

MSBA Executive Search Service



Montevideo Public Schools is seeking an exceptional leader to serve as Superintendent

Montevideo Public Schools is located in west central Minnesota at the intersection of Highways 212 and 59. The district covers 185 square miles and serves the communities of Montevideo and Watson. District Points of Thunder Hawk Pride include:

- ◆ Leader in Cradle to Career education
- ◆ Strong positive enrollment trends
- ◆ Exceptional technology including: fiber network, 1:1 K-12 devices, wireless access, and interactive touch displays in all classrooms
- ◆ 97% graduation rate
- ◆ Hawks Nest Early Childhood Center serving ages 6 weeks through preschool
- ◆ In-house Montevideo Medical Academy featuring 23 college credits, 5 certifications, and externships
- ◆ Strong CTE industry-school partnerships
- ◆ HS curriculum offering 65 college in the school credit opportunities for students
- ◆ 2024 graduates averaged 12.1 college credits each
- ◆ All reading teachers in K-4 will have volume I LETRS training completed by June 1, 2024
- ◆ MS named in the top 20% of middle schools in MN in 2023 and HA in 2024
- ◆ Highly successful athletic, activities, and fine arts programs
- ◆ One-of-a-kind mental health service partnership with local providers
- ◆ 95% parent participation in K-12 parent-teacher conferences

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

By the Numbers

- ◆ Student enrollment: 1,393
- ◆ Licensed staff members: 122
- ◆ Non-licensed staff members: 157
- ◆ Principals: 3
- ◆ Full-time Central Office staff: 7
- ◆ District buildings maintained: 5

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 January 7, 2025.

About the Community

The Chippewa River and Minnesota River join at Montevideo and provide breathtaking scenery. The growing community of 5,300 people provides a small-town feel with larger-town amenities. Additional highlights of the area include:

- ◆ 12 parks cover more than 115 acres and feature nature trails, sport courts and ball fields, a waterpark with outdoor pool, and many neighborhood playgrounds
- ◆ Additional entertainment and recreation include a 18 hole golf course, movie theater, bowling alley, and a wellness center
- ◆ Minnesota River Bike Trail
- ◆ Close proximity to Lac Qui Parle State Park with camping, horseback riding trails, hiking, swimming, canoeing, snowmobiling, and cross country skiing
- ◆ Home to CCM Health, a flourishing rural medical facility recently ranked a top 10 place to work in health care in the US

Search Timeline

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|-------------------------|----------------------|
| Announce Vacancy | November 18, 2024 |
| Application Deadline | January 7, 2025 |
| Applicant Screening | January 8 - 27, 2025 |
| Finalists Selected | January 27, 2025 |
| First Round Interviews | February 3 & 4, 2025 |
| Second Round Interviews | February 7, 2025 |
| Approve Contract | March 10, 2025 |
| Superintendent Begins | July 1, 2025 |

Leadership Profile

The Montevideo School Board seeks a superintendent with high moral character who:

- ◆ Promotes active business and community involvement and participation in schools
- ◆ Is visible and accessible to the School Board, staff, students, parents, and the broader community
- ◆ Demonstrates strong human relations and communication skills, and acts with honesty and ethical behavior in all matters
- ◆ Collaborates effectively with diverse groups to build trust and work towards common goals
- ◆ Is an innovative and visionary leader, who respects and preserves the successful practices already in place, ensuring continued momentum and growth
- ◆ Has experience in school finance and provides cooperative, well-considered options and recommendations to the school board

Previous superintendent experience preferred.

District Priorities

- ◆ *High Student Achievement*
- ◆ *Safe, Efficient, and Appropriate facilities for our staff and students*
 - ◆ *Innovation in Education*
 - ◆ *Fiscal Responsibility*
- ◆ *School and Community Connections*
- ◆ *Having Outstanding Employees*

Salary and Benefits

A competitive compensation and benefits package, with a salary range of \$145,000 - \$165,000 will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute. Additional benefits available may include health, life, dental, and long-term disability insurance and 403(b) contribution.

School District Mission

Montevideo Public Schools empowers learners to achieve their potential by providing an exemplary education rooted in innovation, partnerships, and accountability.

District Financial Highlights

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|-------------------------------|---------------|
| ◆ General Fund Revenue: | \$ 19,818,472 |
| ◆ General Fund Expenditures: | \$ 19,614,599 |
| ◆ Unreserved Fund Balance: | \$ 303,098 |
| ◆ Total General Fund Balance: | \$ 1,236,876 |

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 Amy Jordan, MSBA Associate 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. To be considered for this position, an applicant's completed file must be received by MSBA prior to 11:59 p.m. on January 7, 2025.

Contact Amy Jordan at 507-479-9984 (ajordan@mnmsba.org) with questions.

Applicants are requested to not contact school board members.

Montevideo Public Schools is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

Deadline to apply: January 7, 2025