

# MSBA Executive Search Service



## Stillwater Area Public Schools is seeking an exceptional leader to serve as **Superintendent**

Stillwater Area Public Schools is located in beautiful east central Minnesota in Washington County. The district serves the communities of Afton, Bayport, Baytown Township, Grant, Hugo, Lake Elmo, Lakeland, Lakeland Shores, Lake St. Croix Beach, Marine on St. Croix, May Township, Oak Park Heights, St. Mary's Point, Stillwater, Stillwater Township, West Lakeland Township, Withrow and Woodbury. The district holds many Points of Pride, including:

- ◆ Oldest school district in the state of Minnesota
- ◆ 1-to-1 technology program coming in 2022
- ◆ Award-winning fine arts and music groups and numerous championship sports teams
- ◆ Focus on [social and emotional learning](#) through Responsive Classroom, Second Steps, Developmental Designs, Where Everyone Belongs (WEB), Link Crew and Building Assets, Reducing Risks (BARR)
- ◆ A variety of specialized programs including: [Dual Language Spanish Immersion](#), [Gifted and Talented](#), and an Alternative Learning Center
- ◆ Preschool offered in all elementary schools
- ◆ Wide variety of [college-credit learning opportunities](#) for students, including Advanced Placement and College in the Schools, Project Lead the Way, and more

The school district operates its own food service program and contracts for transportation services.

### By the Numbers

- ◆ Student enrollment: 8,262
- ◆ Licensed staff members: 540
- ◆ Non-licensed staff members: 523
- ◆ Principals/Assistant Principals: 12 FTE/6 FTE
- ◆ Leadership Team (District Directors): 10 FTE
- ◆ District buildings maintained: 12

### 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 March 13, 2022

### About the Communities

The district is nestled along the scenic St. Croix River and includes rural, suburban, and small town settings. It offers activities for all interests, including a myriad of opportunities for recreation, dining, shopping, and entertainment.

The district is located in a growing community supportive of its students and proud of the high-quality education they receive. An operating levy was renewed, and the district's first-ever technology levy was passed, in Fall 2021. **Pony Pride** is also on full display among students, staff, families, local businesses, and alumni. *#ponypride*

Recognizing its appeal to residents and visitors alike, [Stillwater](#) has been voted as:

- ◆ One of the Coolest Towns in America to Visit
- ◆ Best U.S. Small Town Food Scenes
- ◆ America's Top 10 Prettiest Towns

Washington County is also rated one of the healthiest communities in the country.

### Search Timeline

Announce Vacancy	January 21, 2022
Application Deadline	March 13, 2022
Applicant Screening	March 13-24, 2022
First Round Interviews	March 28 & 29, 2022
Second Round Interviews	April 7, 2022
Approve Contract	April 14, 2022
Superintendent Begins	July 1, 2022

# Leadership Profile

The Stillwater Area School Board seeks a superintendent with proven leadership skills who:

- ◆ Is a visionary, creative thinker.
- ◆ Acts with honesty and in an ethical manner with the School Board, staff, students, and community.
- ◆ Develops and directs an effective leadership team.
- ◆ Uses curriculum and other resources to improve test scores.
- ◆ Develops trust and works collaboratively with diverse groups of stakeholders.
- ◆ Is a “people person” with proven abilities in human relations and communications.
- ◆ Has knowledge of an experience with equity leadership challenges and opportunities.

Previous superintendent experience preferred, but not required.

## District Financial Highlights

- ◆ General Fund Revenue: \$ 116,564,184
- ◆ General Fund Expenditures: \$ 117,755,295
- ◆ Unreserved Fund Balance: \$ 5,346,592
- ◆ Total General Fund Balance: \$ 26,399,350

## Salary and Benefits

The superintendent’s base salary for the 2020-2021 school year was \$195,826. The final salary will be negotiated commensurate with experience and qualifications. The contract length is negotiable as provided in Minnesota statute.

## District Mission

*In partnership with students, family and community, our mission is to develop curious individuals who are active and engaged leaders in an ever-changing world by challenging all students as they travel along their personalized learning pathways.*

## 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 Barb Dorn, Director of Leadership Development and Executive Search, and John Ward, Associate Director of Strategic Governance.

## Deadline and Selection

MSBA’s Executive Search Service uses an online application process. Applicants begin the application process at [mnmsba.myrevelus.com](http://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 March 13, 2022.

Contact Barb Dorn (507-508-5501) or John Ward (507-479-0935) with questions. Please mark any correspondence “Stillwater Area Public Schools Superintendent Search.”

Applicants are requested not to contact school board members.

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

**Deadline to apply: March 13, 2022**