

# MSBA Executive Search Service



**LAKE OF THE WOODS**  
*School*

## Lake of the Woods School is seeking an exceptional leader to serve as **Superintendent**

Lake of the Woods School is located centrally on the northern border of Minnesota. The district covers 1,138 square miles and serves the communities of Baudette and Williams.

Lake of the Woods School is...

- ◆ A safe and positive place to learn and grow
- ◆ Focused on success for all learners
- ◆ A community hub of education and activity
- ◆ Continuously striving to evolve and improve to better meet the needs of our students and community

Points of Bears Pride include:

- ◆ School Forest: Over 200 acres
- ◆ Outdoor classroom and ski/snowshoe trails adjacent to school building
- ◆ Pool – for PE and community use
- ◆ Newly built Lake of the Woods International Arena adjacent to the school building
- ◆ State of the art facility,
- ◆ Progressive teaching/administrative staff
- ◆ Tremendous community support.

The school district operates its own nutrition program and transportation services.

### **By the Numbers**

- ◆ Student enrollment: 424
- ◆ Average class size: 17 students
- ◆ Licensed staff members: 33
- ◆ Non-licensed staff members: 33
- ◆ Principals/Asst Principals or Deans: 1/1
- ◆ Central Office staff: 1.8 FTE
- ◆ 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 March 31, 2025.

### **About the Communities**

Located on the picturesque Rainy River just miles from the world famous Lake of the Woods, the area boasts the Bear Country pride. Highlights of the area include:

- ◆ Local Business & Industries including: ANI Pharmaceuticals, Marvin Windows and Doors, Williams Seed Plant, and logging
- ◆ Known for tourism & hospitality
- ◆ Walleye Capital of the World
- ◆ Many resorts, restaurants & motels
- ◆ State Forests & Parks
- ◆ Many miles of trails for snowmobile/ATV also ski and walking/biking trails
- ◆ Agriculture
- ◆ International sales of Blue Grass and Potato Seeds
- ◆ World Ploughing Championship
- ◆ Local hospital, pharmacy, and many other local amenities
- ◆ [www.ci.baudette.mn.us](http://www.ci.baudette.mn.us)
- ◆ [GetHookedForLife.com](http://GetHookedForLife.com)

### **Search Timeline**

Announce Vacancy	March 7, 2025
Application Deadline	March 31, 2025
Applicant Screening	April 1 - 7, 2025
Finalists Selected	April 7, 2025
First Round Interviews	April 11 & 14, 2025
Second Round Interviews	April 17, 2025
Superintendent Begins	July 1, 2025

# Leadership Profile

The Lake of the Woods School Board seeks a superintendent with strong leadership skills in:

- ◆ **Ethical & Accountable Leadership:**  
Demonstrates integrity and delegates effectively, ensuring clear accountability.
- ◆ **Strategic Financial Stewardship:**  
Experienced in school finance, optimizing resources for fiscal responsibility.
- ◆ **Successful Resource Development:**  
Proven ability in fundraising and grant acquisition to support district goals.
- ◆ **Effective Policy & Operations:** Implements clear procedures that translate board policy into efficient practices.
- ◆ **Data-Driven Student Improvement:**  
Utilizes data and resources to enhance student achievement and test scores.
- ◆ **Visible & Collaborative Governance:**  
Accessible leader, working cooperatively with the board and community.

Previous superintendent experience preferred, but not required.

## Salary and Benefits

A competitive compensation and benefits package, with a starting salary range of \$110,000 - \$140,000 will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute. Additional benefits available may include: Health/Life/LTD insurance among other benefits.

### District Financial Highlights

◆ General Fund Revenue:	\$ 7,281,524
◆ General Fund Expenditures:	\$ 7,110,451
◆ Unassigned Fund Balance:	\$ 271,608
◆ Total General Fund Balance:	\$ 1,022,185

## 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.

## School District Mission

*To ensure that all learners achieve their highest potential and become contributing citizens in a rapidly changing world.*

## Deadline and Selection

MSBA's Executive Search Service uses an online application process. Applicants begin the application process at [mnmsba.myrevelus.com](http://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 31, 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.

Lake of the Woods School is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

**Deadline to apply: March 31, 2025**