

Summary of Edina Public School District Mid-Year Superintendent Evaluation

Dr. Daniel Bittman

12/16/2025

School Board's Summary of Conclusions

Goal 1: Build trust and establish leadership credibility

There is strong agreement that Dr. Bittman has built trust and established leadership credibility with both speed and effectiveness. He has demonstrated a steady, authentic leadership presence in part, by engaging thoughtfully with a wide range of stakeholders and navigating difficult conversations. Dr. Bittman's experience, calm demeanor and ability to manage both common and complex issues have led the board, staff, parents and community members to view him as a trusted thought partner.

Dr. Bittman has built trust and credibility through his regular communication, clear expectations, and a willingness to take accountability. Evidence of his commitment to building relationships has been seen through his willingness to partner and engage stakeholders in myriad projects since his arrival. These efforts are laying a strong foundation of trust that will serve the district well.

Goal 2: Drive strategic alignment and instructional excellence across key programs

Dr. Bittman is well aligned with the district's strategic plan and is using it as a meaningful guide for decision-making and prioritization. He has appropriately identified and focused on key programs and initiatives, and has aligned district leadership around these priorities, most clearly around this year's five top priorities.

Board members express optimism and interest in seeing how Dr. Bittman would further elevate instructional excellence and key programs over time, including further articulation of what excellence looks like for every student and how the strategic plan will continue to guide that work.

Goal 3: Enhance communication and community engagement

The Board highlights communication and community engagement as a major strength for Dr. Bittman. He is widely regarded as an exceptionally approachable, genuine and effective communicator who engages authentically with stakeholders. Board members commented on his visible presence at school and community events and noted that this level of engagement is both expected and deeply appreciated in Edina. This has all contributed to a strong sense of transparency and trust across the district.

Dr. Bittman has prioritized internal communication, strengthening information flow from cabinet to building-level staff and

	increasing the quality and transparency of information shared with the board. He has responded quickly and directly with families, staff and students during moments of heightened importance.
Goal 4: Ensure a seamless leadership transition	<p>The board describes the leadership transition as exceptionally smooth and well managed. Dr. Bittman’s depth and breadth of experience were evident immediately, allowing him to step into the role seamlessly.</p> <p>Dr. Bittman has been intentional about ensuring continuity beyond his own tenure. His efforts to document key work, maintain a comprehensive transition log and address inherited or emerging issues position the district well. The board collectively feels that the transition exceeded expectations and laid a strong foundation for long-term stability, regardless of future superintendent leadership decisions.</p>
<p>A. General Comments</p> <p>Interim Superintendent Dr. Bittman displays many strengths and the board feels that he has met or is on track to meet each of his goals for the 2025-2026 year. Superintendent Bittman brings a collaborative, yet experienced approach to his work and he combines this approach with his ability to provide strong leadership to improve and enhance student learning in Edina schools.</p> <p>The board will continue to prioritize their partnership with Dr. Bittman to help ensure that he is set up for success and that they can continue their collective work on the district’s strategic plan.</p>	