

MSBA Executive Search Service



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

Hastings Public Schools is located just southeast of the Twin Cities metro area. The district covers over 170 square miles and serves five cities and portions of seven townships.

Our schools offer a full spectrum of educational opportunities, and we are proud of our high academic standards, quality of instruction, and reputation for outstanding educational leadership. Additional Points of Pride include:

- ◆ Incredibly dedicated, hard-working teachers, staff, and administration
- ◆ A recent \$48 million bond investment has updated our district facilities
- ◆ Above-average test scores and graduation rates
- ◆ Launching Career Pathways Programming
- ◆ Wide variety of offerings for students, both academically and extra-curricular
- ◆ Nationally-recognized music and art programs
- ◆ High extra-curricular participation by students in academics, athletics, music, arts, and clubs
- ◆ Currently revising the District Strategic Plan
- ◆ Dynamic Community Education programming
- ◆ Balanced budget and fiscally-responsible (very high fund balance)
- ◆ Established review cycle for district policies
- ◆ Strong collaboration with city and local media
- ◆ Strong and growing business partnerships
- ◆ Consistent community support and involvement in the district by parents and local businesses
- ◆ The district operates its own food service program and contracts out for transportation services
- ◆ Dedicated to becoming a destination district for the Southeast Metro
- ◆ Experiencing positive impacts following new Literacy Curriculum implementation
- ◆ Survey staff, students and parents annually

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 April 22, 2025.

About the Community

Hastings is nestled on the banks of the beautiful Mississippi River in east central Minnesota. From our scenic riverside boardwalk to the rolling hills of farm fields, Hastings has something for everyone. Community highlights include:

- ◆ Abundant parks, hiking trails, water access, and sports fields provides a variety of outdoor recreational opportunities such as boating and fishing, canoeing, kayaking, golfing, birding, and cycling
- ◆ Vibrant arts, industry, healthcare, agriculture, retail, and non-profit sectors
- ◆ A variety of local events for residents and visitors alike include festivals, concerts, car shows, and makers markets
- ◆ Hastings hosts the Dakota County seat
- ◆ Recent investments in new housing provide additional opportunity for residents
- ◆ Located just minutes from the Twin Cities metropolitan area

Search Timeline

Announce Vacancy	April 7, 2025
Application Deadline	April 22, 2025
Applicant Screening	April 23-29, 2025
Announce Finalists	April 29, 2025
First Round Interviews	May 6, 2025
Second Round Interviews	May 13, 2025
Superintendent Begins	July 1, 2025

Leadership Profile

The Hastings Public School Board seeks a superintendent who puts the needs of students first, as well as being someone who:

- ◆ Upholds the highest standards of honesty and ethical conduct in every undertaking, while embodying the district's educational philosophy and community values.
- ◆ Shows exceptional communication skills, ensures transparency, and excels in building and maintaining strong relationships, while remaining consistently visible and accessible to the school board, staff, students, parents, and the broader community.
- ◆ Advances a visionary and creative approach, including partnerships with local businesses and stakeholders, to foster innovation while effectively implementing educational priorities and strategic plans.
- ◆ Develops and empowers a highly effective leadership team and delegates responsibilities effectively, ensuring accountability and oversight for all outcomes.
- ◆ Utilizes a robust academic background and curriculum proficiency to improve student outcomes.
- ◆ Works cooperatively with the school board to provide data-driven options and well thought-out recommendations.

District Mission

We Care. We Empower. We Achieve.
Students are the heart of all we do.

Salary and Benefits

A competitive compensation and benefits package, with a starting salary range of \$195,000-\$215,000, will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute. Additional benefits available may include Health / Dental / Life and Long-Term Disability insurance; discretionary leave; and much more.

District Financial Highlights

- ◆ General Fund Revenue: \$ 68,517,899
- ◆ General Fund Expenditures: \$ 68,837,985
- ◆ Unassigned Fund Balance: \$ 18,029,882
- ◆ Total General Fund Balance: \$ 32,202,498

By the Numbers

- ◆ Student enrollment: 3,877
- ◆ Licensed staff members: 303
- ◆ Non-licensed staff members: 465
- ◆ Principals/Assistant Principals: 5/5
- ◆ Direct Reports to the Superintendent: 7
- ◆ District buildings maintained: 6

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 April 22, 2025.

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

Applicants are requested to not contact school board members.

Hastings Public Schools is an equal opportunity employer. MSBA's Executive Search Service is an equal opportunity search agency.

Deadline to apply: April 22, 2025