

# *Leadership Plan*

**Dr. Daniel Bittman**

**April 21, 2025 – June 30, 2026**





For *each and every student* to  
**DISCOVER** their possibilities  
*and thrive*





# *Our* **MISSION**

**EDINA PUBLIC SCHOOLS**  
is a *dynamic* learning community  
delivering educational *excellence*  
and preparing all students to  
*realize their full potential*






Through academics, activities, and other opportunities, we encourage creativity, foster curiosity, and develop critical thinking skills.

We support every student's educational journey by creating a caring and inclusive school culture that supports the whole student.



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# **Introduction**

# Introduction

Edina Public Schools (EPS) is committed to fostering **academic excellence, innovation, and student-centered learning**. Guided by the district's **2020-2030 Strategic Plan**, EPS prioritizes **Integrity, Compassion, Courage, Commitment, Appreciation, and Responsibility** to ensure every student thrives.



# Introduction Continued

The **Portrait of a Well-Rounded Edina Graduate** highlights six essential skills: **academic preparedness, global competence, creative problem-solving, collaboration, resilience, and well-being**. These competencies serve as the foundation for instructional practices and student success.

# Introduction Continued

As Interim Superintendent, I will work collaboratively with the **School Board, district leaders, staff, families, and students** to advance these strategic priorities. This **15-month entry plan** is structured to:

- ✓ Ensure a **seamless leadership transition**
- ✓ Establish **trust and collaboration**
- ✓ Align initiatives with **EPS's mission, vision, and goals**
- ✓ **Drive measurable progress** toward student achievement and operational excellence



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**Phase I: Immediate Engagement  
(April – June 2025)**

# Phase I Goals: Immediate Engagement

## April – June 2025

- ✓ Establish credibility and trust with key stakeholders.
- ✓ Gain a deep understanding of district priorities, operations, and challenges.
- ✓ Identify **early opportunities for strategic action.**

# Phase I: Key Activities

April 21 – June, 2025:

- **One-on-One Meetings** with School Board members, executive leadership, and key district personnel.
- **Listening Tour** with students, parents, and community members.
- **School Visits** to observe classroom learning, teacher engagement, and student culture.
- **Strategic Plan Review** to align with EPS's mission and initiatives.

# Phase I: Key Activities

**May – June 2025:**

- **Community Engagement** through city and civic events.
- **Quick-Win Initiatives** to demonstrate responsiveness and momentum.
- **School Board Work Session** to discuss initial findings and direction.

# Phase I: Measuring Success

- ✓ 10+ school visits & staff meetings completed.
- ✓ 3+ community engagement sessions.
- ✓ Initial School Board briefing presented.





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**Phase II: Action & Acceleration  
(July – December 2025)**

## **Phase II Goals: Action and Acceleration July – December 2025**

- ✓ Strengthen district culture and communication.
- ✓ Ensure smooth operations for the 2025-26 school year.
- ✓ Collaboratively analyze student and staff wellness data with the Cabinet to identify trends and implement targeted strategies that promote well-being and address areas of concern.

# Phase II: Key Activities

July – August 2025

- **Summer Leadership Retreat** to align district priorities with the **Strategic Plan & Portrait of a Graduate**.
- **Back-to-School Readiness** sessions with school administrators and teachers.
- **Community Partnerships Strengthening**, including business, civic, and nonprofit collaborations.

# Phase II: Measuring Success

**September – December 2025:**

- **Quarterly summary reports** to the board reflecting trends, strengths, and areas for possible growth in instruction.
- Evidence of **at least 3 examples** of instructional innovation or best practice shared district-wide (e.g., through newsletters, PD, or staff meetings).
- Presentation of a **mid-year report to the board** identifying progress toward strategic goals, gaps, and next steps.

# Phase II: Measuring Success

September – December 2025:

- Engagement of at least **2 stakeholder focus groups** (staff, parents, students) to provide qualitative feedback on implementation.
- Use of data to inform **at least 2 district-level decisions or initiatives** in the first 9 months.
- Public sharing of progress via **district website or newsletter** at least 2x per semester.



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**Phase III: Deepening Impact  
(January – June 2026)**



## **Phase III Goals: Action and Acceleration July – December 2025**

- ✓ Assess and refine key initiatives.
- ✓ Maintain strong community trust.
- ✓ Ensure sustainability of strategic planning implementation.



