# Work Session

Tuesday, June 16, 2026 5:00 PM
ECC 350, 5701 Normandale Road, Edina, MN 55424

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

II. **Approval of Agenda**

**School Board Work Session**
**Tuesday, June 16, 2026; 5:00 PM**
**ECC Room 350**

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

**II. Approval of Agenda**

**III. Discussion**
A. Year-End Evaluation on 2025-2026 Board Goals
B. Board Mid-Year Liaison Re-Assignments if needed
C. Strategic Plan Initiative 2026-2027

**IV. Leadership Updates**

**V. Closed Session**
A. Superintendent Evaluation

**VI. Adjournment**

NOTE: School Board members may participate by interactive technology as permitted by Minnesota Statute 13D.02

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| III. **Discussion** | | |
| III.A. Goals | Year-End Evaluation on 2025-2026 Board | **Speaker(s):** Karen Gabler, Edina School Board Chair |

**Board Meeting Date:** 6/16/2026

**Title:** Year End Evaluation on 2025-2026 Board Goals

**Type:** Discussion

**Presenter(s):** Karen Gabler, Edina School Board Chair

**Description:** On July 14, 2025, the School Board approved its 2025-2026 goals. Since that time, the Board has been making progress on each of the four identified goals. Tonight's discussion is a reflection on the Board's goal work this year. The information included in the attached document is a summary based on individual board members' evaluations of our collective work. These results, along with information from the Board's September MSBA self-evaluation, will help shape future discussions about 2026-2027 Board goals.

**Recommendation:** Review the year end goals report and be prepared with any questions, reactions and/or items that require further consideration for future goals.

**Attachment(s):** School Board Goals 2025-2026

# Edina Public School District

# Full Board: Year-End Board Goals Self-Evaluation

## 2025–2026 School Year

This evaluation is completed individually by each board member and submitted to the board chair by Tuesday, June 9th. Results are compiled and shared with the full board for collective reflection and follow-up action. All ratings should reflect the board's collective performance, not individual members.

Place one check in each row. Use the narrative sections to provide context, evidence, and specific examples to support your ratings. The board goals and key indicators are attached and should be used as a reference for section 1.

| Board Member Name: Final Results | Date Completed: 6/16/26 |
|---|---|

## SECTION 1 Board Goal Ratings

| Goal / Standard | 4 Exceeds Expectations | 3 Meets Expectations | 2 Approaching Expectations | 1 Below Expectations |
|---|---|---|---|---|
| **Goal Area: Superintendent Search & Onboarding** | | **Board Rating: 3.71** | | |
| **Goal 1:** Hire and onboard a new superintendent in the 2025–2026 school year. | XXXXX | XX | | |
| **Goal Area: District Stability & Student Success** | | **Board Rating: 3.28** | | |
| **Goal 2:** Strengthen district stability and sustainability while making measurable progress toward strategic plan goals and student success indicators. | XX | XXXXX | | |
| **Goal Area: Fiscal Stewardship** | | **Board Rating: 3.85** | | |
| **Goal 3:** Maintain a balanced budget and fiscal integrity while upholding district quality and strategic priorities. | XXXXXX | X | | |
| **Goal Area: Board Governance Effectiveness** | | **Board Rating: 3.14** | | |
| **Goal 4:** Enhance School Board governance effectiveness through continuous development and evaluation. | XX | XXXX | X | |
| **Overall Goals Rating:** | | | | |

## SECTION 2 Goal Context & Evidence (Themes reflective of all seven board member responses.)

For each goal, please provide any supporting context, commentary and evidence of board action.

