

# MSBA Executive Search Service



**District 191**  
is seeking an exceptional leader  
to serve as  
**Superintendent**

District 191 is located in the southern suburbs of Minneapolis and St. Paul and serves the communities of Burnsville, Eagan, and Savage. Distinctions of excellence include:

- ◆ Community approval of operating levies in 2011, 2017, 2019; tech levies in 2015 and renewal in 2024; Bond referendum in 2015
- ◆ AA Degree Pathway
- ◆ PreK-12 Pathways Program
- ◆ Virtual Academy School K-12
- ◆ Diversity & Comprehensive Culturally Proficient School System Framework
- ◆ AVID Program at all secondary schools
- ◆ ASBD Award Winner for Excellence in Financial Reporting and Meritorious Budget
- ◆ Strong parent support:
  - ◆ 92% say they are proud of District 191;
  - ◆ 90% would recommend the district to their friends;
  - ◆ 97% say their family feels welcome at their child's school; and
  - ◆ 88% say the district does a good job involving community members.
- ◆ Expansive Community Education Program, including 300+ voluntary pre-kindergarten seats

The district operates its own nutrition program and contracts out for transportation services.

**Burnsville-Eagan-Savage School District 191 is a future-forward school district creating barrier-free pathways for learning for everyone in our community.**

**We believe learning is a lifelong pursuit, and create programs, services and opportunities that inspire this belief.**

## By the Numbers

- ◆ Student enrollment: 7,000
- ◆ Licensed staff members: 668
- ◆ Non-licensed staff: 520
- ◆ Principals: 13
- ◆ Asst. Principals or Deans: 15
- ◆ Superintendent's Cabinet: 15
- ◆ District buildings: 17

## Search Timeline

|                         |                        |
|-------------------------|------------------------|
| Announce Vacancy        | March 31, 2025         |
| Application Deadline    | April 20, 2025         |
| Applicant Screening     | April 20-28, 2025      |
| Announce Finalists      | April 28, 2025         |
| First Round Interviews  | April 30 & May 1, 2025 |
| Second Round Interviews | May 7, 2025            |
| Approve Contract        | May 22, 2025           |
| Superintendent Begins   | July 1, 2025           |

## Application Deadline

To be considered for this position, an applicant's completed file must be received by MSBA prior to 11:59 pm on April 20, 2025.



# District 191 Strategic Roadmap

**Each Student. Future Ready. Community Strong.**

## » VISION STATEMENT

Our vision statement uses aspirational language to communicate our purpose – it's the change we intend to make in the world.

We will be a school district that provides transformative learning experiences that mirror students' own stories, and where students will:

- Be equipped to meet rigorous academic challenges that build their capacity to pursue excellence,
- Embrace the humanity of all people and welcome diverse perspectives and voices, and
- Be supported by a caring community that sparks their curiosity and fuels their progress down a self-determined path.

## » STRATEGIC DIRECTIONS

- Creating space and opportunity for each and every voice to be heard
- Actively leading by developing and sustaining a diverse and equitable education system
- Supporting and leveraging new methods and original thinking to improve student outcomes
- Engaging our community to ensure common understanding

## » CORE VALUES

Our core values express what we stand for and what we believe in. They are our foundation. They represent the lens through which all our work is done.

In District 191, we believe in (stand for) ...

**Caring Community** – Our culture will actively encourage and embrace each member of the community, creating a sense of support that fosters their individual growth and pursuit of learning.

**Cultural Proficiency** – Our school community will work to understand our assumptions and biases, making a commitment to value and manage cultural uniquenesses and adapt education to meet the needs of each student.

**Future Readiness** – Our students will know they are ready to meet every next challenge through the confidence that comes from adventurous exploration and rigorous academics.

**Inclusive Partnership** – Our collaboration and communication will inspire a culture of trust where students, families and staff are reflected in decisions that shape our district.

**Student Agency** – Our students will make choices that personalize their learning journey, proactively building a day-to-day experience that leads them toward their passion and purpose.

# Leadership Profile

Accomplished candidates will demonstrate expertise and successes in:

**Ethical and Accountable Leadership:**

Demonstrates honesty and ethical conduct in all interactions. Effectively delegates while ensuring accountability, cultivating trust, and creating and maintaining a culture of transparency.

**Collaborative and Inclusive Vision:** Builds strong, collaborative relationships with diverse groups and communities. Works cooperatively with the school board, providing well-researched options and recommendations to assist the board in making informed decisions.

**Equity-Focused Expertise:** Exhibits deep knowledge of and experience in addressing equity leadership challenges and opportunities. Committed to creating an inclusive and equitable learning environment for all students.

**Strategic Communication and Human Relations:** Possesses strong communication skills, fostering positive human relations through clear, open, regular, and respectful dialogue.

**Accessible and Visible Presence:** Focuses on maintaining open and consistent engagement opportunities with internal and external constituent groups across the district.

## Salary and Benefits

A competitive compensation and benefits package, with a starting salary range of \$200,000 - \$235,000, will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute. Additional benefits may include Health/Dental/Life insurance, TSA match, auto allowance, vacation days convertible to 403(b) and more.

## District Financials

- ◆ General Fund Revenue: \$ 161,980,777
- ◆ General Fund Expenditures: \$ 159,461,338
- ◆ Unassigned Fund Balance: \$ 39,719,305
- ◆ Total General Fund Balance: \$ 56,311,345

## Screening Team

A team from the Minnesota School Boards Association's Executive Search Service (MSBA) has been selected to assist the School Board. The search team will be led by Barb Dorn, MSBA Director of Leadership Development and Executive Search.

**EACH STUDENT. FUTURE READY. COMMUNITY STRONG.**

## 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 prior to 11:59 pm on April 20, 2025.

Questions can be directed to MSBA's District 191 Superintendent Search Lead, Barb Dorn, at [bdorn@mnmsba.org](mailto:bdorn@mnmsba.org) or 507-508-5501.

Applicants are requested to not contact school board members.

District 191 is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

**Deadline to apply: April 20, 2025**