

MSBA Executive Search Service



Cass Lake-Bena Public Schools is seeking an exceptional leader to serve as Superintendent

Cass Lake-Bena Public Schools are located on the Leech Lake Indian Reservation and proudly serve a student population rich in Ojibwe culture and history. The student body is comprised of 90% American Indian students. Indian studies classes in language, history, and culture are offered to all students in all grades. The District covers 296 square miles of land, and 129 square miles of water area. Points of Pride include:

- ◆ Beautiful rural campus with updated facilities offering a variety of student-centered programs
- ◆ Special education services on site at each school, with additional services available through Bemidji Regional Inter-District Council
- ◆ Pre-K, ALC & ABE, in-school small group instruction and after school tutoring programs
- ◆ Research-based education methods, including project based learning, grade-specific initiatives, and career pathways
- ◆ Wide variety of activities and clubs for students, including sports, arts, STEM and Robotics
- ◆ Student support services: on-site counseling, home-school advocates, School Social Worker and School Resource Officer
- ◆ Cooperative efforts with Leech Lake Tribal College, Bemidji State University, Johns Hopkins University and the University of Montana

The school district operates its own food service program as well as transportation services.

By the Numbers

- ◆ Student enrollment: 1,166
- ◆ Licensed staff members: 123
- ◆ Non-licensed staff members: 110
- ◆ Principals/Assistant Principals: 3/3
- ◆ Full-time Central Office staff: 8 FTE
- ◆ District buildings maintained: 5

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 24, 2022

About the Communities

Cass Lake and Bena are located in one of the most beautiful parts of Minnesota, including the Chain of Lakes, Star Island, and paved Mi-Ge-Zi Trail.

Additional highlights of the area include:

- ◆ Home of the Chippewa National Forest, Leech Lake Band of Ojibwe, and five of Minnesota's largest lakes offering superb fishing and boating.
- ◆ Pow-wow celebrations open to the public
- ◆ Abundant recreational activities like canoeing, biking, hiking, four-wheeling, ice fishing, snowmobiling and cross-country skiing
- ◆ Modern resorts, motels and campgrounds
- ◆ Serves as the headquarters of the Minnesota Chippewa Tribe
- ◆ Bena is located on the south shore of Lake Winnibigoshish and close to Leech Lake
- ◆ Cass Lake Indian Hospital & Clinic serve area residents and offer employment opportunities
- ◆ Located three and a half hours north of the Twin Cities in pristine North Central Minnesota

Search Timeline

Announce Vacancy	December 13, 2021
Application Deadline	January 24, 2022
Applicant Screening	Jan. 25 - Feb. 4, 2022
First Round Interviews	February 7 & 8, 2022
Second Round Interviews	February 10, 2022
Approve Contract	February 16, 2022
Superintendent Begins	July 1, 2022

Leadership Profile

The Cass Lake-Bena School Board seeks a superintendent who:

- ◆ Acts with honesty and in an ethical manner with the School Board, staff, and community
- ◆ Has experience in school finance, and possesses sound fiscal management and strong budgeting skills
- ◆ Is visible and accessible to the School Board, staff, students, parents, and community
- ◆ Develops and directs an effective leadership team
- ◆ Has knowledge of and experience with special education needs and/or a diverse student body
- ◆ Understands the effects of poverty on student learning and achievement
- ◆ Works cooperatively with the School Board; provides options and recommendations

Previous superintendent experience preferred, but not required.

Salary and Benefits

The current superintendent's base salary for the 2021-2022 school year is \$150,000. The final salary will be negotiated commensurate with experience and qualifications. The contract length is negotiable as provided in Minnesota statute.

District Financial Highlights

◆ General Fund Revenue:	\$ 25,713,419
◆ General Fund Expenditures:	\$ 25,551,941
◆ Unreserved Fund Balance:	\$ 8,593,896
◆ Total General Fund Balance:	\$ 9,924,979

Screening Team

A team from the Minnesota School Boards Association's Executive Search Service (MSBA) has been selected to assist the School Board in securing and screening applicants. The search team will be led by Lee Warne, MSBA Service Provider.

DISTRICT MISSION: *To educate, support, and prepare all learners for future success.*

DISTRICT VISION: *To ensure all learners achieve the highest level of critical thinking and creativity.*

Deadline and Selection

MSBA's Executive Search Service uses an online application process. Applicants begin the application process at mnmsba.myrevelus.com. To be considered for this position, an applicant's completed file must be received by MSBA prior to 11:59 p.m. on January 24, 2022.

Contact Lee Warne at 507-828-2468 (lwarne@mnmsba.org) with questions. Please mark any correspondence and/or envelopes "Cass Lake-Bena Public Schools Superintendent Search."

Applicants are requested not to contact school board members.

Cass Lake-Bena Public Schools is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

Deadline to apply: January 24, 2022