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| **Goal 1:** Superintendent search and onboarding<br><br>Score: 3.71 | Many board members viewed the superintendent search process as thorough and rigorous, feeling that the board did its due diligence, describing the process as well-planned and well-executed. Several board members praised the MSBA search firm indicating that they exceeded expectations and provided sound advice.<br><br>Board members pointed to the search as honoring and representing the community as well as meeting the expectations the community has of the board and reflecting community priorities. They felt that the board provided clear public-facing rationale for the board's decisions and did a nice job of bringing the public along in the process.<br><br>Board members described the transition to Dr. Bittman as interim and then permanent superintendent as seamless, the dialouge around expectations as clear and direct, and credited board leadership with helping him learn the community and district. |
| **Goal 2:** District stability and student success<br><br>Score: 3.28 | Board members appreciated the continued work and progress on the data metrics plan and Panorama results as well as the gains that were made for many students in math, reading and well-being. However, this is a continued area of focus for the board with members noting that while many students made gains, achievement gaps persist and need focused attention.<br><br>An area of focus to be considered for the coming year was one that showed up across several goal areas of the evaluation and that is the board's own preparedness, strategic discipline and rigor in how it prepares for and conducts discussions. Specific topics throughout the year were highlighted where the board upheld these standards and other areas were highlighted where the board has an opportunity to improve. This area will be further explored when discussing the board's 26-27 goals. |
| **Goal 3:** Fiscal stewardship<br><br>Score: 3.85 | Fiscal stewardship was one of the most positive goal areas for the board, with a strong consensus that board members have an ongoing responsibility to continue to deepen its own engagement and knowledge on district finances.<br><br>Board members described the district in great shape financially and repeatedly highlighed the years long work and success in improving the district's fund balance. The board credits the district's finance director for managing district finances well and understanding what Edina Public Schools needs to stay competitive over the long term. |

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| **Goal 4:** Board governance effectiveness<br><br>Score: 3.14 | Overalll, board members see the board as healthy and functional, while citing governance as a perpetual focus area and pointing to specific, ongoing ways to deepen its practice.<br><br>Board members appreciate being able to voice opinions while respecting one another and noted supportive remarks from staff and the community on the board's stability and trust in governing the district. The board's commitment to completing MSBA board trainings was noted as a positive in this goal area as well as the productive retreats that engaged a range of topics needing attention.<br><br>Areas for further attention include training on board processes, earlier and deeper board engagement on major decisions, and ongoing professional development. This area will be a continued goal area for the 26-27 school year. |

## SECTION 3 Board Governance Standards

Rate the board's collective performance on each governance standard using the same 4–1 scale.

| Goal / Standard | 4 Exceeds Expectations | 3 Meets Expectations | 2 Approaching Expectations | 1 Below Expectations |
|---|---|---|---|---|
| **Strategic Leadership** | | | | |
| The board focused on strategic vision and long-range planning, resisting the pull toward operational or managerial decisions. **(3.00)** | X | XXXXX | X | |
| The board set clear goals and held itself accountable for measurable outcomes. **(3.28)** | XX | XXXXX | | |
| **Superintendent Relationship & Oversight** | | | | |
| The board appropriately delegated operational authority to the superintendent while maintaining effective oversight. **(3.00)** | XX | XXX | XX | |
| The board provided clear direction, expectations, and timely feedback to the superintendent. **(3.00)** | XX | XXX | XX | |
| **Board Dynamics & Decision-Making** | | | | |
| Board members came prepared to meetings and engaged in informed, substantive discussion. **(2.85)** | X | XXXX | XX | |
| The board made decisions efficiently as a unified body, avoiding dysfunction, grandstanding, or unproductive conflict. **(3.85)** | XXXXXX | X | | |
| **Community & Stakeholder Engagement** | | | | |
| The board represented community interests equitably and maintained transparent, accessible communication with stakeholders. **(3.28)** | XXX | XXX | X | |
| **Policy, Fiscal & Legal Oversight** | | | | |
| The board made fiscally responsible decisions in alignment with the district's budget principles and long-term financial health. **(3.85)** | XXXXXX | X | | |
| The board reviewed, revised, and upheld policies in a timely and legally sound manner. **(3.42)** | XXX | XXXX | | |
| **Continuous Learning & Development** | | | | |
| Board members participated in governance training, retreats, and development opportunities. **(3.28)** | XX | XXXXX | | |
| **Overall Goals Rating:** **Avg: 3.28** | | | | |

# 2025-2026 School Board Goals

## Goal 1: Hire and onboard a new superintendent in the 2025–2026 school year.

### Key Actions:

- Select and contract with a qualified search firm.
- Design and implement a transparent and inclusive superintendent search process that reflects community and staff voice.
- Plan and execute a strong onboarding process for the new superintendent in collaboration with the Leadership Team.

