

Work Session

Monday, June 9, 2025 5:00 PM

ECC 350, 5701 Normandale Road, Edina, MN 55424

I. Determination of Quorum and Call to Order

II. Approval of Agenda



**School Board Work Session
Monday, June 9, 2025; 5:00 PM
ECC Room 350 and Virtual***

I. Determination of Quorum and Call to Order

II. Approval of Agenda

III. Discussion

A. Superintendent Student Leadership Teams

Description: The Superintendent Student Leadership Teams regularly meet to work on areas important to them and provide student voice regarding district wide initiatives. Students will provide an overview of their projects.

Presenter(s): Superintendent Student Leadership Teams

B. Supplementary Special Education Transportation RFP

Description: The District last solicited requests for proposal (RFP) for supplementary special education transportation services using Type III vehicles (vans) in 2021. At that time, services were awarded to Twin City Transportation (TCT) and Metropolitan Transportation Network (MTN). This Spring, the District has engaged its sourcing agent to once again solicit RFPs for Type III vehicle services. The District has received 14 responses to its RFP and upon initial inspection believes that responses from the following firms should be further considered: TCT, MTN, Transportation Plus, and Lake City Transportation.

Presenter(s): Mert Woodard, Director of Finance and Operations; and Carrie Rutz, Transportation Supervisor

C. Culture and Climate Board Update

Description: As part of Strategies B and C of the Edina Public Schools Strategic Plan—to ensure an equitable, inclusive, and caring school culture—we administered two staff surveys and one student survey this spring. The Panorama survey, completed by students and licensed staff, provided insights into our teaching and learning environments. The Employee Engagement survey gathered input from all staff on workplace satisfaction and engagement. This report includes background on each survey, participation rates, key findings, analysis, and recommended next steps.

Presenter(s): Nate Swenson, Assistant Superintendent; Leigh Ann Feily, Multi-Tiered Systems of Support (MTSS) Coordinator; Sonya Sailer, Executive Director of Human Resources; and Dr. Anne Marie Leland, Director of Community Education and Strategic Partnerships

IV. Leadership and Committee Updates

V. Superintendent Updates

VI. Adjournment

* One Board member will participate virtually from 852 Silvertip Heights, Canmore AB, Canada

III. Discussion

III.A. Superintendent Student Leadership Teams

Speaker (s) :
Superintendent
Student Leadership
Team members



Board Meeting Date: 6/9/2025

Title: Superintendent Student Leadership Team Reports

Type: Discussion

Presenter(s): Superintendent Student Leadership Teams

Description: The Superintendent Student Leadership Teams regularly meet to work on areas important to them and provide student voice regarding district wide initiatives. Students will provide an overview of their projects.

Recommendation: Receive reports from student leaders.

Desired Outcome(s) from the Board: Review materials and be ready with questions.

Attachments:

- [SVMS presentation](#)
- [VVMS presentation](#)
- [EHS presentation](#)

III.B. Supplementary Special Education
Transportation RFP

Speaker (s) : Mert
Woodard, Director of
Finance and
Operations; and
Carrie Rutz,
Transportation
Supervisor



Board Meeting Date: 6/9/2025

Title: Supplementary Special Education Transportation RFP

Type: Discussion

Presenter(s): Mert Woodard - Director, Finance & Operations
Carrie Rutz – Supervisor, Transportation

Description: The District last solicited requests for proposal (RFP) for supplementary special education transportation services using Type III vehicles (vans) in 2021. At that time, services were awarded to Twin City Transportation (TCT) and Metropolitan Transportation Network (MTN). This Spring, the District has engaged its sourcing agent to once again solicit RFPs for Type III vehicle services. The District has received 14 responses to its RFP and upon initial inspection believes that responses from the following firms should be further considered: TCT, MTN, Transportation Plus, and Lake City Transportation.

The District administration analyzed the responses in relation to the 116 Type III routes that were active as of the last week of the most recent school year. The following are costs for a typical month of school:

- Current daily cost - \$16,409.82
- Estimated cost with current vendors - \$16,963.80
- Estimated cost using only:
 - o MTN - \$18,067.00
 - o TCT - \$14,134.40
 - o Transportation Plus - \$4,839.22
 - o Lake City Transportation - \$17,690.00

Current law provides full reimbursement of special education transportation expenditures. The administration will provide a formal recommendation for the award of supplementary transportation services at a subsequent regular meeting of the Board.

Recommendation: There is no recommended action.

Desired Outcomes from the Board: Be prepared to discuss or inquire about the District's supplementary special education transportation services.

