

# MSBA Executive Search Service



## Howard Lake-Waverly-Winsted Schools is seeking an exceptional leader to serve as **Superintendent**

Howard Lake-Waverly-Winsted Public Schools is located in central Minnesota just west of the metropolitan area, and the district covers 115 square miles. Points of Laker Pride include:

- ◆ Newly created strategic plan in 2024
- ◆ Successfully passed a \$600 per student operating levy in 2023
- ◆ Comprehensive PK-12 academic program
- ◆ Both elementary schools have received the Minnesota School of Excellence designation within the past two years
- ◆ Strong and award-winning Ag and FFA programs
- ◆ Partnerships with the Wright Technical Center (Buffalo) and the Meeker and Wright Special Education Cooperative (Howard Lake)
- ◆ School buildings are newly constructed or have undergone significant upgrading and additions since 2007
- ◆ The student “Voice” is honored and encouraged
- ◆ We value arts and industrial arts education
- ◆ Broad range of electives and work-based learning high school opportunities
- ◆ Comprehensive athletics/activities program which promotes participation
- ◆ Community Ed offers a wide-array of classes, activities, and child care program (ages 36 months to grade 6)
- ◆ National Blue Ribbon Award winning elementary schools in 2012 & 2013
- ◆ Close-knit communities who support the district

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

### **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 28, 2025.

### **By the Numbers**

- ◆ Student enrollment: 1,300
- ◆ Approximately 2% enrollment growth per year for the last 10 years
- ◆ Licensed staff members: 101
- ◆ Non-licensed staff members: 78
- ◆ Principals/Deans: 3/2
- ◆ Full-time Central Office staff: 4
- ◆ District buildings maintained: 3

### **About the Communities**

Howard Lake, Waverly and Winsted are charming, lake-filled communities. They are close enough to take advantage of all the Twin Cities metro amenities, yet far enough away for the small-town sense of community. Highlights of the area include:

- ◆ Parks, trails, swimming beaches, splash pad, boat access for fishing, boating, and all types of leisure activities
- ◆ New state-of-the-art public library opened in 2024 in Howard Lake
- ◆ Summer community events and celebrations
- ◆ Wright County Fair
- ◆ Local Farmer’s Markets and produce
- ◆ Winstock Country Music Festival
- ◆ Access to the Luce Line State Trail
- ◆ Three local amateur baseball teams
- ◆ Winsted Municipal Airport
- ◆ Small town feel but growing population

### **Search Timeline**

Announce Vacancy	April 11, 2025
Application Deadline	April 28, 2025
Applicant Screening	April 28-May 6, 2025
Finalists Announced	May 6, 2025
First Round Interviews	May 9 & 10, 2025
Second Round Interviews	May 14 & 15, 2025
Superintendent Begins	July 1, 2025

# Leadership Profile

The Howard Lake-Waverly-Winsted School Board seeks a superintendent who:

- ◆ Embodies transparency and upholds ethical standards in all dealings
- ◆ Ensures a consistent presence and approachability ensuring they are visible and accessible to the School Board, staff, students, parents, and community members
- ◆ Cultivates cooperative relationships with the School Board, providing thoughtful, informed recommendations
- ◆ Demonstrates exceptional communication skills and a strong ability to foster positive human relations
- ◆ Possesses significant experience in navigating organizational changes, ensuring smooth and effective change processes
- ◆ Has a proven history of successfully implementing strategic plans, driving forward the vision and objectives of the organization

Previous superintendent experience preferred, but not required.

## Salary and Benefits

A competitive compensation and benefits package, with a starting salary range of \$135,000-165,000 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 / Long-term disability insurance; retirement plan; and more.

## Excellence Through Education

### Projected FY25 District Financials

◆ General Fund Revenue:	\$ 19,643,529
◆ General Fund Expenditures:	\$ 19,447,727
◆ Unassigned Fund Balance:	\$ 1,012,020
◆ Total Fund Balance:	\$ 2,435,333

### School District Mission

*To prepare students for life by engaging them in meaningful learning experiences.*

## 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](https://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 28, 2025.

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

Applicants are requested to not contact school board members.

Howard Lake-Waverly-Winsted Public School District is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

**Deadline to apply: April 28, 2025**