### Key Indicators of Success:

- Successful hiring of a superintendent aligned with district values and vision.
- Smooth onboarding with clear goals, timelines, and support structures.
- Positive stakeholder feedback on the transparency and inclusivity of the hiring process.

## Goal 2: Strengthen district stability and sustainability while making measurable progress toward strategic plan goals and student success indicators.

### Key Actions:

- Limit introduction of new initiatives to preserve focus and capacity.

- Prioritize and align current district strategic plan initiatives based on impact and feasibility.

- Promote and provide authentic, engaging learning experiences that meet the needs of future-ready learners and enhance the district's appeal to families.

### Key Indicators of Success:

- Demonstrable growth across student performance indicators, disaggregated by student group, as defined in the district's data metrics plan.

- Ongoing evaluation of academic and social-emotional support systems based on identified student needs and outcome data.

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## Goal 3: Maintain a balanced budget and fiscal integrity while upholding district quality and strategic priorities.

### Key Actions:

- Practice transparent fiscal stewardship through inclusive processes, shared accountability, and alignment with board policies.

- Collaborate with district leadership—including the Superintendent and Executive Team—to explore a system to identify potential budget reductions while preserving core educational quality.

- Analyze enrollment trends and redefine resident enrollment capture rates.

- Review and, as appropriate, approve the renewal of existing local funding and assess potential new funding mechanisms.

### Key Indicators of Success:

- Balanced annual operating budget aligned with board policy.

- Clear, shared understanding and timeline of levy renewals and necessary board actions.

- Maintenance of AAA bond rating and fund balance within board policy guidelines.

- Successful collective bargaining agreements that support fiscal health and educational priorities (e.g. fiscally responsible agreements that support recruitment, retention, and student outcomes).

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## Goal 4: Enhance School Board governance effectiveness through continuous development and evaluation.

### Key Actions:

- Engage in board development opportunities focused on governance, equity, and strategic oversight.
- Hold a minimum of two board retreats annually to strengthen board effectiveness, review goals, and reflect on governance practices.
- Refine and implement a Superintendent goal-setting and evaluation process aligned with board priorities.
- Conduct a board self-evaluation in the 2025–2026 school year to assess strengths, challenges, and areas for improvement.

### Key Indicators of Success:

- Board governance receives positive ratings in annual stakeholder surveys (e.g. stakeholder groups: staff, families, administrators).
- Completion of the board's self-evaluation with identified follow-up actions.

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| III.B. | Board Mid-Year Liaison Re-Assignments if needed | **Speaker(s):** Karen Gabler, Edina School Board Chair |

**Board Meeting Date:** 6/16/2026

**Title:** Board Mid-Year Liaison Re-Assignments if needed

**Type:** Discussion

**Presenter(s):** Karen Gabler, Edina School Board Chair

**Description:** Discussion of mid-calendar year board liaisons, committee and leadership roles.

**Background Information:** Each summer, the board re-assigns, updates and votes on certain liaison, committee and leadership roles for school, district, and state-level organizations. The board's goal when assigning these roles is to balance institutional knowledge while diversifying leadership opportunities, board member interest and work load.

Due to the upcoming board election, the recommendation is being made to keep all liaison roles the same for the remainder of this calendar year knowing that in January a larger re-assignment will be needed.

