

MSBA Executive Search Service



Austin Public Schools is seeking an exceptional leader to serve as Superintendent

Austin Public Schools is located in Mower County in southeastern Minnesota. The District is proud of its high academic standards, quality of instruction, and reputation for best practices and research based curriculum. Points of pride include:

- ◆ Highly-diverse student body who speak more than 45 different home languages
- ◆ Robust advanced academic talent development program
- ◆ Emphasis on project-based learning and STEAM curriculum
- ◆ 2019 Baldrige Performance Excellence Award — Achievement Level
- ◆ Technology through a district-wide fiber optic network and 1:1 laptop initiative for PK through grade 12
- ◆ On-site teacher recruitment program with Winona State University's 2 + 2 program
- ◆ Partnerships with The Hormel Foundation, University of Minnesota, MacPhail Center for Music, Winona State University, and Riverland Community College
- ◆ World-class athletic complex with turf fields and seasonal dome
- ◆ Renowned music program with new state-of-the-art facility
- ◆ Balanced and traditional calendars utilized in elementary schools to support diverse learning community

The school district operates its own food service program, and contracts with local companies for transportation services.

Application Deadline

To be considered for this position, an applicant's completed file must be received by MSBA prior to 11:59 p.m. on January 25, 2021.

About the Community

Austin is known as a vibrant and diverse community. The area offers abundant outdoor recreational activities, as well as arts, music, sports, dining, entertainment, festivals, and many other family-oriented events. Community features include:

- ◆ Diverse and healthy economic sectors
- ◆ Historic sites such as the Paramount Theater and Hormel Home
- ◆ Golf, camping, hiking, Jay C. Hormel Nature Center, biking and river trails, hunting, cross-country skiing
- ◆ University of Minnesota's Hormel Institute
- ◆ Mayo Clinic Health Facility
- ◆ SPAM Museum (1 million+ visitors to date)
- ◆ Located 90 minutes from the Twin Cities metropolitan area, and 45 minutes west of Rochester

Search Timeline

Announce Vacancy	November 12, 2020
Application Deadline	January 25, 2021
Applicant Screening	Jan. 26-February 4, 2021
First Round Interviews	February 16 & 17, 2021
Second Round Interviews	February 18, 2021
Approve Contract	February 22, 2021
Superintendent Begins	July 1, 2021

Leadership Profile

The Austin School Board seeks a superintendent who:

- ◆ Promotes business and community involvement in the schools
- ◆ Is visible and accessible to the School Board, staff, students, parents, and community
- ◆ Is a “people person” with proven abilities in human relations and communications
- ◆ Effectively mediates and accommodates different perspectives; values teamwork
- ◆ Acts with honesty and in an ethical manner with the School Board, staff, and community
- ◆ Develops and directs an effective leadership team
- ◆ Is proficient in sound fiscal management procedures, with proven experience in developing and administering a budget
- ◆ Develops trust and works collaboratively with diverse groups of stakeholders

Previous superintendent experience preferred but not required.

Salary and Benefits

A competitive compensation package, with a minimum salary of \$155,000, will be negotiated commensurate with experience and qualifications. The contract length is negotiable as provided in Minnesota statute.

District Financial Highlights

- ◆ General Fund Revenue: \$72,747,433
- ◆ General Fund Expenditures: \$73,027,287
- ◆ Unreserved Fund Balance: \$3,427,804

By the Numbers

- ◆ Student Enrollment: 5,098
- ◆ 52% Students of Color
- ◆ 56% Free & Reduced Lunch
- ◆ Licensed Staff Members: 437
- ◆ Non-licensed Staff Members: 416
- ◆ Principals: 9
- ◆ Assistant Principals/Deans: 5
- ◆ Central Office Staff: 8
- ◆ School Buildings: 10
- ◆ Square miles of the District: 143

Deadline and Selection

MSBA’s Executive Search Service uses an online application process. Applicants begin the application process at mnmsba.myrevelus.com. Applicants will need to establish a username and password to log on. To be considered for this position, an applicant’s completed file must be received by MSBA prior to 11:59 p.m. on January 25, 2021, and must include the completed online application and the following uploaded documents:

- ◆ Cover letter indicating a desire to be a candidate for the Austin Public Schools Superintendent
- ◆ Legal proof or other evidence (i.e. certificate/license) showing the candidate’s qualification to be a superintendent in the state of Minnesota
- ◆ Set of up-to-date credentials, including a resume, at least three letters of recommendation, and a copy of the candidate’s official transcript(s).
- ◆ Upon hire, originals must be submitted to the district

Contact Barb Dorn at 507-508-5501 (bdorn@mnmsba.org) with questions. Please mark any correspondence and/or envelopes “Austin Public Schools Superintendent Search.”

Applicants are requested not to contact school board members.

Austin Public Schools is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

Deadline to apply: January 25, 2021