

MSBA Executive Search Service



Albert Lea Area Schools is seeking an exceptional leader to serve as **Superintendent**

Albert Lea Area Schools is located in southcentral Minnesota at the intersection of Interstates 90 and 35. The district covers 227 square miles and serves the communities of Albert Lea, Clarks Grove, Hayward, Hollandale, Manchester, and Twin Lakes. District Points of Pride and awards include:

- ◆ Strong CIS (College in the Schools) and PSEO programs for high school students
- ◆ Marzano High Reliability Schools - all schools are certified Level 1 (HS is Level 2 certified)
- ◆ New and revitalized Hammer Sports Complex was completed in 2021 (part of larger \$24.615 million referendum passed by voters in 2018)
- ◆ District has strong ties with the wider community and Riverland Community College
- ◆ Operating levy referendum passed in November of 2021 with 64% community support
- ◆ District has maintained a strong fund balance of 12-14% for the past dozen years
- ◆ 1:1 student devices in grades 1-12
- ◆ Online Academy offers options for students in grades 7-12.
- ◆ Successful special education partnership with Austin Public School through the AALASEC
- ◆ District Strategic Plan, Spring of 2024

The school district contracts out for both food service and transportation services.

By the Numbers

- ◆ Student enrollment: 3,220
- ◆ Licensed staff members: 292
- ◆ Non-licensed staff members: 261
- ◆ Principals/Asst Principals: 7/1
- ◆ Full-time Central Office staff: 7
- ◆ District buildings maintained: 7

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 4, 2025.

About the Community

Albert Lea is a beautiful, lake-filled community which provides a variety of recreation, including fishing, wildlife watching, and scenic beauty. Additional highlights of the area include:

- ◆ Myre-Big Island State Park features hiking, biking, and cross country ski trails to observe glacial formations and spectacular examples of the vanishing oak savanna landscape.
- ◆ The Blazing Star Bike Trail explores the beautiful countryside and will connect to several rural communities adjacent to Albert Lea and Freeborn County.
- ◆ The city is home to approximately 18,000 residents. We are particularly proud of how invested our community members are in the lives of our students.
- ◆ A thriving historic downtown retail district contributes charm and provides ample shopping opportunities with lots of character. Recently revitalized by a major reconstruction and streetscape project including a fresh new look to Fountain Lake Park.

Search Timeline

Announce Vacancy	January 28, 2025
Application Deadline	March 4, 2025
Applicant Screening	March 5 - 18, 2025
Finalists Selected	March 18, 2025
First Round Interviews	March 26, 2025
Second Round Interviews	March 31, 2025
Superintendent Begins	July 1, 2025

Leadership Profile

The Albert Lea Area School Board seeks a superintendent with proven leadership experience with and skills in:

- ◆ **Core Values and Ethics:** Demonstrates unwavering integrity and ethical behavior, ensuring transparency and trust among the board, staff, and community.
- ◆ **Collaborative Relationships:** Works cooperatively with the School Board, presenting well-researched options and recommendations to align with district goals.
- ◆ **Communication and Human Relations:** As a strong communicator with proven human relations skills, the superintendent will build positive relationships with all.
- ◆ **Financial Acumen:** With a solid background in school finance, has an ability to manage budgets effectively to ensure the district's financial stability.
- ◆ **Leadership Development:** Inspires and guides a leadership team by fostering talent and promoting a culture of continuous improvement.

Previous superintendent experience preferred, but not required.

School District Vision

Inspiring learners and cultivating growth to positively impact our community.



Salary and Benefits

A competitive compensation and benefits package, with a starting salary range of \$170,000-\$195,000, will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute. Additional benefits may include Health/Dental/Life/Long-Term Disability Insurance; Personal Days; Disability (Sick) Days; Holidays; and Tax-Sheltered Annuity Plan.

School District Mission

To ensure individual academic, social and emotional growth that leads to engaged citizens and lifelong learners.

District Financial Highlights

- ◆ General Fund Revenue: \$ 58,162,264
- ◆ General Fund Expenditures: \$ 58,464,862
- ◆ Unassigned Fund Balance: \$ 6,870,460
- ◆ Total General Fund Balance: \$ 8,086,662

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 Barb Dorn, MSBA 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 March 4, 2025.

Contact Barb Dorn at 507-508-5501 (bdorn@mnmsba.org) with questions.

Applicants are requested to not contact school board members.

Albert Lea Area Schools is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

Deadline to apply: March 4, 2025