

## **Work Session**

Monday, August 11, 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, August 11, 2025; 5:00 PM**  
**ECC Room 350**

**I. Determination of Quorum and Call to Order**

**II. Approval of Agenda**

**III. Discussion**

**A. Priority 1: Safety and Security Assessment Action Plan**

**Description:** This proposal highlights Edina Public Schools' recommended approach to assessing and enhancing safety and security across its campuses during the 2025-2026 school year. Presented by district leadership, the proposal emphasizes a holistic, layered strategy that would consider physical infrastructure improvements, mental health support, emergency preparedness, and modern reporting tools.

**Presenter(s):** Dr. Daniel Bittman, Interim Superintendent

**B. Priority 2: A Strategic Plan for the Future of Edina High School**

**Description:** Grounded in Edina Public Schools' Strategic Plan, this proposal outlines the recommended 2025–2026 strategic planning process for Edina High School. It presents a three-phase approach designed to define what excellence means for EHS through community voice, educational research, and structured evaluation. The report details the purpose, timeline, and focus areas that will guide decision-making and shape future priorities in alignment with the district's strategic direction.

**Presenter(s):** Nate Swenson, Assistant Superintendent; and Paul Paetzel, Edina High School Principal

**IV. Leadership and Committee Updates**

**V. Superintendent Updates**

**VI. Adjournment**

### III. Discussion

III.A. Priority 1: Safety and Security  
Assessment Action Plan

**Speaker (s):** Dr.  
Daniel Bittman,  
Interim  
Superintendent



**Board Meeting Date:** 8/11/25

**Title:** Priority 1: Safety and Security Assessment Action Plan

**Type:** Discussion

**Presenter(s):** Dr. Daniel Bittman, Interim Superintendent

**Description:** This proposal highlights Edina Public Schools' recommended approach to assessing and enhancing safety and security across its campuses during the 2025-2026 school year. The proposal emphasizes a holistic, layered strategy that would consider physical infrastructure improvements, mental health support, emergency preparedness, and modern reporting tools.

**Recommendation:** Accept the report as an informational update on district progress and priorities.


**Desired Outcome(s) from the Board:** Board members will deepen their understanding of safety and security elements while providing strategic direction, insights, and/or suggestions to the planned work.

**Attachments:** [Safety and Security Assessment Action Plan](#)

# Defining Excellence: A Safety & Security Assessment Action Plan

2025–2026





This action plan outlines Edina Public Schools' continued efforts to assess and enhance safety and security across all district facilities.

Building on foundational work completed in 2024–2025, the plan details a phased approach for the 2025–2026 school year, culminating in a set of recommendations to guide future investments and improvements.

## Purpose and Vision

Edina Public Schools is committed to maintaining a safe, supportive, and inclusive environment where all students, staff, and families feel secure and valued. Safety encompasses not only physical protection, but also emotional well-being, proactive prevention strategies, and community trust. This proposal continues the intentional and collaborative work initiated during the 2024–2025 school year, reflecting our district's ongoing commitment to safety and security.

Last year, the district conducted a review of safety and security needs across all facilities. This included evaluating physical infrastructure such as doors, windows, and access systems; as well as advanced technologies like AI-enabled security cameras and wearable staff alert systems. The district evaluated anonymous reporting tools through the Sandy Hook Promise app and enhanced staff training to better support student and staff wellness. We have also continued to refine emergency response processes. These efforts were grounded in a holistic, data-informed approach that balanced physical safety with the need to maintain a positive and welcoming learning environment.

As technologies, threats, and best practices continue to evolve rapidly, it is essential that we remain proactive and adaptive. This plan outlines the framework for conducting a comprehensive assessment of current safety and security practices across the district. The goal of the 2025–2026 school year is to evaluate systems, gather input, analyze data, and identify opportunities for improvement. This process will culminate in a set of recommendations delivered to the School Board in May 2026, which will guide short- and long-term safety enhancements.

This approach aligns with the district's 2020–2030 Strategic Plan and emphasizes a holistic, data-informed process centered on four key elements: prevention, protection, response, and recovery.

## Assessment Timeline

### Phase 1 – Foundational Work (2024 - 2025 School Year)

- Conducted a review of safety and security needs across all facilities
- Expanded anonymous reporting tools through the Sandy Hook Promise app, which will be implemented throughout the 2025-2026 school year
- Enhanced staff training to ensure we are supporting and promoting wellness for our students and staff
- Continued to refine emergency response processes

### Phase 2 – Planning and Engagement (Summer–Fall 2025)

- Present the draft plan to the School Board for review and input
- Convene a cross-functional team to oversee the assessment process
- Engage students, staff, families, and community partners to gather feedback and inform priorities
- Finalize the assessment tools and schedule

### Phase 3 – Safety Assessment and Analysis (Fall 2025–Spring 2026)

- Conduct site walkthroughs with staff, law enforcement, and safety consultants
- Administer surveys to students, families, and staff on perceptions of physical and emotional safety
- Review incident data, system logs, emergency protocols, and physical infrastructure
- Evaluate existing tools and explore the feasibility of potential enhancements, such as:
  - Anonymous reporting systems (e.g., Sandy Hook Promise)
  - Trauma-informed partnerships for student support
  - 3D response mapping tools
  - Wearable alert systems for staff
  - Visitor management technologies
  - AI-enhanced camera systems and vehicle identification platforms
  - Evaluate the reliability and coverage of public address (P.A.) systems and alternative notification methods, including visual cues (e.g., strobes, digital signage) and redundant audio systems for individuals with hearing or sensory needs.

