



**Board Meeting Date:** Feb 28, 2023

**Title:** Culture and Climate Update

**Type:** Discussion

**Presenter(s):** Dr. Randy Smasal, Assistant Superintendent; Leigh Ann Feily, Multi-Tiered Systems of Support (MTSS) Coordinator; Sonya Sailer, Director of Human Resources

**Description:** Strategy B of the strategic plan states that Edina Public Schools will ensure an equitable and inclusive school culture. A culture that welcomes, respects, supports and values everyone so students can learn effectively, develop a deeper understanding of complex issues and become empowered to contribute to the school community. In order to monitor the degree to which our school culture is inclusive we will be administering two surveys to staff and one to students this spring. The Panorama Climate and Wellness survey will provide feedback on the Teaching and Learning Climate in our schools and will be administered to students and licensed staff. The second one, Employee Engagement, will provide information regarding the degree to which all staff are engaged and satisfied in their work as an employee of Edina Public Schools.

**Recommendation:** This report is intended to be an update to the school board. No recommendation is being made at this time.

**Desired Outcomes from the Board:** After reviewing the report, please consider what needs additional clarity and be prepared to share your questions with administration.

**Attachments:** See attached report

### **Background Information:**

The strategic action under C4 of Edina’s Strategic plan states that we will create environments that are conducive to learning and facilitate constructive student interaction. Strategy B2 states that Edina Public Schools will create a school culture that enhances learning and fosters a sense of belonging for all students through our values of integrity, compassion, courage, commitment, appreciation and responsibility. Data is needed in order to monitor the degree to which our culture creates a sense of belonging for students and staff, is a place where people can do their best work and feel supported. The Panorama Climate and Wellness survey for students and staff will assess the current state of the Teaching and Learning climate in our schools. The Employee Engagement survey will provide feedback on the degree to which staff feel engaged in their work, connected to others at work, supported in their professional learning and growth and motivated to do their best work.

### **Panorama Student Survey:**

Edina Public Schools is in its third year of partnering with Panorama Education to administer a student survey. National norms are provided in the data analysis to help understand the context of the data and provide insights for what is going well and where opportunities for improvement exist. Site leadership teams use the data to understand the needs of students, set goals, and create action steps for improvement. The annual monitoring will provide feedback on the impact of the action steps. The specific categories of questions on the student survey are listed in Table 1.0 below.

**Table 1.0: Question Categories for Student Survey**

<b>Challenging Feelings:</b> How frequently students feel challenging emotions, with higher scores indicating less frequent challenging emotions.
<b>Emotional Regulation:</b> How well students regulate their emotions.
<b>Positive Feelings:</b> How frequently students feel positive emotions over time
<b>Supportive Relationships:</b> How supported students feel through their relationships with friends, family, and adults at school.
<b>Engagement:</b> How attentive and interested students are in class.
<b>Belonging:</b> How much students feel that they are valued members of the school community.

### **Supporting Research:**

Several research studies (Buckle, J.) indicate social-emotional learning (the topic being measured through our student Panorama survey) is linked to academic achievement. For example, a 2017 meta-analysis from the Collaborative for Academic, Social, and Emotional Learning (CASEL) shows that investment in social emotional learning (SEL) has led to improved classroom behavior, better stress management, and 13 percent gains in academics. Research conducted by Panorama Education (100,000 students across 200 schools) has found that compared to students with low SEL, kids with high SEL are twice as likely to have above-average grades, 60 percent less likely to have one or more behavior incidents over the

course of a year, and half as likely to be chronically absent (Buckle). By conducting the Panorama wellness survey with our students, EPS can ensure that we're taking actions towards creating a safe, welcoming school culture that fosters SEL and creates favorable conditions for student learning.

In order to focus on SEL, the data from the 2022 Panorama Student Climate and Wellness survey was utilized by each school building in the fall of 2022 for goal setting around social emotional support and/or school climate. Each building had a personalized consultation with a Panorama professional development consultant and the district MTSS coordinator to analyze their data and set goals. Once 2023 data is collected, buildings will be able to determine continued areas for growth as well as what action steps have succeeded in supporting growth in student SEL at school.

For spring 2023, the student survey will be administered between February 22nd and March 8th for students in grades 3 through 12. Elementary students will take the survey within their classrooms while secondary students will take the survey within their advisory classes. The survey should take students about 15 minutes to complete. The student survey asks questions within the broad categories of Challenging Feelings, Emotional Regulation, Positive Feelings, Supportive Relationships, and Engagement. New for 2023, students will also answer questions related to School Belonging. While all Panorama survey topics are closely related to the research-based domains shown to produce outsized impacts on student outcomes (social relationships, motivation, and self-regulation; Panorama, 2016), the broad topics for Edina students' Panorama survey were chosen with the 2020-2025 Strategic Plan Strategy C: Fostering Positive Learning Environments and the Whole Student Support in mind. Questions are worded slightly differently for grades 3-5 and 6-12 based on developmental appropriateness.

