

Superintendent Hiring Process Overview

Edina School Board Governance Committee

December 17, 2025

Background

Over the past year, the Edina School Board has been engaged in a thoughtful, deliberate process to ensure stable leadership for our district while also positioning Edina Public Schools for long-term success. Superintendent hiring and transitions are among the most important responsibilities of a school board.

Because of the length of the process and different variables, this process overview has been created to provide all district stakeholders with an overview of the **why** and the **how** decisions have been made to date.

Process Overview

December 19, 2024:

- The board received the unexpected information that Dr. Stacie Stanley was planning on leaving for another school district. The board tasked the Governance Committee to gather information over the winter break and provide options for the full board to consider.

January 6, 2025:

- The board's governance team provided an update to the full board and community about information gathered thus far. Due to ongoing negotiations regarding a start date between Dr. Stanley and St. Paul Public Schools, the board felt it important to keep multiple options open until more information became available. The board authorized the Governance Committee to continue pursuing and gathering information around two pathways; exploring an interim superintendent and/or hiring a search firm to begin a search this spring.

End of January

- Superintendent Dr. Stanley informed the board she was planning an earlier transition date than originally anticipated.
 - This created two parallel responsibilities for the board: responding responsibly to an unexpected leadership transition and preserving the integrity, depth, and community voice of a permanent superintendent search.
- After consultation with district legal counsel, MSBA, and superintendent search professionals, the board determined that **hiring an interim superintendent** was the most responsible path forward. Hiring an interim superintendent allowed the district to maintain steady leadership while giving the board time to conduct a thoughtful, transparent, and community-centered permanent search.
- The board discussed and agreed upon the interim hiring process, job description and candidate qualifications desired, and made further recommendations to the Governance Committee regarding parameters for the interim search.

February/Early March, 2025:

- **Interim superintendent hiring process:** the board followed a structured, legally sound framework recommended by counsel and governance experts. The board retained full authority while delegating appropriate preparatory work to the Governance Committee, ensuring both efficiency and transparency. This approach balanced urgency with diligence and ensured continuity of leadership while honoring our commitment to a strong long-term outcome.
 - February 5-21: Interim Superintendent job posting open
 - February 26-29: Governance Committee interviews semi-finalists based on the board's agreed upon job description.
 - March 2: The Governance Committee meets to evaluate the semi-finalists and agree upon a recommended candidate to bring forward to the board for an interview.

March 5, 2025:

- The board interviews Dr. Daniel Bittman for the interim superintendent position.
- The board deliberates and votes in approval to offer Dr. Daniel Bittman the interim superintendent position.

March 18, 2025:

- The board entered into an interim employment agreement with Dr. Daniel Bittman for the dates of April 21, 2025 - June 30, 2026.

September, 2025:

- With interim leadership in place, the board returned to the work initially outlined last January: preparing for a full, inclusive superintendent search launched on a timeline that allows for robust community engagement.
- This fall, the board formally reviewed and approved a superintendent search calendar, selected finalists for a search firm, and began laying the foundation for stakeholder input through surveys and focus groups.

September 23, 2025:

- The board chooses MSBA to run its Superintendent search.

October-November, 2025:

- This fall's engagement period was a critical milestone in the process. Feedback gathered from families, staff, students, and community members directly informed an important part of the leadership profile and hiring criteria presented to the board in December. This input ensures that the next superintendent reflects Edina's values, priorities, and expectations.
 - October 14: Board's initial planning meeting with MSBA-the board refines a search timeline, reviews search procedures and discusses stakeholder involvement
 - October 16-November 19: Stakeholder input survey available online, MSBA conducts listening sessions throughout the district

December 8, 2025:

- The board was presented with the community feedback report which captured over 1,800 responses. This report summarized input from parents/guardians, staff, community members, students, board members and others. The report identified themes across respondent groups in terms of specialized skills, personal characteristics and areas of expertise, while also allowing respondents to provide input on highlights and challenges

facing the district. All of this information was then used to build the superintendent leadership profile.

- The board reviews the community feedback report and leadership profile with an understanding that board members will be asked to finalize the profile at the next meeting once they have had a chance to reflect and make any revisions to the profile.
- MSBA Director of Leadership Development and Executive Search, Barb Dorn, shared with the board and community that, after reviewing the community feedback report and in discussion with Dr. Daniel Bittman, Dr. Bittman indicated his interest and willingness to engage in a conversation with the board about being considered for the superintendent position, should the board determine that doing so would be in the best interest of the district.
 - The board had a brief discussion about this topic and gave the governance committee permission to have further discussions and come prepared to come back to the full board and community with recommendations on how to proceed with this new dynamic at the board's December 17 work session.

Where We Are Right Now

- The board is meeting on December 17 to review the community feedback and finalize the leadership profile of the next superintendent.
- Following the finalization of the leadership profile, the governance committee will review the information gathered during their review of the leadership profile and stakeholder feedback, and their conversation with the interim superintendent, and will bring a recommendation to the board regarding next steps in the superintendent search.
- The board will then consider the recommendation and make a decision on next steps in the superintendent search process, with a continued focus on the best interests of the district.

The board remains committed to clear communication, responsible governance, and honoring the trust our community places in us.