- Emergency medical equipment availability and staff training.

All potential strategies and tools will be analyzed through the lens of site consistency, cost-effectiveness, and alignment with Edina’s core values—ensuring that all schools have access to appropriate and effective safety measures without disparities in protection or support.

## Phase 4 – Findings and Recommendations (May 2026)

- Present a summary of assessment findings to the School Board
- Offer prioritized recommendations for implementation in 2026–2027 and beyond
- Develop a multi-year roadmap for safety investments and improvements

## Focus Areas of the Assessment

1. Physical Security and Infrastructure
  - Doors, locks, access control, cameras, entry points, panic buttons and alarms, and emergency exits
2. Emergency Preparedness and Protocols
  - Lockdown procedures, drills, communication systems, and reunification plans. BERT/ DERT training and table top exercises. Evacuation maps, AED placement and AED location maps/wayfinding
3. Student and Staff Wellness
  - Support systems, staff training, crisis response, early identification, and partnerships
4. Technology and Innovation
  - System reliability, integration opportunities, and emerging tools
5. Community Engagement and Communication
  - Transparency, shared responsibility, and regular communication with stakeholders.

## Assessment Methods

- On-site walkthroughs and environmental scans
- Surveys and focus groups with students, staff, and families
- Review of incident and behavioral data
- Policy and procedural audits
- Technology and infrastructure evaluations
- External consultant analysis (as needed)

## Metrics for Success

- Following the assessment phase, specific metrics will be developed to track progress and outcomes over time. These may include:
  - Reduction in safety-related incidents
  - Improved response times to emergencies
  - Increased stakeholder confidence in school safety
  - Greater use of reporting systems
  - Enhanced staff training and preparedness

## Closing Statement

This plan serves as a roadmap for evaluating the current state of safety and security in Edina Public Schools. It prioritizes listening, learning, and analyzing—before acting. With engagement from our school communities and guidance from the School Board, we are committed to developing thoughtful strategies that are fair, inclusive, and effective.

III.B. Priority 2: A Strategic Plan for the  
Future of Edina High School

**Speaker (s):** Nate Swenson, Assistant Superintendent; and Paul Paetzel, Edina High School Principal



**Board Meeting Date:** 8/11/25

**Title:** A Strategic Plan for the Future of Edina High School

**Type:** Discussion

**Presenter(s):** Nate Swenson, Assistant Superintendent; and Paul Paetzel, Edina High School Principal

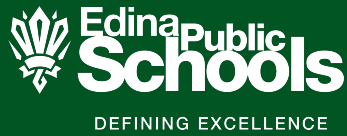
**Description:** Grounded in Edina Public Schools' Strategic Plan, this proposal outlines the recommended 2025–2026 strategic planning process for Edina High School. It presents a three-phase approach designed to define what excellence means for EHS through community voice, educational research, and structured evaluation. The report details the purpose, timeline, and focus areas that will guide decision-making and shape future priorities in alignment with the district's strategic direction.

**Recommendation:** No recommendation is being made at this time. This item has been prepared for board discussion.

**Desired Outcome(s) from the Board:** Please bring forth questions you have for the presenters.

**Attachment(s):**

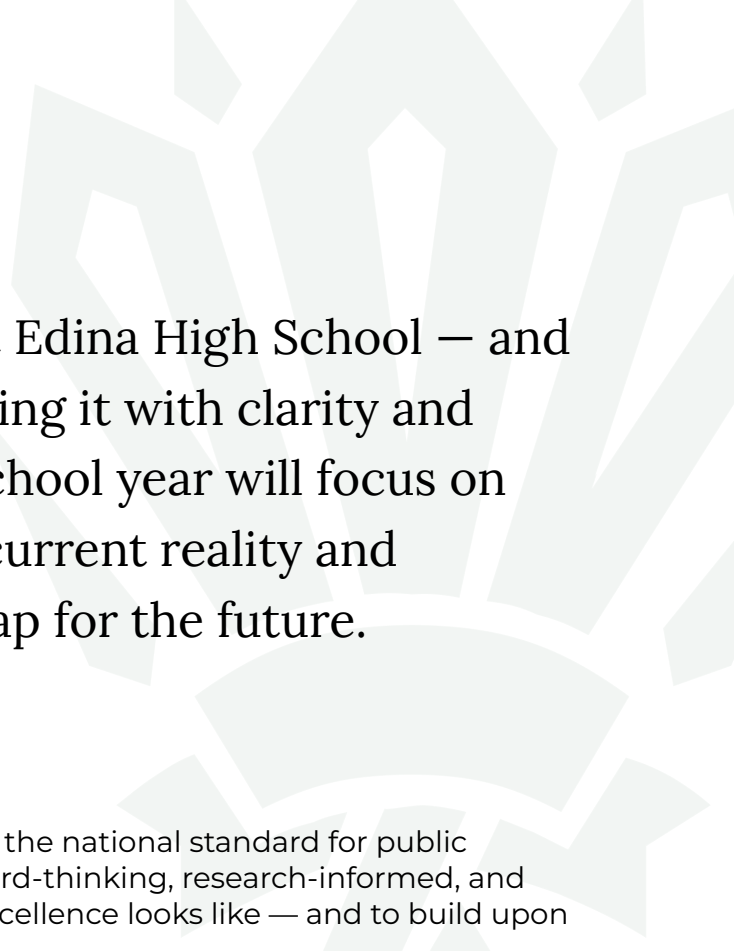
- [Summary Report](#)



