

Special Meeting

Wednesday, March 5, 2025 5:00 PM

ECC 350 and Virtual, 5701 Normandale Road, Edina, MN 55424

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

II. **Approval of Agenda**



School Board Special Meeting
Wednesday, March 5, 2025; 5:00 PM
ECC Room 350 and Virtual*

I. Determination of Quorum and Call to Order

II. Approval of Agenda

III. Discussion

A. Interim Superintendent Interview

Description: The board will use the first part of the meeting to hear the process the governance committee used to come to this recommendation as well as to prepare for the interview. The board will then conduct an interview with the recommended interim candidate. Afterwards, the board will have time to discuss the interview and candidate before making a decision to move forward with the selected candidate and enter into contract negotiations, or direct the governance committee to return at a later date with a new candidate. If the board moves forward with the recommended candidate, the governance committee will seek board approval to enter into contract negotiations with the candidate.

Presenter(s): Governance Committee

IV. Action

A. Board Communication to the Public

Description: If the board makes an affirmative decision about the interim superintendent position this evening, the board will send email communication updating stakeholders about the selected candidate. For communication to come from the entire board, the full board needs to vote to approve it.

Presenter(s): Governance Committee

Recommendation: Approve communication to the public.

V. Leadership Updates

VI. Adjournment

* One board member will participate virtually from 1514 SW 14th Street, Gainesville, FL, 32608

III. Discussion

III.A. Interim Superintendent Interview



Board Meeting Date: 3/5/2025

Title: Interim Superintendent Interview

Type: Discussion

Presenter(s): Governance Committee

Background: The board will be using this evening to interview the recommended candidate for interim superintendent based on criteria identified by the board at the January 21st work session.

Description: The board will use the first part of the meeting to hear the process the governance committee used to come to this recommendation as well as to prepare for the interview. The board will then conduct an interview with the recommended interim candidate. Afterwards, the board will have time to discuss the interview and candidate before making a decision to move forward with the selected candidate and enter into contract negotiations, or direct the governance committee to return at a later date with a new candidate.

If the board moves forward with the recommended candidate, the governance committee will seek board approval to enter into contract negotiations with the candidate.

Recommendation: Interview and discuss candidate. Come to consensus on next steps.

Attachment(s):

- Interview Questions, to be walked in

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

IV. **Action**

IV.A. Board Communication to the Public



Board Meeting Date: 3/5/2025

Title: Board Communication to the Public

Type: Action

Presenter(s): Governance Committee

Description: If the board makes an affirmative decision about the interim superintendent position this evening, the board will send email communication updating stakeholders about the selected candidate.

For communication to come from the entire board, the full board needs to vote to approve it.

Recommendation: Approve communication to the public.

Attachment(s):

Board Communication to Community-3/5/25, to be walked in

Board Communication to Staff-3/5/25, to be walked in

For Community

March 5, 2025

Edina Public Schools Community,

The Edina School Board is pleased to let you know that it extended an offer to Dr. Daniel Bittman to become the interim superintendent of the Edina Public School District. Dr. Bittman accepted, and pending contract negotiations, will begin his new role with Edina Public Schools April 21st.

Bittman brings with him over 30 years of experience in public education with 15 years of experience as a Superintendent at both the Elk River and Sauk Rapids school districts. At the Elk River School District, Bittman was responsible for leading the 8th largest school district in the state, with 12,000 students, 2,000 employees and over a \$200 million dollar budget. Prior to that, he was the Superintendent at the Sauk Rapids Public School District. Among others, Dr. Bittman also has held roles as an Assistant Superintendent and Assistant Commissioner of Education for the State of Minnesota. Dr. Bittman began his career as a high school English and Spanish teacher and varsity football, basketball and baseball coach.

Dr. Bittman brings with him many accolades and other professional experiences, including:

- 2025 Minnesota Distinguished Service Superintendent of the Year, Minnesota Association of School Administrators (MASA)
- 2016 Minnesota Superintendent of the Year (MASA)
- 2016 Magna Award, National School Board Association
- President of the Minnesota Association of School Administrators, 2021-2022
- Representative for Minnesota on governing board for national school administrators (AASA)

Dr. Bittman was selected after a rigorous vetting process that brought many qualified candidates. He was chosen for his ability to build on our existing strategic plan and for the breadth and depth of his experience that will allow us to expand on the excellence our students, staff and stakeholders expect and deserve.

The board is targeting contract approval at our March 18th work session. After his start date, one of our many priorities will be introducing him to and engaging with our community.

Sincerely,

The Edina School Board

Erica Allenburg
Dan Arom
Michael Birdman
Cheryl Barry
Karen Gabler
Jen Huwe
Elliot Mann

For staff

Edina Public Schools Staff,

Your Edina School Board is pleased to let you know that it extended an offer to Dr. Daniel Bittman to become the interim superintendent of the Edina Public School District. Dr. Bittman accepted, and pending contract negotiations, will begin his new role with Edina Public Schools April 21st.

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- 2016 Magna Award, National School Board Association
- President of the Minnesota Association of School Administrators, 2021-2022
- Representative for Minnesota on governing board for national school administrators (AASA)

Dr. Bittman was selected after a rigorous vetting process that brought many qualified candidates and we are confident he will be able to build on our existing strategic plan, harness the existing talent in our district and bring a needed depth of experience to guide our district during this interim phase. Beyond Dr. Bittman's experience and accolades, the board was particularly impressed with his leadership style, spirit of collaboration and his commitment to live out the mission, vision and values of Edina Public Schools.

The board also wants to acknowledge with all the uncertainty surrounding public education right now that a leadership transition is likely unwelcome, however, both the board and Dr. Bittman are committed to providing stability, collaborative problem solving and support for you as educators and staff.

The board is targeting contract approval at our March 18th work session. We will ensure you are apprised of any updates as quickly and transparently as possible and please do not hesitate to reach out to any of us with your questions or concerns.

Sincerely,

The Edina School Board

Erica Allenburg
Dan Arom
Michael Birdman
Cheryl Barry
Karen Gabler
Jen Huwe
Elliot Mann

V. **Leadership Updates**

VI. **Adjournment**