

MSBA Executive Search Service



MACCRAY Public Schools is seeking an exceptional leader to serve as **Superintendent**

MACCRAY Public Schools is located on the prairies of west-central Minnesota along the Hwy-23 corridor. This one-campus Preschool- 12th grade school district covers about 350 square miles and is comprised of three towns: Maynard, Clara City, and Raymond. District Points of Pride include:

- ◆ Operates on a 4 day school week schedule
- ◆ Supportive communities with a strong history of passing operating levies
- ◆ Great Multi-Language program (ESL)
- ◆ New one-campus facility with:
 - ◆ Newly renovated high school
 - ◆ New elementary
 - ◆ New auditorium
 - ◆ New CTE facility with academic kitchen, hydroponics lab, upgraded metals shop, and space for animal technology
 - ◆ Special Ed suite
 - ◆ ADA-compliant playgrounds
 - ◆ New fitness center with new equipment
 - ◆ Brand new Outdoor Classroom and trails through our on campus Nature Area
 - ◆ Brand New Outdoor Athletic Complex
- ◆ Healthy unassigned fund balance of 21.3%
- ◆ 12:1 Student to licensed educator ratio
- ◆ 1:1 Device program
- ◆ Steady enrollment

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

By the Numbers

- ◆ Student enrollment: 788
- ◆ Licensed staff members: 70
- ◆ Non-licensed staff members: 51
- ◆ Principals/Deans: 2/1
- ◆ Full-time Central Office staff: 3
- ◆ District buildings maintained: 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 February 25, 2025.

About the Communities

The MACCRAY communities are within driving distance of lakes country, providing recreation, fishing, and scenic beauty. The area is a thriving farming community with easy access to any amenities for which one could ask. Additional highlights of the area include:

- ◆ Open prairie & clear skies
- ◆ City parks, playgrounds, and a skate park
- ◆ New aquatic center, tennis courts and ice rink
- ◆ Family-friendly, safe neighborhoods
- ◆ Slower pace of living with short commutes
- ◆ Hawk Creek golf course
- ◆ Annual Events/Festivals:
 - ◆ Prairie Fest
 - ◆ Maynard Fire Relief Rodeo
 - ◆ Raymond Harvest Festival
 - ◆ Christmas Kickoff
- ◆ Raymond Rockets amateur baseball team

Search Timeline

Announce Vacancy	January 14, 2025
Application Deadline	February 25, 2025
Applicant Screening	Feb 26 - Mar 10, 2025
Finalists Selected	March 10, 2025
First Round Interviews	March 14, 2025
Second Round Interviews	March 24, 2025
Superintendent Begins	July 1, 2025

Leadership Profile

The MACCRAY Public School Board seeks a superintendent with:

- ◆ **Exceptional Communication & Interpersonal Skills:** Proven ability to communicate effectively and build strong relationships. Fosters open communication and collaborative problem-solving.
- ◆ **Strategic Planning & Implementation Expertise:** Experience developing and implementing educational priorities and/or strategic plans. Translates vision into actionable goals and measurable outcomes.
- ◆ **Visible & Accessible Leadership:** Committed to being a visible and accessible leader. Regularly engages with the school community and external communities through various channels, including visits, events, and forums.
- ◆ **Community Engagement & Partnerships:** Promotes business and community involvement in schools. Builds strong partnerships with local organizations to enhance student opportunities.
- ◆ **Ethical & Transparent Leadership:** Upholds high ethical standards and acts with integrity. Demonstrates transparency and accountability. Builds trust and maintains confidentiality. Adheres to all relevant regulations.

Previous superintendent experience is not required.

Salary and Benefits

A competitive compensation and benefits package, with a salary range of \$120,000 - \$140,000, will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute. Additional benefits may include Health insurance; vacation/holidays; 403b district contribution.

District Financial Highlights

◆ General Fund Revenue:	\$ 11,444,992
◆ General Fund Expenditures:	\$ 10,669,175
◆ Unassigned Fund Balance	\$ 2,381,585
◆ Total General Fund Balance:	\$ 3,144,427

School District Mission

To provide an environment for individuals to become knowledgeable, respectful, independent lifelong learners who are positive contributors 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 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 February 25, 2025.

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

Applicants are requested to not contact school board members.

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

Deadline to apply: February 25, 2025