Attachments:

1. Type III RFP Analysis - 2025

Independent School District No. 273 - Edina Public Schools
 Type III Transportation Services RFP Analysis
 June 2025

Type	Contractor	Minutes	Distance	Current Distribution		RFP Rates - 2025			
				Current Rate	RFP Rate	MTN	TCT	Trans. Plus	Lake City
SPED	MTN	41.00	18.69	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 71.40	\$ 152.50
SPED	MTN	38.00	19.51	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 73.65	\$ 152.50
SPED, AIDE	MTN	13.00	2.82	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
SPED, AIDE	MTN	13.00	5.13	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 34.11	\$ 152.50
SPED, AIDE	MTN	23.00	7.58	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 40.85	\$ 152.50
SPED, AIDE	MTN	28.00	16.2	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 64.36	\$ 152.50
W/C,AIDE	MTN	30.00	7.5	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 40.63	\$ 152.50
W/C,AIDE	MTN	16.00	6.16	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 36.94	\$ 152.50
SPED	MTN	40.00	17.72	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 68.73	\$ 152.50
SPED	MTN	32.00	18.29	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 70.30	\$ 152.50
W/C,AIDE	MTN	12.00	5.13	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 34.11	\$ 152.50
W/C,AIDE	MTN	26.00	13.21	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 56.33	\$ 152.50
HHM	MTN	14.00	9.24	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 35.41	\$ 152.50
HHM	MTN	24.00	12	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 43.00	\$ 152.50
HHM	MTN	16.00	11.04	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 40.36	\$ 152.50
HHM	MTN	22.00	12.2	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 33.55	\$ 152.50
SPED	MTN	26.00	12.82	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 45.26	\$ 152.50
SPED	MTN	14.00	6.56	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
SPED	MTN	9.00	5.91	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
SPED	MTN	8.00	6.15	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
HHM	MTN	16.00	10.88	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 39.92	\$ 152.50
HHM	MTN	20.00	11.33	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 31.16	\$ 152.50
HHM	MTN	16.00	11.1	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.53	\$ 152.50
SPED	MTN	29.00	12.45	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 34.24	\$ 152.50
SPED	MTN	26.00	12.74	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 35.04	\$ 152.50
SPED	MTN	11.00	7.52	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
SPED	MTN	11.00	7.75	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
SPED	MTN	18.00	8.09	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 42.25	\$ 152.50
SPED	MTN	21.00	7.88	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 41.67	\$ 152.50

				Current Distribution		RFP Rates - 2025			
Type	Contractor	Minutes	Distance	Current Rate	RFP Rate	MTN	TCT	Trans. Plus	Lake City
SPED, AIDE	MTN	26.00	13.35	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 56.71	\$ 152.50
SPED, AIDE	MTN	25.00	12.54	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 54.49	\$ 152.50
SPED, AIDE	MTN	40.00	15.34	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 62.19	\$ 152.50
SPED, AIDE	MTN	43.00	17.08	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 46.97	\$ 152.50
SPED	MTN	14.00	9.98	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
SPED	MTN	21.00	11.04	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.36	\$ 152.50
SPED	MTN	14.00	9.69	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
SPED	MTN	24.00	9.83	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
SPED	MTN	24.00	9.83	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
SPED	MTN	17.00	7.72	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 41.23	\$ 152.50
SPED	MTN	41.00	9.87	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 67.41	\$ 152.50
SPED	MTN	44.00	10.03	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 37.58	\$ 152.50
SPED	MTN	3.00	0.83	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
SPED	MTN	3.00	0.81	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
SPED	MTN	35.00	17.08	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 46.97	\$ 152.50
SPED	MTN	49.00	21.68	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 59.62	\$ 152.50
SPED, AIDE	MTN	18.00	12.33	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 33.91	\$ 152.50
SPED, AIDE	MTN	17.00	13.36	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 36.74	\$ 152.50
SPED, AIDE	MTN	10.00	1.65	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
SPED, AIDE	MTN	6.00	1.94	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
Foster	MTN	35.00	22.27	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 61.24	\$ 152.50
Foster	MTN	32.00	25.46	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 70.02	\$ 152.50
Foster	MTN	50.00	28.53	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 78.46	\$ 152.50
Foster	MTN	38.00	28.43	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 78.18	\$ 152.50
SPED	MTN	20.00	2.29	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
SPED	MTN	7.00	2.1	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
SPED	MTN	10.00	3.4	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
HHM	MTN	20.00	11.43	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 31.43	\$ 152.50
HHM	MTN	20.00	11.76	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 32.34	\$ 152.50
Care and Treatment	MTN	15.00	11.54	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 31.74	\$ 152.50
SPED, AIDE	MTN	26.00	18.48	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 50.82	\$ 152.50
SPED, AIDE	MTN	25.00	16.79	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 46.17	\$ 152.50
Foster	MTN	41.00	30.3	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 83.33	\$ 152.50
Foster	MTN	91.00	28.99	\$ 152.99	\$ 155.75	\$ 155.75	\$ 200.20	\$ 79.72	\$ 152.50
Care and Treatment	MTN	15.00	6.48	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50

