

# MSBA Executive Search Service



## St. Louis Park Public Schools is seeking an exceptional leader to serve as **Superintendent**

St. Louis Park Public Schools is a west metro district that covers 11 square miles and serves the city of St. Louis Park, a first-ring suburb of Minneapolis. District Points of Park Pride and awards include:

- ◆ Strong community support: 70.46% of voters supported the 2022 referendum
- ◆ Dynamic college and career readiness opportunities for students, including a CNA (certified nursing assistant) program
- ◆ 2023 Youth Data Analysts (interns within Assessment, Research and Evaluation department) conduct youth participatory action research (YPAR) addressing racial equity in St. Louis Park Public Schools
- ◆ 289 teachers with advanced degrees
- ◆ 49+ different languages spoken at home by district families
- ◆ 26 varsity athletic teams offered at St. Louis Park High School
- ◆ Robust elementary enrichment program provides culturally relevant talent development programming 120 minutes a week to every K-5 student through STEAM
- ◆ Honors-level literacy for all students
- ◆ 4th and 5th grade band and orchestra
- ◆ Vigorous curriculum and program design and review process
- ◆ SY2021– significantly expanded enrichment programming and access for all students
- ◆ Aquila was named Bronze Best Elementary School in Minnesota's Best 2022
- ◆ Language and Culture Program at the elementary level includes Arabic and Ojibwe
- ◆ International Baccalaureate (IB) programming at three elementary schools, middle school, and the high school
- ◆ Vibrant Community Ed program serves early childhood through seniors

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

### 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 7, 2024.

### What keeps families in St. Louis Park Public Schools?

- ◆ **Dedicated Teachers** - Teachers go above and beyond to help students thrive
- ◆ **Sense of Community** - SLP is a small school district with a close-knit community
- ◆ **Academic Opportunities** - Wide range of academic opportunities focusing on real-world skills and ideas (i.e. rigorous academics in core curriculum, college and career readiness, PSEO, IB program, advanced classes, electives, band, social justice curriculum, language programs, and Spanish immersion)
- ◆ **Diversity and Inclusion** - Deeply committed to equity, anti-racism, and LGBTQ+ inclusion

### By the Numbers

- ◆ Student enrollment: 4,840
- ◆ Licensed staff members: 355
- ◆ Non-licensed staff members: 318
- ◆ Principals / Assistant Principals: 7 / 5
- ◆ Full-time District Office staff: 51
- ◆ District buildings maintained: 8

### Search Timeline

|                         |                        |
|-------------------------|------------------------|
| Announce Vacancy        | December 21, 2023      |
| Application Deadline    | February 7, 2024       |
| Applicant Screening     | February 8 - 21, 2024  |
| First Round Interviews  | Feb. 28 & Mar. 1, 2024 |
| Second Round Interviews | March 13, 2024         |
| Approve Contract        | March 26, 2024         |
| Superintendent Begins   | July 1, 2024           |

# Leadership Profile

The St. Louis Park School Board seeks a superintendent with strong leadership skills who:

- ◆ Develops trust and is committed to promoting a positive, collaborative, and professional environment for employees, students, and families, and has demonstrated successful experience working with diverse populations and cultures across all stakeholder groups both internally and externally.
- ◆ Has knowledge of and experience with equity leadership challenges and opportunities, and has demonstrated success in addressing inequities and racism in practices, policies, programs, services, facilities, and curriculum.
- ◆ Ensures and encourages a culture that centers anti-racism, equity, inclusion, diversity, and belonging, including but not limited to diversity of race, socioeconomic status, ability, language, and other measures that can impact our students' opportunities to thrive and succeed.
- ◆ Effectively mediates and accommodates different perspectives and is an inquisitive, engaged, approachable, and inclusive leader who possesses excellent people skills and makes student-centered decisions, all while creating positive working conditions for the adults who serve them.
- ◆ Models the highest degree of moral, professional and ethical behaviors and high standards of integrity across the district and creates a safe environment for students and staff.
- ◆ Develops and directs an effective leadership team and relentlessly advocates for diversity, equity, inclusion and belonging throughout St. Louis Park Public Schools.
- ◆ Provides the constructs needed for recruiting, employing, supporting, and retaining high-quality staff, particularly Staff of Color, at all levels of the organization, with an organizational structure that is effective and efficient.
- ◆ Is a visible, approachable, and highly collaborative leader who builds a strong team, solicits input from stakeholders, and supports the well-being of all employees.
- ◆ Maintains a visible and active presence in the community representing the district, engaging with stakeholders and seeking their input as appropriate.
- ◆ Is able to lead a large organization dedicated to achieving ambitious goals that will increase student achievement across all demographic groups. Holds a track record of making strategic decisions that consider both immediate needs as well as long-term goals, and of creating systems and budgets to ensure long-term success.

Previous superintendent experience preferred, but not required.

## ST. LOUIS PARK PUBLIC SCHOOLS MISSION STATEMENT

St. Louis Park Public Schools sees, inspires, and empowers each learner to live their brilliance in an environment that centers student voice and experience to create racially equitable learning that energizes and enhances the spirit of our community.

## About the Community

St. Louis Park's location is just minutes away from some of the Twin Cities' most attractive amenities, including the Chain of Lakes, the downtown theater district, shopping, universities and major league sporting events. Additional highlights of the city include:

- ◆ Approximately 50,000 diverse individuals call St. Louis Park home, including recent immigrant and refugee families
- ◆ Residential areas are diverse in their social, religious and ethnic heritage
- ◆ Numerous parks, trails, and greenspaces throughout the city
- ◆ Westwood Hills Nature Center is a 160-acre natural area and environmental learning center that partners with St. Louis Park Public Schools
- ◆ Year-round arts and culture activities and events such as a film festival, outdoor concerts, art fairs, museums, and public art
- ◆ Recreational opportunities for all ages
- ◆ The West End offers a vibrant shopping, dining and entertainment hub
- ◆ A splash pad and aquatic park feature waterslides, zero-depth entry pool, water geysers, and obstacle course for water fun

## Salary and Benefits

The current superintendent's base salary for the 2023-24 school year is \$210,904. A competitive compensation and benefits package will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota Statute.

### District Vision Statement

**St. Louis Park Public Schools – Where students are seen and valued and become their best selves as racially conscious, globally minded contributors to society.**

### District Financial Highlights

- ◆ General Fund Revenue: \$ 72,000,000
- ◆ General Fund Expenditures: \$ 75,000,000\*
- ◆ Unreserved Fund Balance: \$ 6,200,000
- ◆ Total General Fund Balance: \$ 12,100,000

\* Currently spending down operating capital and LTFM fund balances

### 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](https://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 7, 2024.

Questions can be directed to MSBA's St. Louis Park Superintendent Search Team:

- Barb Dorn, [bdorn@mnmsba.org](mailto:bdorn@mnmsba.org) or 507-508-5501
- John Ward, [jward@mnmsba.org](mailto:jward@mnmsba.org) or 507-479-0935
- Craig Morris, [cmorris@mnmsba.org](mailto:cmorris@mnmsba.org) or 612-834-0594

Applicants are requested to not contact school board members.

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

**Deadline to apply: February 7, 2024**