

# MSBA Executive Search Service



**Badger ISD #676**  
is seeking an exceptional leader  
to serve as

## Superintendent/Principal

Badger Public Schools is located in northwestern Minnesota near the Canadian border on Highway 11. The district covers 184 square miles and serves the community of Badger. District Points of Gator Pride include:

- ◆ Community support of schools as evidenced in the passage of every district levy election
- ◆ 2020 levies passed with 80.3% and 81.1% in support
- ◆ High graduation and attendance rates
- ◆ 1:1 devices
- ◆ 17:1 student to teacher ratio
- ◆ 52% Free and Reduced Lunch
- ◆ PSEO options
- ◆ Recent MSHSL State participation:
  - ◆ 22-23 State participants for Volleyball, Girls Basketball, and Softball
  - ◆ 2022 State participants for Envirothon
  - ◆ 2021 State participant for Boys Basketball and 3rd place for Girls Golf
  - ◆ 2019 State Champions in Robotics
- ◆ 19 College in the HS Courses

The school district operates its own food and transportation services.

### By the Numbers

- ◆ Student enrollment: 238
- ◆ Licensed staff members: 21
- ◆ Non-licensed staff members: 26
- ◆ Social Worker/Admin Deans: .5/1
- ◆ Full-time Central Office staff: 3.0 FTE
- ◆ District school buildings: 1

### 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 31, 2024.

### About the Community

Known as a small town with a big heart, Badger is a quiet, agricultural community with great wildlife and bird hunting.

Additional highlights of the area include:

- ◆ Miles of trails for recreation including snowmobiling and ATV riding, biking, hiking, and cross-country skiing
- ◆ Close proximity to both Roseau River and Thief Lake Wildlife Areas and both Beltrami Island and Lost River State Forests
- ◆ Less than an hour drive to Lake of the Woods for boating, camping, mushroom hunting, and some of the best year-round fishing in the state
- ◆ Major manufacturing nearby: Marvin, Polaris, DigiKey, Central Boiler/Altoz

### Search Timeline

Announce Vacancy	February 23, 2024
Application Deadline	March 31, 2024
Applicant Screening	April 1 - 4, 2024
First Round Interviews	April 11, 2024
Second Round Interviews	April 12, 2024
Superintendent Begins	July 1, 2024

# Leadership Profile

The Badger ISD 676 School Board seeks a superintendent who:

- ◆ Delegates authority while maintaining accountability
- ◆ Acts with honesty and in an ethical manner with the School Board, staff, and community
- ◆ Has experience in school district management practices
- ◆ Has experience in school finance
- ◆ Has proven abilities in human relations and communications
- ◆ Works cooperatively with the School Board; provides options and recommendations

Previous superintendent experience is not required.

## Salary and Benefits

A competitive compensation and benefits package will be negotiated commensurate with experience and qualifications. The contract length is negotiable as provided in Minnesota statute.

### District Financial Highlights

◆ General Fund Revenue:	\$ 3,846,659
◆ General Fund Expenditures:	\$ 4,157,644
◆ Unassigned Fund Balance:	\$ 581,958
◆ Total General Fund Balance:	\$ 1,405,225

## School District Mission

*The staff at Badger School strives to motivate, challenge, and support one another to create a culture of lifelong learning in a safe environment that prepares and empowers all students for an ever changing world.*

## 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 Lee Warne, MSBA Service Provider

## 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 31, 2024.

Contact Lee Warne at 507-828-2468 ([lwarne@mnmsba.org](mailto:lwarne@mnmsba.org)) with questions.

Applicants are requested to not contact school board members.

Badger ISD #676 is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

**Deadline to apply: March 31, 2024**