# Defining Excellence: A Strategic Plan for the Future of Edina High School

2025–2026





Excellence is who we are at Edina High School – and we are committed to pursuing it with clarity and purpose. The 2025–2026 school year will focus on deeply understanding our current reality and co-designing a bold roadmap for the future.

## Purpose and Vision

Edina High School is committed to setting the national standard for public education. This action plan reflects a forward-thinking, research-informed, and community-driven effort to define what excellence looks like — and to build upon the strong foundation already in place.

The process will unfold across three strategic phases. We begin by studying national models of excellence and gathering broad-based community feedback. Next, we will conduct a systemwide analysis to examine current practices and identify high-leverage focus areas. Finally, we will synthesize findings and develop recommendations and a multi-year implementation plan aligned with our vision and values.

This process is guided by four foundational focus areas: building a supportive learning environment, advancing future-ready teaching and learning, establishing a clear and shared strategic direction, and fostering meaningful partnership and voice. These focus areas frame both our reflection and our action as we work together to shape the future of Edina High School.

## Assessment Timeline

### Phase 1 – Research & Community Feedback (Fall 2025–Spring 2026)

- Conduct research into national best practices of elite public high schools.
- Launch ThoughtExchange to gather stakeholder input from students, staff, families, and the community.
- Conduct empathy interviews (one-on-one conversations designed to understand a person's experiences, needs, and perspectives) with individual students or groups of students, teachers, parents, community members, and alumni.

- Synthesize feedback into emerging themes and align with research insights.  
\*Refer to *Framing the Future of EHS Themes*

## Phase 2 – Focus Area Identification (Winter 2025–Spring 2026)

- Identify strengths, gaps, and patterns by examining current systems, structures, and outcomes aligned to *Framing the Future of EHS Themes*.
- Use a mix of qualitative and quantitative tools (e.g., surveys, focus groups, environmental scans, data reviews, and course audits).
- Identify and validate priority focus areas for improvement based on evidence and community voice.

## Phase 3 – Recommendations & Design for the Future (May 2026)

- Synthesize findings from all phases into a cohesive report
- Develop and present recommendations to the School Board that will position Edina High School as a national leader in academic achievement, well-being, and future readiness — grounded in a supportive learning environment for students and staff.
- Provide the School Board with a multi-year implementation roadmap.

## Framing the Future of EHS Themes

### Supportive Learning Environment

Build the conditions that enable students and staff to thrive. This includes physical safety, mental health supports, collaborative and supportive professional culture, and equitable access to tools and resources that enhance teaching and learning.

### Future-Ready Teaching & Learning

Ensure that curriculum and instruction are rigorous, relevant, and aligned to student interests. Focus on coherence, student-centered learning, skills needed for the future, and real-world application.

### Clear, Shared Focus and Decision Making

Establish a unified school direction where students, staff, and families understand who we are, where we are going, and how decisions are made. Align time, teams, and structures around this shared purpose.

### Partnership and Voice

Foster a school culture where every student, staff member, and family feels a deep sense of connection — and is empowered to contribute meaningfully to the life and direction of Edina High School.

## Assessment Methods

- ThoughtExchange analysis and stakeholder survey tools
- Course and program audits
- Empathy Interviews
- Focus groups and listening sessions
- Equity and inclusion audits
- Review of participation, engagement, and achievement data
- Postsecondary readiness analysis

## Metrics for Success

- Improve student engagement and belonging
- Increase participation in advanced coursework and service learning
- Strengthen staff and student clarity around goals and strategic direction
- Grow community partnerships and student leadership opportunities
- Improve chronic absenteeism and discipline data trends
- Promote student and staff well-being by increasing access to proactive supports and monitoring positive trends in wellness indicators
- Increase access to dual enrollment and career-connected learning
- Improve college and career readiness indicators (e.g., ACT/SAT, FAFSA)

## Closing Statement

This plan serves as a strategic roadmap to position Edina High School as a national leader in academic achievement, well-being, and future readiness. By elevating family and broader community voice, applying best practice research, and using a disciplined process of inquiry and evaluation, we will design and deliver the next chapter of excellence—one where every student thrives, every staff member is empowered, and every family is engaged in the life of Edina High School.

IV. **Leadership and Committee Updates**

V. **Superintendent Updates**

VI. **Adjournment**