

MSBA Executive Search Service



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

BOLD Public Schools is located in beautiful central Minnesota. The district covers 111 square miles and serves the communities of Bird Island, Lake Lillian, and Olivia. District Points of Pride and awards include:

- ◆ Staff longevity and retention with low turnover; dedicated, resilient, and focus on students
- ◆ Vested and supportive administrative team, with excellent communication skills and policy follow-through
- ◆ PLC has been implemented and is improving our student metrics
- ◆ Currently updating all facilities with the successful 2023 \$33.9M bond referendum; projected completion in August 2026
- ◆ Facilities & Maintenance Committee includes active community members
- ◆ Operation of a community indoor pool through a joint powers agreement with the City of Olivia
- ◆ Strategic plan was implemented in 2022 and highlights four key areas: Achievement & Opportunity, Recruitment & Retention, Safety & Wellness, and Facilities & Maintenance
- ◆ Industrial Technology program has earned statewide recognition, “run as a business” with the student “employees”
- ◆ Growing fine arts program with our fall musical, One-Act Play, band, choir, and arts program
- ◆ Past five year average graduation rate of 93.7%
- ◆ Host of area wide summer migrant education program in coordination with Tri-Valley Opportunity Council to support the needs of migrant workers and families in our area

The school district operates its own nutrition program 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 May 29, 2025.

About the Area

Bird Island, Lake Lillian, and Olivia are primarily agricultural communities with some light manufacturing as well. Just to the north is the gateway to the Lakes Region and to the south is the Minnesota River Valley. The area provides a multitude of outdoor recreational opportunities such as fishing, boating, hiking/ biking/walking trails, hunting, golf, horseback riding, splash pad, and many city parks. Additional highlights of the area include:

- ◆ Annual town celebrations: Lake Lillian – Lake Lillian Fun Days; Bird Island – Island Days; and Olivia – Corn Capital Days
- ◆ Olivia is home to a hospital, and known for its seed business and seed research history
- ◆ Public libraries are located and supported in all three communities
- ◆ Highest per capita fundraising in the state supporting cancer research at the U of MN
- ◆ Cheer on the local amateur baseball team!
- ◆ Several church denominations are available in the communities as well

Search Timeline

Announce Vacancy	May 20, 2025
Application Deadline	May 29, 2025
Applicant Screening	May 30-June 5, 2025
Finalists Selected	June 5, 2025
1st Round Interviews	June 9 & 10, 2025
2nd Round Interviews	June 12, 2025
Superintendent Begins	July 1, 2025

Leadership Profile

The BOLD School Board seeks a superintendent with strong leadership skills who:

- ♦ Is proficient in managing and optimizing school district financial resources with a strategic approach to budgeting
- ♦ Empowers team members by assigning responsibilities while ensuring clear oversight and accountability
- ♦ Excels in cultivating and guiding a high-performing leadership team to achieve district goals effectively
- ♦ Demonstrates unwavering integrity and a commitment to ethical practices in interactions with the board, staff, and the community
- ♦ Is knowledgeable in navigating and applying both state and federal education mandates to ensure full compliance and operational alignment
- ♦ Has experience in contract negotiations and is adept in navigating the complexities of collective bargaining processes

Previous superintendent experience is preferred.

By the Numbers

- ♦ Student enrollment: 599
- ♦ Licensed staff members: 53
- ♦ Non-licensed staff members: 39
- ♦ Principals: 2
- ♦ Central Office staff: 3.6 FTE
- ♦ District buildings maintained: 2

Salary and Benefits

A competitive compensation and benefits package, with a starting salary of \$115,000 - \$140,000, will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute. Additional benefits are available.

Projected District Financials

♦ General Fund Revenue:	\$ 10,808,221
♦ General Fund Expenditures:	\$ 11,712,042
♦ Unassigned Fund Balance:	\$ 711,945
♦ Total General Fund Balance:	\$ 4,335,718

School District Mission

Provide all learners in the BOLD community an education designed to develop the creativity, character, confidence, and skills essential to flourish in a changing global 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 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 May 29, 2025.

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

Applicants are requested to not contact school board members.

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

Deadline to apply: May 29, 2025