				Current Distribution		RFP Rates - 2025			
Type	Contractor	Minutes	Distance	Current Rate	RFP Rate	MTN	TCT	Trans. Plus	Lake City
Care and Treatment	MTN	10.00	6.79	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
SPED	MTN	24.00	8.6	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 43.65	\$ 152.50
SPED	MTN	19.00	3.27	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 38.99	\$ 152.50
Care and Treatment	MTN	7.00	4.23	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
Care and Treatment	MTN	7.00	4.39	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
HHM	MTN	62.00	29.02	\$ 152.99	\$ 155.75	\$ 155.75	\$ 136.40	\$ 89.81	\$ 152.50
HHM	MTN	20.00	8.55	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 33.51	\$ 152.50
HHM	MTN	22.00	8.7	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 33.93	\$ 152.50
HHM	MTN	13.00	9.48	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
HHM	MTN	26.00	10.92	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.03	\$ 152.50
HHM	MTN	19.00	8.41	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 33.13	\$ 152.50
HHM	MTN	24.00	15.61	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 42.93	\$ 152.50
HHM	MTN	30.00	16.11	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 44.30	\$ 152.50
HHM	MTN	14.00	8.35	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
Care and Treatment	MTN	10.00	5.99	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
Care and Treatment	MTN	9.00	5.67	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
SPED, AIDE	MTN	16.00	7.25	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
SPED, AIDE	MTN	28.00	9.47	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 36.04	\$ 152.50
W/C	MTN	30.00	14.73	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 40.51	\$ 152.50
W/C	MTN	40.00	13.6	\$ 152.99	\$ 155.75	\$ 155.75	\$ 121.00	\$ 37.40	\$ 152.50
SPED	TCT	17.00	4.61	\$ 111.10	\$ 121.00	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
SPED	TCT	26.00	11.04	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 30.36	\$ 152.50
SPED	TCT	23.00	10.56	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 39.04	\$ 152.50
SPED	TCT	19.00	15.91	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 43.75	\$ 152.50
SPED	TCT	59.00	20.84	\$ 111.09	\$ 129.80	\$ 155.75	\$ 129.80	\$ 77.31	\$ 152.50
SPED	TCT	25.00	17.34	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 47.69	\$ 152.50
SPED	TCT	38.00	12.17	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 73.47	\$ 152.50
SPED	TCT	25.00	17.34	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 47.69	\$ 152.50
SPED	TCT	20.00	7.24	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
SPED	TCT	12.00	8.56	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 33.54	\$ 152.50
SPED	TCT	14.00	3.9	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 30.73	\$ 152.50
SPED	TCT	8.00	2.6	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
SPED, AIDE	TCT	9.00	3.95	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
HHM	TCT	7.00	3.69	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
HHM	TCT	25.00	13.39	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 36.82	\$ 152.50

Type	Contractor	Minutes	Distance	Current Distribution		RFP Rates - 2025			
				Current Rate	RFP Rate	MTN	TCT	Trans. Plus	Lake City
SPED	TCT	37.00	14.91	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 61.00	\$ 152.50
SPED	TCT	38.00	11.25	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 50.94	\$ 152.50
SPED	TCT	33.00	11.57	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 41.82	\$ 152.50
SPED	TCT	44.00	19.94	\$ 114.86	\$ 121.00	\$ 155.75	\$ 121.00	\$ 74.84	\$ 152.50
SPED	TCT	32.00	9.66	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 46.51	\$ 152.50
SPED	TCT	28.00	12.1	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 43.28	\$ 152.50
SPED	TCT	21.00	5.41	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 34.88	\$ 152.50
SPED	TCT	6.00	2.94	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
SPED	TCT	9.00	4.06	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
SPED	TCT	14.00	5.05	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
SPED	TCT	35.00	6.26	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
SPED	TCT	23.00	14.3	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 39.33	\$ 152.50
SPED	TCT	16.00	11.61	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 31.93	\$ 152.50
SPED	TCT	21.00	17.7	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 48.68	\$ 152.50
SPED	TCT	10.00	6.73	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
SPED	TCT	15.00	10.4	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50
SPED	TCT	11.00	6.35	\$ 111.09	\$ 121.00	\$ 155.75	\$ 121.00	\$ 30.00	\$ 152.50

