

Summary of Edina Public School District Year-End Superintendent Evaluation

Dr. Daniel Bittman

06/12/2026

School Board's Summary of Conclusions

Goal 1: Build trust and establish leadership credibility	Over the past year, Dr. Bittman excelled in building trust and credibility with cabinet members, site level leadership, board members, teachers and community members. His tenure in Edina started with many meetings with stakeholders where he prioritized listening and learning about Edina. This was quickly followed by an action plan to build upon what he learned from those conversations and to strengthen our district. His engagement with the community and accessibility to all stakeholders demonstrated his commitment to the district. Dr. Bittman established himself as a district leader and mentor to the cabinet members. He set regular meetings with cabinet members, and increased the frequency of these meetings by request of the cabinet, who expressed appreciation for his guidance and experience.
Goal 2: Drive strategic alignment and instructional excellence across key programs	The board appreciates having a strong partnership with Dr. Bittman, which allows the district to focus on priorities that directly align with the strategic plan. Dr. Bittman's method of identifying areas of emphasis for the year allowed the district to focus on key areas to drive improvement. The board looks forward to further exploring the strategic plan with Dr. Bittman to better align our work as we continue to carry out the mission and vision of the district.
Goal 3: Enhance communication and community engagement	This is a strength for Dr. Bittman and he is backed by a strong communications team. He has a gift for communicating and connecting with others. He is visible in our schools in a genuine way, and leaders and staff appreciate his presence and engagement. His weekly leadership updates are robust, including not just the happenings within the district, but information about education priorities discussed at the state level that may impact Edina. Continued partnership with the board regarding the frequency and level of proactivity of communications in normal as well as crisis situations is appreciated as he continues to get to know the community.
Goal 4: Ensure a seamless leadership transition	Dr. Bittman hit the ground running when he started as an interim, through mentoring cabinet members and moving the business of the district forward. The transition from interim to permanent superintendent has indeed been seamless and he has received a strong level of support and appreciation across all levels of staff throughout the district.

A. General Comments

Dr. Bittman's leadership, experience, and communication skills have had an immediate positive impact on the district. He has a collaborative approach to district work and holds himself and his cabinet to a high standard. Dr. Bittman has been highly engaged in the Edina community to learn about what makes our district unique and the expectation of excellence the community holds. The board looks forward to continuing to partner with Dr. Bittman to strengthen the district as guided by the strategic plan.