**Recommendation:** Review Board Roles, Committees, Liaison document and come ready to discuss any desired changes.

**Desired Outcomes from the Board:** See recommendation.

**Attachment(s):** 2026 Board Roles, Committees, Liaisons and Representatives

| ROLES | Term Renewed | FUNCTION | Effective Jan 2026 |
|---|---|---|---|
| **Chair** | **January** | Presides @ all board mtgs; countersigns allowable RFPs; district rep in all actions; performs all duties chair usually performs | Gabler |
| **Vice Chair** | **January** | Performs duties of chair in event of their temporary absence | Barry |
| **Treasurer** | **January** | Deposits funds in official depository; makes all reports called for by board; performs all duties treasurer usually performs | Huwe |
| **Asst. Treasurer** | **January** | Assists treasurer | Mann |
| **Clerk** | **January** | Keeps record of all mtgs | Allenburg |
| **Asst. Clerk** | **January** | Assists clerk | Arom |
| **Asst. Clerk** | **January** | Assists clerk | Birdman |
| **COMMITTEES** | **Term Renewed** | | **Effective Jan 2026** |
| **Finance/Facilities** | **January** | Asterisk indicates chair. | Huwe*<br>Allenburg<br>Mann |
| **Governance** | **January** | Asterisk indicates chair. | Gabler*<br>Barry<br>Birdman |
| **Policy** | **January** | Asterisk indicates chair. | Allenburg*<br>Barry<br>Arom |
| **T&L** | **January** | Asterisk indicates chair. | Mann*<br>Huwe<br>Gabler |
| **LAC** | **June** | Asterisk indicates chair. | Arom*<br>Birdman |
| **COMMITTEES** | **Term Renewed** | | **Effective Jan 2026** |
| **District 287** | **January** | N/A | Birdman |
| **Negotiations** | **Negotiation Years** | Board representatives at EME contract negoiations | NA |

