

MSBA Executive Search Service



South St. Paul Public Schools seeks an exceptional leader to serve as Superintendent

South St. Paul Public Schools is located in the heart of the Twin Cities metropolitan area. The District serves nearly 3,000 students and covers six square miles. Points of pride include:

- ◆ Minnesota's first International Baccalaureate (IB) World School offers programs for grades K-5, 6-10, and a Diploma Program for 11-12
- ◆ First BARR School District in the nation (Building Assets, Reducing Risks)
- ◆ Career and College Readiness pathways
- ◆ 1:1 device access initiative
- ◆ More than half of secondary students participate in extra-curricular activities
- ◆ Student Leadership and Affinity Groups
- ◆ Where Everybody Belongs program (WEB) helps students transition from elementary buildings to the secondary building
- ◆ Community Learning Center provides an alternative environment to meet the unique and personal needs of its students
- ◆ Community Education located at Central Square Community Center delivers a range of comprehensive services such as ECFE, preschool, ABE, and youth/adult/senior citizen programs

The school district operates its own food service program in partnership with ISD 199, and contracts its transportation services to an outside vendor.

By the Numbers

- ◆ Licensed Staff Members: 260
- ◆ Non-licensed Staff Members: 210
- ◆ School Buildings: 6
- ◆ 4 FT Principals and 6 FT Asst Principals
- ◆ 13 Cabinet Members

Application Deadline

To be considered for this position, an applicant's completed file must be received by the MSBA office by 11:59 p.m. on January 17, 2022.

About the Community

On the banks of the Mississippi River lies the undiscovered treasure of South Saint Paul. The community prides itself on a rich history of ethnic diversity, a strong work ethic, and an active citizenry. Community engagement with the school district is especially strong, and longstanding partnerships exist with the:

- ◆ City of South St. Paul on many initiatives
- ◆ South St. Paul Educational Foundation to provide scholarships and funds for students to go beyond the normal classroom experience
- ◆ South St. Paul Open Foundation which raises funds to support opportunities for the high school athletics and activity programs
- ◆ South St. Paul Lion's Club which provides thousands of dollars to support district programs and opportunities across SSPPS

Search Timeline

Announce Vacancy	December 8, 2021
Application Deadline	January 17, 2022
Applicant Screening	Jan. 18 - Feb. 2, 2022
First Round Interviews	February 7 & 8, 2022
Second Round Interviews	February 16, 2022
Approve Contract	February 28, 2022
Superintendent Begins	July 1, 2022

Leadership Profile

The South St. Paul School Board seeks a community-oriented candidate with proven leadership skills and abilities - someone who works well with others and is an effective communicator. In addition the School Board is committed to finding a candidate who:

- ◆ Acts with honesty and in an ethical manner with the School Board, staff, and community
- ◆ Is a “people person” with proven abilities in human relations and communications
- ◆ Follows the School Board’s chosen educational philosophy which reflects the community’s values
- ◆ Is visible and accessible to the School Board, staff, students, parents, and community
- ◆ Has knowledge of and experience with equity leadership challenges and opportunities
- ◆ Develops trust and works collaboratively with diverse groups of stakeholders
- ◆ Understands the effects of poverty on student learning and achievement
- ◆ Is a visionary, creative thinker
- ◆ Develops and directs an effective leadership team

Previous superintendent experience preferred, but not required.

Salary and Benefits

The current superintendent’s base salary for the 2021-2022 school year is \$185,677. 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: \$44,421,807
- ◆ General Total Expenditures: \$44,259,115
- ◆ Unreserved Fund Balance: \$5,269,705
- ◆ Total General Fund Balance: \$6,140,424

School District Mission

**To ignite a passion in every learner
to inquire, continuously improve
and engage in positively
changing our world.**

Screening Team

The Minnesota School Boards Association Executive Search Service (MSBA) has been selected to assist the School Board in securing and screening applicants. The search team will be led by Barb Dorn, MSBA Director of Leadership Development and Executive Search.

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 17, 2022.

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

Applicants are requested not to contact school board members.

South St. Paul Public Schools is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

Deadline to apply: January 17, 2022