

# MSBA Executive Search Service



## West Central Area School District is seeking an exceptional leader to serve as Superintendent

West Central Area School District is located in west central Minnesota. The District covers 450 square miles and services the communities of Wendell, Elbow Lake, Barrett, Hoffman, and Kensington. Points of Pride include:

- ◆ Small class sizes with increasing enrollment (projected to continue) and a balanced budget
- ◆ Arts, athletics and academics are equally valued, and as many opportunities as possible are provided for students in each of these areas
- ◆ Vocational and academic opportunities include First Responder/EMT, Mock Trial, and Ecology Courses, and an upcoming Green House project
- ◆ Student needs are met through individualized instruction at all levels, including counselors, Math/Reading intervention programs, Knights Academy, free preschool, and after-school care
- ◆ Relationship-building is important, and we intentionally collaborate with civic and service organizations in all five communities, including a half-time position for public engagement
- ◆ Mentoring program for our teachers, paras, and substitute teachers, and we have devoted a half-time position to instructional leadership
- ◆ Dedicated staff in all three buildings with an approachable administration and school board members who are invested in the success of our communities and our school district

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

### By the Numbers

- ◆ Student enrollment: 766
- ◆ Licensed staff members: 75
- ◆ Non-licensed staff members: 57
- ◆ Principals/Assistant Principals: 2/2
- ◆ Full-time Central Office staff: 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 February 16, 2022

### About the Communities

The communities that comprise West Central Area Schools value our small-town atmosphere. Our school board is comprised of WCA alumni or community members that have lived here over 20 years, and many students return to live in the area, serve on civic organizations, and raise their children here. Our greatest asset is the people who live and serve in our communities. Additional highlights of the area include:

- ◆ A range of outdoor recreational opportunities that can be enjoyed year-round, including many lakes and hunting land in close proximity
- ◆ Big opportunities with a small-town feel with great relationships with local businesses and towns
- ◆ Close proximity to several postsecondary institutions
- ◆ Equi-distant from St. Cloud and Fargo, with easy access to the interstate
- ◆ Short commute to Alexandria and Fergus Falls
- ◆ Active PTO organizations in all 3 buildings

### Search Timeline

Announce Vacancy	January 7, 2022
Application Deadline	February 16, 2022
Applicant Screening	February 16-23, 2022
First Round Interviews	March 3, 2022
Second Round Interviews	March 7, 2022
Approve Contract	March 16, 2022
Superintendent Begins	July 1, 2022

# Leadership Profile

The WCA School Board seeks a superintendent who possesses strong leadership, communication and interpersonal skills. Additionally, a leader who:

- ◆ Possesses strong character, acting with honesty in an ethical manner while interacting with the School Board, staff and community
- ◆ Is a “people person” with proven abilities in human relations and communications (written and verbal)
- ◆ Has knowledge in school finance and long-term facility maintenance planning and management
- ◆ Is a strategic thinker who can create and communicate a vision that encompasses what is best for staff and students
- ◆ Has a history of involvement and visibility in the school district and the community you live in and promotes accessibility to the School Board, staff, students, parents and community
- ◆ Delegates authority while maintaining accountability
- ◆ Works collaboratively with the School Board and provides options and recommendations for the School Board to consider

Previous superintendent experience preferred, but not required.

## Salary and Benefits

A competitive compensation package, with a minimum salary of \$125,000, will be negotiated commensurate with experience and qualifications. The contract length is negotiable as provided in Minnesota statute.

## District Financial Highlights

◆ General Fund Revenue:	\$ 10,512,828
◆ General Fund Expenditures:	\$ 10,719,994
◆ Unreserved Fund Balance:	\$ 2,419,567
◆ Total General Fund Balance:	\$ 4,266,963

## 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, MSBA Director of Leadership Development and Executive Search.

## DISTRICT MISSION

*To challenge and support our students, staff and families  
in each person’s growth as an engaged learner  
and successful citizen of our community.*

## 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 February 16, 2022.

Contact Barb Dorn at 507-508-5501 ([bdorn@mnmsba.org](mailto:bdorn@mnmsba.org)) with questions. Please mark any correspondence and/or envelopes “West Central Area School District Superintendent Search.”

Applicants are requested not to contact school board members.

West Central Area School District is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

**Deadline to apply: February 16, 2022**