

MSBA Executive Search Service



Crookston Public Schools is seeking an exceptional leader to serve as Superintendent



Crookston Public Schools is located in northwestern Minnesota. The district covers 436 square miles and serves the communities of Crookston, Euclid, and Gently. District Points of Pride include:

- ◆ Small, student-focused district with strong family support
- ◆ Strong and longstanding School/Pirate Pride
- ◆ Wide variety of extra-curricular programs (sports, fine arts, and clubs)
- ◆ All day every day preschool opportunity
- ◆ Commitment to transparency and clear communications
- ◆ Strong culture of acceptance and inclusion
- ◆ Exceptional community involvement and support
- ◆ Committed staff toward student safety and success in/out of the classroom
- ◆ Focus on a great educational experience for all students
- ◆ Strives to give all students a solid educational foundation
- ◆ Well-maintained district facilities in excellent shape
- ◆ The district operates their own food and transportation services

By the Numbers

- ◆ Student enrollment: 1,100
- ◆ Licensed staff members: 100
- ◆ Non-licensed staff members: 125
- ◆ Principals/Special Ed Director: 2/1
- ◆ Assistant Principals/Deans: 1
- ◆ Full-time Central Office staff: 3
- ◆ District buildings maintained: 3

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 4, 2026.

About the Community

The Crookston Public Schools area is full of year-round annual activities to engage a variety of family interests. Rivers and lakes throughout the county provide recreation, fishing, wildlife watching, and scenic beauty. Additional highlights of the area include:

- ◆ Great quality of life and opportunities for those who love outdoor activities
- ◆ Strong agriculture-based economy
- ◆ Close to larger regional community in Grand Forks, which provides opportunities for cultural/entertainment as well as access to GFK International Airport
- ◆ University of Minnesota Crookston
- ◆ Centrally located in Polk County (County Seat)
- ◆ Community swimming pool, multi-use sports center, newly renovated public library, 9-hole golf course, parks, trails, on the banks of the Red River, and historic downtown areas

Search Timeline

Announce Vacancy	February 20, 2026
Application Deadline	March 4, 2026
Applicant Screening	Mar 5 - Mar 9, 2026
Announce Finalists	March 9, 2026
First Round Interviews	March 11, 2026
Second Round Interviews	March 12, 2026
Superintendent Begins	July 1, 2026

Leadership Profile

The Crookston Public School Board seeks a superintendent with proven leadership experience who:

- ◆ Brings a strong background in managing school finances, with proven skills in budgeting, resource distribution, and financial stewardship
- ◆ Models integrity and ethical conduct in all interactions with the school board, staff, students, families, and the wider community
- ◆ Delegates responsibilities thoughtfully, empowering others while ensuring accountability
- ◆ Cultivates and guides a dynamic leadership team that works collaboratively to advance the school's mission
- ◆ Has experience in labor relations, including hands-on involvement in negotiation and collective bargaining
- ◆ Is consistently present and approachable to the school board, staff, students, families, and community members, encouraging open dialogue and building trust

Previous superintendent experience preferred.

District Values

Communication
High Expectations
Relationships
Support System

Salary and Benefits

A competitive compensation and benefits package, with a starting salary range of \$155,000 - \$175,000 will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute. Additional benefits available may include: Health, Life, 403(b), among others.

School District Mission

We will educate students to become lifelong learners and respectful, caring individuals within the fiscal resources available. Crookston Public Schools will involve family, other community members and organizations to create a positive learning environment.

District Financial Highlights

- ◆ General Fund Revenue: \$ 19,876,700
- ◆ General Fund Expenditures: \$ 19,031,478
- ◆ Unassigned Fund Balance: \$ 2,619,497
- ◆ Total General Fund Balance: \$ 5,504,937

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 Lee Warne, MSBA Service Provider.

"COMMITTED TO EXCELLENCE"

Deadline and Selection

MSBA's Executive Search Service uses an online application process. Applicants may begin their application at mnmsba.myrevelus.com. To be considered for this position, a completed application file must be received by MSBA prior to 11:59 p.m. on March 4, 2026.

Contact Lee Warne at 507-828-2468 (lwarne@mnmsba.org) with questions.

Applicants are requested to not contact school board members.

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

Deadline to apply: March 4, 2026