\$ 16,409.82 \$16,963.80 \$ 18,067.00 \$ 14,139.40 \$ 4,839.22 \$ 17,690.00

III.C. Culture and Climate Board Update

Speaker (s) : Nate Swenson, Assistant Superintendent; Leigh Ann Feily, Multi-Tiered Systems of Support (MTSS) Coordinator; Sonya Sailer, Executive Director of Human Resources; and Dr. Anne Marie Leland, Director of Community Education and Strategic Partnerships



Board Meeting Date: June 9, 2025

Title: Culture and Climate Board Update

Type: Discussion

Presenter(s): Nate Swenson, Assistant Superintendent; Leigh Ann Feily, Multi-Tiered Systems of Support (MTSS) Coordinator; Sonya Sailer, Executive Director of Human Resources; and Dr. Anne Marie Leland, Director of Community Education and Strategic Partnerships

Description: As part of Edina Public Schools' Strategic Plan, Strategy B commits to fostering an equitable and inclusive school culture, while Strategy C focuses on creating a caring, safe environment that supports the growth of students and staff. To assess our current culture and climate, we administered three surveys this spring: the Panorama survey to students and licensed staff, and the Employee Engagement survey to all staff. These tools provided insights into teaching and learning environments, as well as overall staff engagement and satisfaction. This report includes survey background, participation rates, data summaries, analysis, and recommended next steps.

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

Desired Outcome(s) from the Board: As you review the report, we ask that you consider areas where additional clarity may be needed and come prepared to share your questions and comments with the administration. We also appreciate and encourage your continued support and engagement in prioritizing the mental health and wellness of our students and staff.

Attachment(s): See attached report

[Slide Deck Presentation](#)

[Detailed Report](#)

Executive Summary: Edina Public Schools Culture & Climate Update

Our Spring 2025 culture and climate assessment supports Strategic Plan objectives to ensure equitable, inclusive environments where students and staff feel safe to fully engage in their development. We use this data to monitor current conditions, set building-level goals, and create targeted action plans for continuous improvement.

Survey Purpose and Application

We administer Panorama surveys to students and licensed staff, plus Employee Engagement surveys to all EPS employees, to assess teaching and learning environments and workplace satisfaction. This data directly informs Comprehensive School Improvement Plan (CSIP) goals within each building and guides district-wide culture and climate initiatives.

Longitudinal Progress and Trends

Over our five-year partnership with Panorama, we have seen consistent improvement in participation rates and positive trends in most areas. Staff climate has shown significant improvement over three years, while student well-being remains strong, with some areas requiring attention, particularly secondary engagement at 29% favorable and equity gaps where Hispanic/Latino students score 3-8 points lower across multiple categories.

Data-Driven Response Strategy

We utilize disaggregated data to set intentional culture and climate goals, providing building leaders with dedicated time for appreciative inquiry and evidence-based planning. Survey results guide professional development priorities and targeted intervention strategies. Wide variation in staff climate between schools (34%-82% range in favorable responses) indicates the need for consistent leadership approaches.

Supporting High-Performing Areas

For areas showing strength, we are implementing strategies to maintain excellence, including peer learning opportunities, best practice sharing across buildings, and recognition of successful initiatives. In addition, we are collecting baseline data for staff well-being to better understand the needs of our staff. Our wellness team provides ongoing support through monthly programming, Working Genius implementation district-wide, and community-building activities.

Addressing Areas for Improvement

For challenges identified through survey data, we will continue to implement targeted interventions. For example, providing additional training for operational leaders to give and receive both positive and constructive feedback more effectively, and supporting building-specific action steps to address secondary student engagement and equity gaps. Annual survey data provides feedback on intervention effectiveness, allowing us to refine approaches, celebrate progress, and modify strategies to ensure continuous improvement toward our goals.

Commitment to Continuous Improvement

With continued support, this comprehensive approach ensures transparency, accountability, and data-driven decision making to strengthen our district's culture and climate for all students and staff.

IV. **Leadership and Committee Updates**

V. **Superintendent Updates**

VI. **Adjournment**