

# MSBA Executive Search Service



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

Hastings Public Schools is located just southeast of the Twin Cities metro area. The district covers over 170 square miles and serves five cities and portions of seven townships.

Our schools offer a full spectrum of educational opportunities, and we are proud of our high academic standards, quality of instruction, and reputation for outstanding educational leadership. Additional Points of Pride include:

- ◆ Incredibly dedicated, hard-working teachers, staff, and administration
- ◆ A recent \$48 million bond investment has updated our district facilities
- ◆ Above-average test scores and graduation rates
- ◆ Wide variety of offerings for students, both academically and extra-curricular
- ◆ Nationally-recognized music and art programs
- ◆ High extra-curricular participation by students in academics, athletics, music, arts, and clubs
- ◆ District Strategic Plan established in 2021
- ◆ Dynamic Community Education programming
- ◆ Balanced budget and fiscally-responsible
- ◆ Established review cycle for district policies
- ◆ Strong collaboration with city and local media
- ◆ Student programming partnership with Hastings Community Television
- ◆ Consistent community support and involvement in the district by parents and local businesses

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

### By the Numbers

- ◆ Student enrollment: 3,987
- ◆ Licensed staff members: 303
- ◆ Non-licensed staff members: 465
- ◆ Principals/Assistant Principals: 5/5
- ◆ Direct Reports to the Superintendent: 7
- ◆ District buildings maintained: 6

### 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 April 24, 2023.

### About the Community

Hastings is nestled on the banks of the beautiful Mississippi River in east central Minnesota. From our scenic riverside boardwalk to the rolling hills of farm fields, Hastings has something for everyone. Community highlights include:

- ◆ Abundant parks, hiking trails, water access, and sports fields provides a variety of outdoor recreational opportunities such as boating and fishing, canoeing, kayaking, golfing, birding, and cycling
- ◆ Vibrant arts, industry, healthcare, agriculture, retail, and non-profit sectors
- ◆ A variety of local events for residents and visitors alike include festivals, concerts, car shows, and makers markets
- ◆ Hastings hosts the Dakota County seat
- ◆ Recent investments in new housing provide additional opportunity for residents
- ◆ Located just minutes from the Twin Cities metropolitan area

### Search Timeline

Announce Vacancy	March 29, 2023
Application Deadline	April 24, 2023
Applicant Screening	April 25-May 10, 2023
First Round Interviews	May 16, 2023
Second Round Interviews	May 23, 2023
Approve Contract	May 31, 2023
Superintendent Begins	July 1, 2023

# Leadership Profile

The Hastings Public School Board seeks a superintendent who leads with a philosophy of putting the needs of students first. Other qualifications include someone who:

- ◆ Is visible and accessible to the School Board, staff, students, parents, and community
- ◆ Acts with honesty and in an ethical manner with all stakeholder groups across the district
- ◆ Provides a supportive learning environment for an increasingly diverse student body
- ◆ Has the ability to collaboratively develop opportunities to overcome equity challenges
- ◆ Practices delegation of authority, and empowers others through building mutual trust to sustain accountability
- ◆ Demonstrates effective leadership through clear, direct communications and support
- ◆ Works cooperatively with the School Board, and provides options and recommendations

Previous superintendent experience preferred, but not required.



## Salary and Benefits

The current superintendent's base salary for the 2022-23 school year is \$180,000. A competitive compensation and benefits package will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute.



## District Financial Highlights

- ◆ General Fund Revenue: \$ 59,417,555
- ◆ General Fund Expenditures: \$ 60,705,966
- ◆ Unreserved Fund Balance: \$ 14,810,995
- ◆ Total General Fund Balance: \$ 26,036,774

## 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.

## 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 April 24, 2023.

Contact Barb Dorn at 507-508-5501 ([bdorn@mnmsba.org](mailto:bdorn@mnmsba.org)) with questions.

Applicants are requested to not contact school board members.

Hastings Public Schools is an equal opportunity employer. MSBA's Executive Search Service is an equal opportunity search agency.

**Deadline to apply: April 24, 2023**