural Proficient School Systems (CPSS) through the continued development of professional development modules and continued integration of CPSS with other initiatives.
- Continue building-level intentional practices to grow students' sense of belonging rooted in analysis of Panorama data.



Panorama Staff Survey Results

Favorable response is the percentage of respondents selecting the top two Likert scale options.



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.
Well-Being	Staff perceptions of their own professional well-being.



Positive Trends and Strengths

- Staff participation rate remains strong, reflecting sustained engagement in the survey process.
- Looking longitudinally, School Climate has improved 22 percentage points since 2022 (40% → 62%)
- Staff find deep meaning in their work, with 96% reporting their work matters to them and 93% finding it meaningful, suggesting strong intrinsic motivation and purpose alignment.
- Despite the climate created by Operation Metro Surge, it is a testament to the resilience of our teachers that our scores maintained their level of favorability from last school year on all three areas surveyed.

Opportunities for Improvement



- Within School Climate, analysis of sub items indicates that:
 - Support for new initiatives declined 5 points to 36% (one of the lowest scores across all measures), and
 - Colleague positivity dropped 4 points to 52%.
- These two indicators indicate that staff are feeling initiative fatigue which may be affecting their overall positivity.
- Well-Being, though stable, remains at 68% favorable. Further analysis indicates the following areas for improvement within this scale:
 - The question, “During the past week, how often did you feel overwhelmed at work” declined by 2 points from an overall favorable score of 26% only 24%
 - The question, “During the past week, how often did you feel exhausted at work?” declined by 2 points from an overall favorable score of 16% to 14%.



Staff Climate Analysis

Taken together, the analysis of this data indicates that in order to make continued gains in the areas of staff well-being and overall school climate, we should consider taking inventory of the amount of new initiatives being put into place. While state mandates dictate almost all of these initiatives, we should consider what factors for support are within our control to ensure that staff feel that they have the resources necessary to implement new initiatives with confidence and fidelity.

Additionally, continuing to create belonging within the work setting should be the strength we lean into in order to support the culture and well-being of our staff.



Our Response: Districtwide SEL

Continued Districtwide SEL Implementation

- Creating more clarity and cohesion around how sites enter behavior data into Infinite Campus to help schools and the district be able to better track, create proactive support structures, and understand where ongoing professional development is needed.
- Developing and implementing a behavior response chart which helps distinguish the roles of teachers and administrators related to behavioral restorative practices and skill-based behavioral interventions.
- Continue the expectation of CSIPs including student SEL and staff wellness goals.
- Developing a cohesive plan to continue to foster staff wellbeing based on the current research, strategies, and resources provided by the year-long monthly series offered by the Minnesota Department of Education.

Employee Engagement Survey





Purpose and Background Information

- Employee Engagement Survey is made available to every EPS employee to gather meaningful insights into their experiences and perceptions and inform efforts to enhance the workplace environment.
- A total of 1,109 employees participated in the Fall 2025 survey with representation from every employee group, which is approximately 76% of the school district's regular employees.
- 14 research-based Employee Engagement survey questions.
- Target benchmark of 80% Strongly Agree/Agree is ***intentionally ambitious*** and based on Gallup's 2026 finding that 31% of U.S. employees are actively engaged in their work, 51% are not engaged, and 18% are actively disengaged.



Positive Trends and Strengths

- **Teamwork and Collaboration:** Scores remain consistently high, indicating employees genuinely enjoy working with their teams and value the collaborative culture.
- **Clarity of Expectations:** Employees continue to report a strong understanding of their roles and responsibilities, reflecting clear and consistent expectations.
- **Supportive Workplace Environment:** High levels of agreement suggest employees feel supported and cared for within the school district.
- **Sharing Expertise and Peer Learning:** Positive growth over time demonstrates increasing collaboration and a strong culture of shared learning among colleagues.
- **Use of Individual Strengths:** Continued improvement indicates employees increasingly feel able to apply their skills and strengths effectively in their work.
- **Commitment to Excellence:** Employees continue to view their colleagues as committed to doing high-quality work, reinforcing a strong culture of professionalism and excellence.



Opportunities for Improvement

- **Feedback and Progress Conversations:** While 64% of employees reported having discussions about their progress, an increase of 6 percentage points from last year, strengthening feedback processes and increasing the frequency of meaningful progress conversations remains an important area of focus.
- **Recognition:** Recognition scores continue to improve as the school district provides more consistent acknowledgment of employee contributions; however, there remains an opportunity to further strengthen intentional appreciation practices.



Our Response: Building Community

Building Community

- The district fosters a strong sense of community and belonging through intentional recognition and connection opportunities, including *The Buzz* employee newsletter, staff spotlights, appreciation events, Hornet of the Year celebrations, and districtwide traditions like the annual “Green Out.”
- Buildings and departments strengthen collaboration and employee voice by promoting shared leadership structures, team-based decision-making, onboarding check-ins, and relationship-centered practices that help employees feel welcomed, supported, and connected.
- EPS continues to invest in a positive workplace culture through wellness resources and professional learning opportunities such as Working Genius and Top 20 training, which have enhanced trust, teamwork, engagement, and overall staff satisfaction across the district.



Our Response: Recognition and Feedback

Recognition and Feedback from Supervisors and Colleagues

- Employee voice is reinforced through engagement surveys, collaborative committees and action teams, leadership groups, and shared decision-making structures aligned to school and department improvement goals, ensuring staff input is embedded in operations.
- New employees receive 30-day supervisor check-ins and supportive onboarding experiences. This focus on relational leadership directly strengthens early connection through intentional follow-up and meaningful recognition practices.
- Leaders are trained in trust-building and recognition practices, strengthening early connection, communication, and retention.



Employee Wellness Team



Employee Wellness Team

- Multi-stakeholder participation in MDE's *Supporting Staff Wellbeing* series provided context for planning the focus for 2026-2027:
 - Staff resilience
 - Gratitude
 - Perspective on education as a career
- Continued Buzz [articles](#) focused on local implementation of Working Genius, balanced with time of year tips for stress reduction and resiliency building
- Maintained and added content to employee [website](#)

Questions?