



District 196 is seeking an exceptional leader to serve as **Superintendent**

**One District.
Infinite Possibilities.**

Leadership Profile

Accomplished candidates will demonstrate expertise and successes in:

- ◆ **Commitment to Student Success:** Proficient in identifying equity challenges and opportunities, implementing best practices, and fostering continuous improvement strategies that build pathways for personal and academic success for each and every student.
- ◆ **Innovative Leadership:** Communicates a visionary approach for academic excellence, with the ability to engage diverse communities, build a culture of continuous growth and learning, and implement the district's strategic roadmap.
- ◆ **Effective Delegation:** Sets high expectations, delegates and motivates while coaching and maintaining accountability, all with a thorough knowledge of and successful experience in sound management practices and strong human relations ability.
- ◆ **Exceptional Communication Skills:** Is a clear, articulate communicator with strong interpersonal skills and demonstrated ability to listen and foster collaborative and visible work with board members, administration, teachers and staff, students, parents, community and elected officials.

We are District 196

District 196 is located in the southern suburbs of Minneapolis and St. Paul and serves more than 160,000 residents. It is the third largest school district in the state of Minnesota. Distinctions of excellence include:

- ◆ Outstanding student achievement, including an average ACT score of 21.5, and an 88.5% four-year graduation rate, both above state and national averages.
- ◆ Exceptional, high-quality educators, with over half of the licensed teachers and administrators holding master's and/or specialist degrees.
- ◆ Recognized on Forbes' annual list of Best-in-State Employers for the past five years.
- ◆ Responsible steward of the public resources, as evidenced by numerous state and national awards for budgeting, transparency, and financial reporting.
- ◆ A supportive community, which approved a bond referendum in May 2023 that is funding, among other things, a new elementary school, new middle school, and high school activity center additions.

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 25, 2024.

Search Timeline

Announce Vacancy	February 28, 2024
Application Deadline	March 25, 2024
Applicant Screening	March 26 - April 4, 2024
First Round Interviews	April 13, 2024
Second Round Interviews	April 23, 2024
Approve Contract	May 6, 2024
Superintendent Begins	July 1, 2024

District 196 Mission

Educating, developing, and inspiring our students for lifelong success.

Vision

What We Intend to Create

District 196 provides the experiences that our students, families and employees desire by:

- ◆ Developing the whole student and honoring diverse needs and cultures;
- ◆ Engaging students with opportunities in academics, arts, and athletics, and
- ◆ Living our mission and core values to prepare students, families, and employees for lifelong success.

Core Values

Drivers of Our Words and Actions

- ◆ Student-Centered – All decisions are centered on what is best for students.
- ◆ Empathy – Seeking awareness and understanding of the perspectives and experiences of others.
- ◆ Wellness – Support the emotional, social, and physical well-being of the whole person.
- ◆ Integrity – Act with respect, honesty, and responsibility.
- ◆ Achievement – Provide learning with high expectations, rigor, and resiliency for all.
- ◆ Collaboration – Learn and engage together for a shared purpose.

Strategic Priorities

Focus of Our Continuous Improvement

- ◆ Wellbeing: Increasing capacities, skills, structures, and experiences in social-emotional well-being.
 - ◆ Achievement: Strengthening and aligning curriculum and instructional practices across all classrooms to improve student outcomes and staff efficacy.
 - ◆ Equity: Supporting equity as a core competency through practices, structures, beliefs, resources, and staffing.
 - ◆ Resources: Providing staffing, facilities, technology, and equipment needed to support a safe, sustainable, and dynamic learning environment for all students.
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About District 196

By the Numbers

- ◆ Student enrollment: 29,000
 - Students of color: 43%
 - Languages spoken by families in District 196: 100+
 - Students residing in District 196 who attend district schools: 80+%
- ◆ Total Employees
 - Licensed staff members: 2,300
 - District/School Administrators: 150
- ◆ Superintendent's Cabinet/Direct Reports: 15 FTE
- ◆ District-owned buildings: 38
 - Elementary Schools: 19
 - Middle Schools: 6
 - High Schools: 5
 - Special Education: 2
 - Learning Centers: 3
 - District Offices: 3

Salary and Benefits

The current superintendent's compensation for the 2023-24 school year is \$256,768. A competitive compensation and benefits package will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute.

District Financials

◆ General Fund Revenue:	\$ 490,262,702
◆ General Fund Expenditures:	\$ 497,145,116
◆ Unreserved Fund Balance:	\$ 54,200,277
◆ Total General Fund Balance:	\$ 84,768,876

Screening Team

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

District 196 is committed to a Triple-A philosophy of developing the whole student by engaging them with opportunities in academics, arts, and athletics.

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 prior to 11:59 pm on March 25, 2024.

Questions can be directed to MSBA's District 196's Superintendent Search Team:

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

Applicants are requested to not contact school board members.

District 196 is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

Deadline to apply: March 25, 2024