

# MSBA Executive Search Service



## Red Lake County Central Schools is seeking an exceptional leader to serve as **Superintendent**

Red Lake County Central is located in the northwest corner of Minnesota. The district covers 333 square miles and serves the communities of Oklee, Plummer, and Brooks. District Points of Pride include:

- ◆ Recent construction and remodeling on both schools
- ◆ 11:1 Student to Teacher ratio
- ◆ Financial Stability
- ◆ Largest Online College in the High School programs in northwest MN, with 1 in 3 students graduating with their AA degree at the same time as graduating high school
- ◆ 1:1 devices
- ◆ 70% of student body involved in at least one extracurricular academic, fine arts, or athletic activity
- ◆ Latchkey, year-round school age care
- ◆ Free 3 y/o and 4 y/o PK program
- ◆ Excellent teaching staff who take pride in student success
- ◆ Quality Special Education programs with solid educators and paras
- ◆ Very involved and supportive parents and communities
- ◆ RLCC Elementary Vision: WORKING and LEARNING TOGETHER to BUILD a SUCCESSFUL FUTURE
- ◆ RLCC High School Vision: A place where students and staff take RESPONSIBILITY for their EFFORTS, their CHOICES and their RELATIONSHIPS
- ◆ Supportive and caring school board members

The school district operates its own nutrition and 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 3, 2025.

### By the Numbers

- ◆ Student enrollment: 332
- ◆ Licensed staff members: 34
- ◆ Non-licensed staff members: 37
- ◆ Principals: 2
- ◆ Full-time Central Office staff: 2
- ◆ District school buildings maintained: 2

### About the Area

Red Lake County is near multiple lakes, hiking trails, and rivers, which provides ample opportunities for kayaking, boating, hunting and ATV riding. Additional highlights of the area include:

- ◆ Small town, neighborly communities working together to support overall improvement
- ◆ Very supportive business community
- ◆ Well blended variety of local businesses
- ◆ Affordable housing
- ◆ Rural living with reasonable travel to larger cities for additional shopping, dining, and healthcare such as Bemidji and Grand Forks, or even Fargo and Winnipeg

### Search Timeline

Announce Vacancy	December 16, 2024
Application Deadline	February 3, 2025
Applicant Screening	Feb 4 - 12, 2025
Finalists Selected	February 12, 2025
First Round Interviews	Feb 19 & 24, 2025
Second Round Interviews	February 26, 2025
Superintendent Begins	July 1, 2025

# Leadership Profile

The Red Lake County Central School Board seeks a superintendent with strong leadership skills in:

- ◆ **Honesty and Ethical Conduct:** Exemplifies high standards of honesty and ethical conduct
- ◆ **Visibility and Accessibility:** Ensures substantial presence and accessibility, fostering open communication and trust.
- ◆ **Cooperative Leadership:** Works collaboratively with the school board, presenting options and data-driven recommendations for informed decision-making.
- ◆ **Community Engagement:** Encourages active business and community engagement in the schools, enhancing educational opportunities.
- ◆ **Experience with Educational Priorities:** Possesses experience in the implementation of educational priorities or strategic planning, aligned with the district's goals.
- ◆ **Visionary and Creative Thinking:** Brings a visionary and innovative approach to leadership, inspiring progress within the district.
- ◆ **Alignment with Educational Philosophy:** Adheres to the educational philosophy endorsed by the School Board, which is reflective of the community's values

Previous superintendent experience not required.

## District Financial Highlights

◆ General Fund Revenue:	\$ 6,580,000
◆ General Fund Expenditures:	\$ 6,500,000
◆ Unassigned Fund Balance:	\$ 2,200,218
◆ Total General Fund Balance:	\$ 2,418,518

## Salary and Benefits

A competitive compensation and benefits package, with a starting salary range of \$110,000 - \$130,000, will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute. Additional benefits available may include Health Insurance, HSA, Dental, 403b, among others.

## School District Mission

*Red Lake County Central Schools, where students acquire knowledge, skills & attitudes to enable them to lead productive lives while contributing to society.*

## 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](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 3, 2025.

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.

Red Lake County Central Schools is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

**Deadline to apply: February 3, 2025**