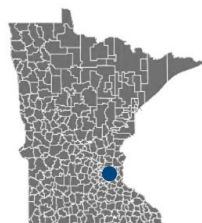


Wayzata Public Schools is seeking an exceptional leader to serve as **Superintendent**



Wayzata Public Schools is a highly acclaimed district serving the communities of Corcoran, Maple Grove, Medicine Lake, Medina, Minnetonka, Orono, Plymouth, and Wayzata and is the 9th largest district in the state. Committed to a world-class education and a culture of excellence, Wayzata Public Schools has earned numerous accolades, with the most recent including the following:

- ♦ For the fourth consecutive year, Wayzata Public Schools was ranked as the #1 Best Public School District in Minnesota by the Niche 2026 Best Schools and Districts in America!
- ♦ East Middle School placed #2 among Minnesota public middle schools. West Middle School is #3 and Central Middle School is #4.
- ♦ Kimberly Lane, North Woods, Plymouth Creek and Meadow Ridge Elementary Schools ranked as the top four public elementary schools in Minnesota.
- ♦ Wayzata High School ranked #1 among traditional public high schools in Minnesota.
- ♦ Home to Oakwood Elementary, one of seven schools in the state recognized as a 2024 "National Blue Ribbon School" by the U.S. Department of Education. Twelve of our schools have earned this prestigious distinction.
- ♦ U.S. News & World Report ranked Wayzata High School as #4 among school district public high schools in Minnesota.



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 January 26, 2026.

- ♦ 32 Wayzata High School seniors were named semifinalists for the 2025-26 National Merit Scholarship Program.
- ♦ Our students exceed both the state and national ACT score averages, with the Class of 2024 averaging a score of 30, compared to the state average of 20.7 and the national average of 19.4.
- ♦ Highest credit rating possible: AAA bond rating from Moody's Investor Services

BY THE NUMBERS

♦ Student enrollment:	13,600
♦ Licensed staff members:	977
♦ Non-licensed staff members:	928
♦ Principals/Associate Principals:	13/9
♦ Superintendent Cabinet Members:	8
♦ District buildings maintained:	18

SEARCH TIMELINE

Announce Vacancy	December 15, 2025
Application Deadline	January 26, 2026
Applicant Screening	Jan 27 - Feb 9, 2026
First Round Interviews	Feb 25, 26 & 27, 2026
Announce Finalists	March 2, 2026
Second Round Interviews	March 5 & 6, 2026
Superintendent Begins	July 1, 2026

WAYZATA PUBLIC SCHOOLS

Strategic Roadmap

2023–2027



MISSION

Our core purpose

To ensure a world-class education that prepares each and every student to thrive today and excel tomorrow in an ever-changing global society.

VISION

What we intend to create and experience

To be a model of excellence where students of all ages discover their unique talents, develop a love and tenacity for learning and demonstrate confidence and capacity for success through:

- Exceptional student learning, experiences and relationships
- Community trust, confidence and partnership
- Operational excellence

CORE VALUES

Drivers of our words and actions

Achievement: Challenging oneself and others for excellence in all we do.

Collaboration: Working together to maximize opportunities and eliminate barriers to learning for all.

Community: Maintaining a sense of belonging to and responsibility for the broader community.

Equity: Meeting the specific needs of all students.

Integrity: Doing the right thing in the right way at the right time, even when no one is aware.

Respect: Valuing others for their diverse talents, backgrounds, cultures and viewpoints.

STRATEGIC DIRECTIONS

Through focus on priorities and strategy execution,
we achieve excellence and realize our vision.

1. Ensure a high-quality daily experience for each and every student
2. Deliver high-quality instruction that leads to high academic achievement for all students
3. Recruit, hire, support, develop and retain the highest quality staff
4. Build awareness and capacity to improve the health and well being of our school district community
5. Learn and improve from community engagement and strategic partnerships
6. Ensure the efficient and effective use of district resources
7. Align internal district processes and procedures to improve communication, decision-making, accountability and collaboration, resulting in operational excellence

LEADERSHIP PROFILE

Wayzata Public School Board seeks a superintendent of integrity, foresight, and disciplined execution who champions academic excellence and belonging for each and every student, as well as inspires alignment to turn strategic vision into measurable, lasting results. Key leadership attributes include:

- ◆ Uncompromising integrity: acts with honesty and upholds high ethical standards in every decision.
- ◆ Durable trust: builds collaborative relationships and partnerships with diverse communities, staff, and students, listening deeply and communicating clearly.
- ◆ Achievement through evidence: uses curriculum, data, and research-based practices to raise scores and accelerate learning.
- ◆ Vision and ingenuity: anticipates challenges, frames bold possibilities, and solves complex problems with creativity and discipline.
- ◆ Equity with expertise: applies equity leadership knowledge, turning challenges into opportunities so every student and staff member thrives.
- ◆ High-performing team development: recruits and coaches leaders; clarifies roles; sets rigorous goals; holds self and others accountable, and fosters shared ownership of results.
- ◆ Stewardship of resources: drives operational excellence by efficiently and effectively allocating district resources in direct support of the success of our students and empowering staff.

SALARY AND BENEFITS

A competitive compensation and benefits package, with a starting salary range of \$280,000 - \$295,000, will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute. An excellent benefits package will also be provided by the district.

DISTRICT FINANCIAL HIGHLIGHTS

- ◆ General Fund Revenue: \$ 228,791,686
- ◆ General Total Expenditures: \$ 220,819,692
- ◆ Unassigned Fund Balance: \$ 25,184,053
- ◆ Total General Fund Balance: \$ 63,566,847

SEARCH TEAM

The Minnesota School Boards Association's Executive Search Service (MSBA) has been selected to assist the School Board in securing and screening applicants. The team will be led by Barb Dorn, Director of Leadership Development and Executive Search. Other team members include Connie Hayes, Dr. Bernadeia Johnson, Dr. Kate Maguire, Josh Pauly, and Dr. John Ward.

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 January 26, 2026.

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

Applicants are requested to not contact school board members.

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

DEADLINE TO APPLY: January 26, 2026