| | Term Renewed | Function | Role Definition | Effective Jan/June 2026 |
|---|---|---|---|---|
| **ASSOCIATIONS** | | | | |
| **AMSD** | **JUNE** | AMSD advocates for metropolitan school districts and advances legislation supporting student achievement. The Bd of Directors, comprised of the superintendent & 1 school board member from each of the 44 member school districts, governs the association. Board representative also serves on LAC. | One board member attends AMSD meetings monthly and ongoing representation. | Dan Arom |
| **MSBA** | **JUNE** | Supports, promotes, enhances the work of public school boards and public education. Bd of Directors is comprised of 1 rep from each MSBA District. 6 divisions - Admin/Governance; Bd Devel/Training; Gov't Relations; Mgmnt Svcs; Policy Svcs; PR/Communications. | One board member attends MSBA meetings (online coffee and conversation) monthly. | Michael Birdman |
| **GROUPS** | | | | |
| **Ed Fund/Edina Give and Go** | **JUNE** | Independent non-profit organization dedicated to continued EPS academic excellence. Secures private, supplemental funding to support valuable education experiences & innovative projects. Funds raised augment school system revenues provided by taxes, state aid, and other parent and student led fundraising efforts. | One board member attends Ed Fund and Give & Go meetings (twice yearly), ongoing representation as needed. | Michael Birdman |
| **Talent Development Advisory Cmte** | **JUNE** | Incls Talent Development Coord, teaching specialists, a principal rep, two volunteer parent reps from each school. Provides network for communication, support, and accountability. | One-time introductory meeting; available as resource on-call. | Cheryl Barry |
| **Cultural Liaison Representative** | **JUNE** | This liaison will work with our Director of Equity to identify opportunities for board members to seek voice and information from underrepresented groups. Liasion will seek to inform board of these opportunities. | One board member assigned. | Jen Huwe |
| **SEAC - Special Services Advisory Cmte and Wellness Committee** | **JUNE** | State required; promotes understanding of district-wide issues relating to education/welfare of EPS students. Incls reps of each school parent organization, ELC, Community Ed, & Ed Fund. SEAC meets monthly. | One board member attends SEAC meetings, monthly, and ongoing representation / Wellness Committee | Karen Gabler<br>Cheryl Barry |
| **Meet and Confer** | **JAN** | Policies and other matters related to employment other than terms and conditions of employment as defined by the Minnesota Public Employee Labor Relations Act. Meet and Confer meets a minimum of three times a year and as needed for additional issues. | Board Chair and Vice Chair | Karen Gabler<br>Cheryl Barry |
| **Community Ed Services Advisory** | **JUNE** | Provides input, direction & insight to Community Education, meets quarterly | One board member assigned | Jen Huwe |
| **City Council** | **JUNE** | A committee dedicated to facilitating the partnership with the City of Edina. Two board members will be assigned to this committee, along with the Superintendent. Goal is for meetings to be quarterly or as needed when issues arise. | 2 board members assigned | Erica Allenburg<br>Elliot Mann |
| **Go Green Advisory Committee** | **JAN** | The committee promotes sustainable environmental and energy conservation initiatives by providing information and support for schools and programs in the district. Meetings are montly for one hour. | One board member, who is a member of the finance and facilities committee, will attend one meeting per year; available as a resource on-call. | Jen Huwe |
| **SCHOOL SITES** | | | | |
| **ELC/ECSE** | **JUNE** | Attend PTO or site council meetings only to share information about the board and collect information about site. It is recommended that the board members assigned to this does not have students at this site. | One-time introductory meeting; available as resource on-call. | Cheryl Barry |
| **Elementary Site Liaison 1: Concord, Countryside** | **JUNE** | Attend PTO or site council meetings only to share information about the board and collect information about site. Board members attend every third month; site to receive monthly written board summary. It is recommended that the board members assigned to this do not have students at any of these sites. | One-time introductory meeting; available as resource on-call. | Elliot Mann |
| **Elementary Site Liaison 2: Normandale, Creek Valley** | **JUNE** | Attend PTO or site council meetings only to share information about the board and collect information about site. Board members attend every third month; site to receive monthly written board summary. It is recommended that the board members assigned to this do not have students at any of these sites. | One-time introductory meeting; available as resource on-call. | Erica Allenburg |
| **Elementary Site Liaison 3: Cornelia, Highlands** | **JUNE** | Attend PTO or site council meetings only to share information about the board and collect information about site. Board members attend every third month; site to receive monthly written board summary. It is recommended that the board members assigned to this do not have students at any of these sites. | One-time introductory meeting; available as resource on-call. | Karen Gabler |
| **Middle School Liaison** | **JUNE** | Attend PTO or site council meetings only to share information about the board and collect information about site. It is recommended that the board members assigned to this do not have students at any of these sites. | One-time introductory meeting; available as resource on-call. | Michael Birdman |
| **EHS** | **JUNE** | Attend PTO or site council meetings only to share information about the board and collect information about site. It is recommended that the board members assigned to this does not have students at this site. | One-time introductory meeting; available as resource on-call. | Dan Arom |

*Board Calendar for PLC Attendance 2026-2027. 9:30AM-12:00PM*

Dates are subject to change based on PLC leadership/district leadership planning happening in July.

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|---|---|---|
| **September** | Dan Arom | 9/15 |
| **October** | Erica Allenburg | 10/13 |
| **November** | Cheryl Barry | 11/10 |
| **December** | Jen Huwe | 12/8 |
| **January** | Michael Birdman* | 1/12 |
| **February** | Karen Gabler* | 2/9 |
| **March** | Elliot Mann | 3/9 |
| **April** | New Board Member | 4/13 |
| **May** | New Board Member | 5/11 |

III.C. Strategic Plan Initiative 2026-2027

**Speaker(s):** Dr. Daniel Bittman, Superintendent; Karen Gabler, School Board Chair; and Erica Allenburg, School Board Clerk

**Board Meeting Date:** June 16, 2026

**Title:** Strategic Plan Initiative 2026-2027

**Type:** Discussion

**Presenter(s):** Dr. Daniel Bittman, Superintendent; Karen Gabler, School Board Chair; and Erica Allenburg, School Board Clerk

**Description:** During the 2026–2027 school year, Edina Public Schools will engage an external facilitator—who originally supported development of the district's Strategic Plan—to lead five three-hour stakeholder sessions involving School Board members and representative stakeholders. Through these sessions, participants will revisit the original intent and context of each strategy, assess current progress toward identified goals, and identify areas for refinement to ensure continued relevance and impact. This process is designed to build shared understanding across stakeholders and to inform future decision-making, helping ensure the district's work remains aligned, forward-thinking, and reflective of its commitment to being an elite and responsive school system.