**Panorama Staff Survey:**

The staff Panorama survey will be administered to all EPS licensed staff from March 27 through April 8, 2023. The staff survey asks questions within the broad category of School Climate. New for 2023, staff will also answer questions related to Belonging and the entire survey can be completed in about 10 minutes. More information about the topic areas that staff will be answering can be viewed below.

***Question Categories for Licensed Staff Survey***

<b>School Climate:</b> Perceptions of the overall social and learning climate of the school.
<b>Belonging:</b> How much faculty and staff feel that they are valued members of the school community.

## **Employee Engagement Survey**

New for 2023, Edina Public Schools will administer an Employee Engagement survey in the early spring with the goal of providing all members of the Edina team (all employee groups) with a voice to provide feedback regarding their level of engagement, connection to colleagues, growth opportunities, and overall satisfaction from the work they do. The purpose of collecting this information is to measure how engaged employees are with their work and within our school district as a workplace. It will assist the school district to identify areas where it can improve as an employer. By prioritizing employee engagement, the school district is able to create a more positive and productive work environment thereby increasing employee happiness and ultimately aiding in the recruitment and retention of our valuable EPS team members.

The Employee Engagement survey will serve as an annual measure for the school district. In the spring of 2023, this data set will serve as a baseline measurement since it is the first time this survey will have been used.

### **Supporting Research:**

Studies by the Gallup organization show that engaged employees have "higher wellbeing, better retention, lower absenteeism and higher productivity." According to Gallup's 2022 data collection, only 32% of employees are "actively engaged," which is defined to mean "involved in and enthusiastic about their work and workplace." Of the items Gallup measures, "the greatest declines were in clarity of expectations, having the right materials and equipment, and the opportunity for workers to do what they do best." An important goal of an employee engagement survey is to initiate conversations between employers and employees. Regularly gathering feedback from employees about areas where their needs are and are not being met provides an employer insight into common ways it might be able to maintain and improve the level of employee engagement.

### ***Question Categories for Employee Engagement Survey***

<b>Employee Connection to Mission and Their Job:</b> Having the right resources, knowing what is expected of them, perception of others' commitment, and overall sense of engagement.
<b>Feeling Connected:</b> Feeling cared for, recognized for accomplishments, having a voice, and feeling connected to the team.
<b>Opportunities to Learn and Grow:</b> Frequent feedback, opportunity to do your best work, feeling of encouragement and support at work, and values employee development.

**Communication Plans:**

<b>Timeline</b>	<b>Topic of Communication</b>	<b>Audience</b>	<b>Mode of Communication</b>
Feb 2 - 17	Student Panorama Survey <ul style="list-style-type: none"> <li>● Rationale</li> <li>● Dates</li> <li>● Proctor Expectations</li> </ul>	EPS Staff	<ul style="list-style-type: none"> <li>● District Staff Newsletter February 2 &amp; 16</li> <li>● Building Staff Newsletters Feb 6-17</li> </ul>
Feb 2 - 16	Student Panorama Survey <ul style="list-style-type: none"> <li>● Rationale/Data Usage</li> <li>● Dates</li> <li>● Opt Out Procedure</li> <li>● FYI about safety concern responses</li> </ul>	EPS Families (translations needed via Communications dept.)	<ul style="list-style-type: none"> <li>● District Parent Newsletter February 2 &amp; 16</li> <li>● Building Parent Newsletters Feb 6-17</li> </ul>
Feb 16 - Mar 16	Staff Surveys: Panorama and Employee Engagement <ul style="list-style-type: none"> <li>● General Information</li> <li>● Rationale</li> <li>● Dates</li> </ul>	EPS Staff	<ul style="list-style-type: none"> <li>● District Staff Newsletter Mar 2 &amp; 16</li> <li>● Building Staff Newsletters Mar 6 - 24</li> </ul>
Feb 28	School Board Presentation update on Spring Survey Plans	School Board	Presentation at School Board Meeting on February 28, 2023
Spring 2023	Analysis of Survey Results and Planning for next steps.	EPS Staff	Administrative Workshop
Spring 2023	Communication of results to staff and planning for next steps	EPS Staff	Staff Meeting Presentation
June 2023	Results of Spring Surveys: Panorama and Employee Engagement and Action Plans	School Board Update EPS Families	<ul style="list-style-type: none"> <li>● Presentation at June 2023 School Board meeting</li> <li>● District Parent Newsletter</li> </ul>

**Sources:**

Buckle, J. *Social-Emotional Learning (SEL): Everything You Need to Know*. Panorama Education. Retrieved on February 14, 2023 from:  
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Gallup. *U.S. Employee Engagement Needs a Rebound in 2023*. Retrieved on February 17, 2023 from  
<https://www.gallup.com/workplace/468233/employee-engagement-needs-rebound-2023.aspx>

Panorama Education. (2016). *Reliability and Validity of Panorama's Social-Emotional Learning Measures*. <https://panorama-www.s3.amazonaws.com/files/sel/SEL-Validity-Report.pdf>