# Phase III: Key Activities

January – March 2026:

- **Mid-Year Progress Report** to the School Board.
- **Staff & Student Input Sessions** to gather insights on district improvements.
- **Strategic Adjustments** based on real-time district needs.

# Phase III: Key Activities

**April – June 2026:**

- **Final Evaluation & Transition Planning** for future leadership.
- **Community Feedback Sessions** to inform the final report.
- **Legacy Initiatives Identified** to ensure continued momentum.

## Phase III: Measuring Success

- ✓ Final School Board presentation delivered
- ✓ District-wide transition plan completed
- ✓ Legacy initiatives identified and documented

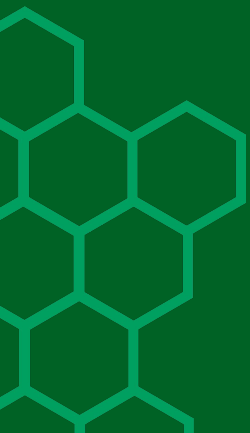


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**Responsive Leadership**

# Responsive Leadership

Demonstrate leadership that is proactive, adaptive, and grounded in clear communication, data, and stakeholder trust—particularly when facing complex or unforeseen challenges.



# Responsive Leadership

## **Responsive Communication with Stakeholders:**

Develop and implement communication protocols to ensure timely, transparent, and consistent messaging with staff, families, students, and the community.

Establish a district-wide communication flowchart and response timeline

# Responsive Leadership

## **Data-Informed Decision-Making:**

Use real-time data (e.g., attendance, behavior trends, staff feedback, health/safety metrics) to guide timely decisions that support student well-being and instructional continuity.

Launch a quarterly data review cycle with the cabinet.



# Responsive Leadership

## **Adaptive Leadership Practices:**

Build flexibility into district operations and planning to effectively respond to changing conditions (e.g., legislative shifts, budget pressures, or public health concerns).



**Innovation and Future Planning**

# Innovation and Future Planning

## Goals:

- ✓ Foster **forward-thinking initiatives** that enhance student learning in alignment with the Strategic Plan.
- ✓ Leverage **technology and data** to inform instruction.
- ✓ Establish and/or foster “**pilot programs**” to test new approaches as appropriate.

# Innovation and Future Planning

## Key Activities:

- Engage learners in district decision-making related to innovation.
- Pilot **AI-driven or other educational tools** for differentiated instruction as necessary.
- Evaluate, expand and/or refine **career readiness programs** through industry partnerships and engagement.



**Community and Family Engagement**

# Community and Family Engagement

## Goals:

- ✓ Strengthen relationships between schools, families, and the broader community.
- ✓ Increase **parent and student voice** in decision-making.
- ✓ Foster a **culture of transparency**.

# Community and Family Engagement

## Key Activities:

- Establish and/or actively engage with an **Advisory Council** with diverse community members.
- Hold **quarterly town halls & coffee chats** with families.
- Increase **multilingual engagement efforts** to reach diverse stakeholders.



# Community and Family Engagement

## Measuring Success:

- ✓ Superintendent met with and learned from an **Advisory Council** of diverse community members at least twice.
- ✓ **Three quarterly town halls and/or coffee chats** were held with families.
- ✓ Three additional and direct **multilingual engagement efforts** were implemented to reach diverse stakeholders.



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**Legacy and Transition Planning:  
(Final 90 Days: April – June 2026)**

# Legacy and Transition Planning

## Goals:

- ✓ Provide a **comprehensive evaluation** of EPS's progress under my leadership.
- ✓ Ensure a **seamless transition** for the next superintendent.
- ✓ Celebrate key **district-wide accomplishments**.

# Legacy and Transition Planning

## Key Activities:

- Develop a **Superintendent Transition Playbook** to guide future leadership.
- Present a **Final Report to the School Board** with recommendations for continued growth.
- Publicly acknowledge **staff, students, and community partners** to reinforce lasting relationships.

# Legacy and Transition Planning: Measuring Success

## Measuring Success:

- ✓ Transition guide completed and delivered
- ✓ Final School Board presentation conducted
- ✓ Community & stakeholder gratitude campaign launched



# Thank You

*Edina Public Schools*