**Recommendation:** Information only.

**Desired Outcome(s) from the Board:** The School Board receives information about strategic planning initiative for the 2026-2027 school year, engages in facilitated dialogue to reflect on key insights, build shared understanding of current progress and future needs, and help inform the direction of the district's ongoing strategic work.

**Attachment(s):** Executive Summary

# Executive Summary: 2026-2027 Strategic Plan Progress Assessment

**To**: Edina Public Schools Board of Education
**From**: Dr. Daniel Bittman, Superintendent
**Date**: June 16, 2026

**Subject**: Strategic Plan Initiative 2026-2027: Collaborative Progress Assessment and Refinement

## Overview

As we approach the midway point of our 2020-2030 Strategic Plan, Edina Public Schools (EPS) is launching a comprehensive progress assessment to ensure our efforts remain aligned with our mission of excellence. Throughout the 2026-2027 school year, we will engage in a facilitated process to evaluate our achievements, address current challenges, and refine our strategies to remain a responsive and elite school system.

## The Power of Collaborative Engagement

The success of this initiative relies on deeply collaborative work between the School Board, the District Leadership Team, and representative stakeholders. We will partner with an external facilitator—the same person who assisted in the original plan's development—to lead five three-hour stakeholder sessions.

The inclusion of the Board and community stakeholders is critical because it:

- Builds Shared Understanding: By revisiting the original intent and data that informed the plan, we ensure everyone is operating from the same foundation.
- Promotes Vertical and Horizontal Alignment: The process is designed to ensure that our strategic goals are consistent across all levels and departments of the district.
- Incorporates Diverse Perspectives: Engaging a representative group allows us to capture the "school community input" necessary to reflect the current needs of our students and families.

**Strategy Evaluation Sessions & Timeline**
The evaluation will move beyond a simple checklist of completed tasks to a meaningful dialogue about our trajectory. Key activities include:

- Strategy Evaluation Sessions (Summer – Fall 2026): We will hold five work sessions, beginning with a pilot session for Strategy C, Foster Positive Learning Environments and Whole Student and Staff Wellness Support, on July 28, 2026 at Leadership Advance. Participants will analyze what has been completed, what is underway, why certain initiatives have not yet launched, and what refinements we may want to make regarding specific action steps and/or priorities.

  The remaining sessions will be conducted in September, November, January and March. More information about location and times will be coming soon.

  - September: Strategy A. Advance Academic Excellence, Growth, and Readiness
  - November: Strategy B. Ensure an Equitable and Inclusive School Culture
  - January: Strategy D. Develop Leadership Throughout the District
  - March: Strategy E. Engage Parents, Schools, and Community

**Guiding Our Work Moving Forward**
The information gathered through this process is not just for reporting; it is the roadmap for our future decision-making. By assessing the "relevance and impact" of our current strategies, we can:

1. Adjust to Current Realities: Identify internal and external factors that have changed since 2020.
2. Ensure Continued Impact: Refine our action items to stay true to the plan's intent while addressing current and future district needs.
3. Inform Future Resource Allocation: The insights gained will help the Board and administration prioritize work that most effectively supports the EPS mission and vision.

**Conclusion and Desired Outcome**
Tonight, I am asking the Board to receive this information and prepare to engage in this facilitated dialogue. Our goal is to emerge from this process with a shared understanding of our progress and a clear, updated direction that ensures Edina Public Schools continues to define excellence for every student.

IV. **Leadership Updates**

V. **Closed Session**

V.A. Superintendent Evaluation

VI. **Adjournment**