

MSBA Executive Search Service



Hinckley-Finlayson Public Schools is seeking an exceptional leader to serve as **Superintendent**



Hinckley-Finlayson Public Schools is located in east-central Minnesota, along I-35. The district covers 420 square miles and serves the communities of Hinckley, Finlayson, Giese, Brook Park, Cloverdale, and Lake Lena. District Points of Jaguar Pride include:

- ◆ Recently opened daycare program at Hinckley Elementary School
- ◆ Innovative programs
- ◆ Dynamic and talented staff
- ◆ Alternative high school program "Empower Learning Center"
- ◆ 1:1 technology for student in grades K – 12
- ◆ Over 30 college credits offered by high school teachers
- ◆ 10 sports, 4 COOP sports, 16 clubs/additional activities
- ◆ Recent facility improvements including Community Education and athletic space
- ◆ Free 4-year-old VPK program
- ◆ Transitions Program
- ◆ Opportunities for students beyond the classroom
- ◆ Multiple collaborations with local districts for unique programs
- ◆ Robust Indian Education Program with student run NASA (Native American Student Association) organization
- ◆ School Forest

The district operates its own nutrition and transportation programs.

By the Numbers

- ◆ Student enrollment: 813
- ◆ Licensed staff members: 83
- ◆ Non-licensed staff members: 106
- ◆ Principals/Asst. Principals or Deans: 2 / 1.5
- ◆ Full-time Central Office staff: 5
- ◆ District buildings maintained: 4

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 8, 2026.

About the Area

The Hinckley-Finlayson area is about half-way between the Twin Cities and Duluth, and is popular for year-round outdoor recreation. Additional highlights of the area include:

- ◆ Close proximity to St. Croix and Banning State Parks
- ◆ Willard Munger State Trail (70 mile paved trail starting in Hinckley)
- ◆ PGA certified 18 hole golf course, along with additional 9 hole courses
- ◆ Hinckley Knights Team Baseball
- ◆ Grand Casino Hinckley with world-class entertainment
- ◆ Snowmobiling, deer hunting, and fishing on multiple lakes
- ◆ Corn & Clover Festival
- ◆ Finlayson 4th of July Festival
- ◆ Hinckley Fire Museum
- ◆ Rich historical heritage
- ◆ Pine County Visitors - <https://www.co.pine.mn.us/visitors/index.php>

Search Timeline

Announce Vacancy	January 27, 2026
Application Deadline	March 8, 2026
Applicant Screening	March 9 - 17, 2026
Announce Finalists	March 17, 2026
First Round Interviews	March 30 & 31, 2026
Second Round Interviews	April 2, 2026
Superintendent Begins	July 1, 2026

Leadership Profile

The Hinckley-Finlayson Public School Board seeks a superintendent with proven leadership experience who:

- ♦ Consistently demonstrates honesty and ethical leadership in every interaction throughout the school district, serving as a trustworthy role model
- ♦ Offers strong financial stewardship by leveraging expertise in resource allocation and providing thorough fiscal oversight to ensure responsible management of school funds
- ♦ Builds cooperative partnerships with the school board through the presentation of thoughtful options and data-driven recommendations, fostering collaborative decision-making
- ♦ Is consistently visible and accessible, making an effort to remain approachable and engaged
- ♦ Brings visionary and creative problem-solving skills that are applied to drive meaningful and sustainable improvements within the district
- ♦ Delegates authority effectively to team members while maintaining clear accountability and oversight for outcomes and decisions
- ♦ Communicates with clarity, confidence, and flexibility, adapting messaging to suit different audiences and situations for maximum understanding

Previous superintendent experience preferred.

Salary and Benefits

A competitive compensation and benefits package, with a starting salary range of \$125,000 - \$160,000, will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute. Additional benefits available may include Health, Life, and Long-term disability insurance; 403(b) match; and more.

School District Mission

At Hinckley-Finlayson Public Schools, our priority is to ensure the success of each student.

District Financial Highlights

♦ General Fund Revenue:	\$ 14,803,443
♦ General Fund Expenditures:	\$ 15,593,317
♦ Unassigned Fund Balance:	\$ 3,743,042
♦ Total General Fund Balance:	\$ 4,299,284

Search Team

A team from the Minnesota School Boards Association's Executive Search Service (MSBA) has been selected to assist the School Board throughout the search process. The search team will be led by Erick Enger, MSBA Service Provider.

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 March 8, 2026.

Contact Erick Enger at 507-923-0796 (eenger@mnmsba.org) with questions.

Applicants are requested to not contact school board members.

Hinckley-Finlayson Public Schools is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

Deadline to apply: March 8, 2026