

MSBA Executive Search Service



Warren-Alvarado-Oslo is seeking an exceptional leader to serve as **Superintendent**

Warren-Alvarado-Oslo School District is located in northwestern Minnesota just north of Grand Forks. The district covers 503 square miles and serves the communities of Warren, Alvarado, Oslo, Angus, Tabor, Radium, and Euclid. District Points of Ponies Pride include:

- ◆ New \$25.9M two-year construction and renovation project begins Spring 2024
- ◆ Positive growth in student enrollment
- ◆ 98% graduation rate
- ◆ Healthy financial reserves
- ◆ Comprehensive social and academic resources for student support services
- ◆ Outstanding district support from the WAO Education Foundation and Pony Booster Club
- ◆ 1:1 devices K-12; 19:1 Student/teacher ratio
- ◆ Afterschool learning and childcare program
- ◆ Preschool and ECFE programs
- ◆ 26 college credits offered for HS students
- ◆ 70% of HS students participate in extra-curricular activities
- ◆ State-of-the-art athletic complex and track

The school district operates its own food and transportation services.

By the Numbers

- ◆ Student enrollment: 581
- ◆ Licensed staff members: 62
- ◆ Non-licensed staff members: 73
- ◆ Principals: 2
- ◆ Full-time Central Office staff: 3
- ◆ District school buildings: 2

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 2, 2024.

About the Communities

Warren, Alvarado, and Oslo are charming, agricultural, small-town communities, and all within a 40 minute drive to Grand Forks with its amenities. Some highlights of the area include:

- ◆ A new \$2.6M daycare facility
- ◆ Marshall County Fair
- ◆ Parks with playgrounds and sport courts and fields, bike trails, a heated outdoor pool, camping and picnic facilities
- ◆ Strong community spirit
- ◆ State of the art health care services
- ◆ Warren Recreation Center for ice skating, hockey, basketball, pickleball, cornhole, and a walking track
- ◆ Warren is the Marshall County Seat
- ◆ Warren Riverside Golf Course

Search Timeline

Announce Vacancy	February 28, 2024
Application Deadline	April 2, 2024
Applicant Screening	April 3-9, 2024
First Round Interviews	April 15 & 16, 2024
Second Round Interviews	April 18, 2024
Superintendent Begins	July 1, 2024

Leadership Profile

The Warren-Alvarado-Oslo School Board seeks a superintendent who:

- ◆ Delegates authority while maintaining accountability
- ◆ Has experience in school finance
- ◆ Acts with honesty and in an ethical manner throughout the school district and communities
- ◆ Works cooperatively with the School Board; provides options and recommendations
- ◆ Is visible and accessible to the School Board, staff, students, parents, and community
- ◆ Has experience in school district management practices

Previous superintendent experience is preferred, but not required.

**Warren-Alvarado-Oslo:
Strengthening Our Communities
Through Excellence in Education**

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.

School District Mission
*Creating a foundation for
success by cultivating a
passion for learning.*

District Financial Highlights

- ◆ General Fund Revenue: \$ 9,546,510
- ◆ General Fund Expenditures: \$ 9,365,281
- ◆ Unassigned Fund Balance: \$ 3,927,150
- ◆ Total General Fund Balance: \$ 4,048,538

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. To be considered for this position, an applicant's completed file must be received by MSBA prior to 11:59 p.m. on April 2, 2024.

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

Applicants are requested to not contact school board members.

Warren-Alvarado-Oslo School District is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

Deadline to apply: April 2, 2024