

# 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.

<b>Board Member Name: Final Results</b>	<b>Date Completed: 6/16/26</b>
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### SECTION 1 Board Goal Ratings

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

**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.

<p><b>Goal 1:</b> Superintendent search and onboarding</p> <p>Score: 3.71</p>	<p>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.</p> <p>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.</p> <p>Board members described the transition to Dr. Bittman as interim and then permanent superintendent as seamless, the dialogue around expectations as clear and direct, and credited board leadership with helping him learn the community and district.</p>
<p><b>Goal 2:</b> District stability and student success</p> <p>Score: 3.28</p>	<p>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.</p> <p>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.</p>
<p><b>Goal 3:</b> Fiscal stewardship</p> <p>Score: 3.85</p>	<p>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.</p> <p>Board members described the district in great shape financially and repeatedly highlighted 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.</p>

**Goal 4:** Board governance effectiveness

Score: 3.14

Overall, 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.

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.

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