

Edina Public Schools

Interim Superintendent Decision-Making Information and Process

March 5, 2025

Profile of Interim Superintendent Candidate Applicants

- 11 total applicants
 - 4 out of state candidates
 - 7 Minnesota candidates

 - Superintendent experience: 6
 - Associate/Assistant Superintendent experience: 3
 - Director or other district position: 2

 - Average years of experience: 28

 - Candidates with teaching experience: 10
 - Candidates with principal experience: 10
- All candidates provided the Executive Director of Human Resources and Governance Committee with:
 - Letter of application
 - Resume
 - References
 - Proof of Licensure
- The top two candidates provided the Governance Committee with letters of recommendation and the governance committee did reference checks.

Process

- The eleven candidates were screened against the following criteria:
 - *Qualities and expertise*: proven experience as a Superintendent or Assistant Superintendent, managing district financial complexities and as an instructional leader with current pedagogical knowledge.
 - *Familiarity with Edina and/or similar metro area schools*: experience in similar districts and knowledge of Edina's strategic plan, culture and framework.
 - *Relationship builder and communicator*: communication skills and community building skills.
 - *Collaborative and adaptive leadership*: harnessing existing talent; collaboration and input seeking.
 - *Continuity, culture and strategic execution*: embodies EPS mission, vision and values; passion for excellence, equity and innovation; strategic execution and project management.
- Of the eleven initial candidates, four were chosen to have follow-up interviews.
 - Four semi-finalist candidates were interviewed the week of February 24th and asked a series of questions based on the criteria listed above.

- The governance committee met on Sunday, March 2nd to discuss the four semi-finalists and decide on a finalist to bring to the board for an interview on March 5th.
 - Four semi-finalists were narrowed to the top two candidates and the top two candidates were scored based on a scoring rubric. Each candidate was scored individually on each item:
 - Proven experience as a Superintendent or Assistant Superintendent
 - Managing district financial complexities
 - Instructional leader with current pedagogical knowledge
 - Experience in similar districts
 - Knowledge of Edina's strategic plan, culture and framework
 - Communication skills
 - Community building skills.
 - Harnessing existing talent
 - Collaboration and input seeking.
 - Embodies EPS mission, vision and values
 - Passion for excellence, equity and innovation
 - Strategic execution and project management