

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



Hopkins Public Schools serves all of the city of Hopkins, about two-thirds of the city of Minnetonka, around half of Golden Valley, and small portions of St. Louis Park, Edina, Eden Prairie, and Plymouth. Among the district's many points of pride are:

- ◆ We are a destination school district attracting students from 74 cities
- ◆ We have an extensive HS academic program with 250 courses including 24 advanced placement classes, 8 college in the schools classes, and 5 honors classes
- ◆ We offer both **Chinese immersion** and **Spanish immersion**
- ◆ Hopkins educators have a median 14 years of teaching experience
- ◆ Hopkins is one of the few leading districts in the state that has built a **Portrait of a Graduate**. Our traits include; voice, globally-minded and well-travelled, holistic, empathetic, confident, and critical thinker

MISSION STATEMENT

Hopkins Public Schools serves the community by welcoming all learners, honoring culture, and inspiring remarkable growth and achievement. Our district is a special place and unique in many ways. We are academically focused, but also human-focused. There is no typical Hopkins student, and we value that diversity. We are a blend of faiths, cultures, and backgrounds forming a district of individuals with rich stories. You are welcome at Hopkins. You belong at Hopkins.

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 29, 2026.

- ◆ 97% of Hopkins graduates have a post-secondary plan, including 88% attending college
- ◆ Hopkins students consistently outperform state and national averages across all ACT subject areas
- ◆ Our students represent 61 home languages, with 10% of students receive English-language instruction
- ◆ We are the only district in the state to have an accredited virtual online school that offers blended learning

BY THE NUMBERS

◆ Student enrollment:	6,954
◆ Licensed staff members:	650
◆ Non-licensed staff members:	700
◆ Principals/Asst. Principals or Deans:	9 / 11
◆ Superintendent direct reports:	6
◆ District buildings maintained:	13

SEARCH TIMELINE

Announce Vacancy	February 18, 2026
Application Deadline	March 29, 2026
Applicant Screening	Mar 30-Apr 7, 2026
Announce Semi-Finalists	April 7, 2026
First Round Interviews	April 13, 2026
Second Round Interviews	April 20, 2026
Superintendent Begins	July 1, 2026

Hopkins Strategic Plan

VISION2031

CORE VALUES

Values that demonstrate how we show up to school and work everyday.

GRADUATE TRAITS

Traits we are preparing our students to embody when they graduate.

SUCCESS INDICATORS

How we define success and distinguish ourselves from other school districts.

GRADUATE ACTIONS

Qualities and actions that we guide our graduates to take throughout their lives.

TRANSFORM SCHOOL

Innovations that will fuel success throughout our school district.

INNOVATION DRIVERS

How we are supporting our transformation on a district-wide level.

2019

Because every student deserves a brilliant future.

This is who we are and how we show up to work every day.

Our Core Values:

- Authentically Inclusive
- Intentionally Adventurous
- Optimistic Innovation
- Humility of Heart
- Vigilant Equity
- Love



This is what we must do to activate bold change.

Innovation Drivers:

- Fearless Teams
- Partnerships
- Crowd Sourcing
- Reimagining School
- Digital Tools
- Open Mindsets



This is what school will look like.

Transform School:

- Education 0-21
- Holistic Curriculum
- Self-Directed Learning
- Students of the World
- Educators' Evolving Roles
- Job Market Connections



Repeat

‘31

The Roadmap to Vision 2031

This is what our graduates will do.



This is who our graduates will be in 2031.



This is what Hopkins will be in 2031.



The year **2031** and beyond

LEADERSHIP PROFILE

The Hopkins School Board seeks an equity-minded, principled, and collaborative education professional to serve as the next Superintendent of Hopkins Public Schools. Our next leader will help envision the future of our district and advance our mission through building trust, strengthening partnerships, and guiding the district with integrity and accountability. Key attributes desired include:

- ◆ **Integrity:** Acts consistently with ethical principles and district policies; maintains confidentiality and demonstrates moral courage in decision-making
- ◆ **Trust and Collaboration:** Builds and sustains trust across diverse groups and communities by actively listening, showing empathy, valuing different perspectives, and creating inclusive opportunities for collaboration
- ◆ **Equity Advocacy:** Identifies opportunities for systemic improvement, and champions equitable access to resources, promoting practices aimed at closing achievement gaps
- ◆ **Accountability:** Delegates authority with clear expectations; monitors progress and outcomes; executes in a manner that holds self and others responsible for results
- ◆ **Effective Communication:** Listens actively; responds thoughtfully; and communicates with clarity and confidence, tailoring their style to suit the audience and situation to ensure transparency and mutual understanding
- ◆ **Strategic Partnership:** Engages with the school board to develop policies and set goals, provides options, and recommends data-driven solutions to advance district goals

SALARY AND BENEFITS

A competitive compensation and benefits package, with a starting salary range of \$250,000 - 280,000 will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute. An excellent benefits package is also available.

DISTRICT FINANCIAL HIGHLIGHTS

General Fund Revenue:	\$ 141,000,000
General Fund Expenditures:	\$ 138,000,000
Unassigned Fund Balance:	12%
Total General Fund Balance:	\$ 27,000,000

CORE VALUES

Authentic Inclusivity
Intentionally Adventurous
Optimistic Innovation
Humility of Heart
Vigilant Equity
Love

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, and Josh Pauly.

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 29, 2026.

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

Applicants are requested to not contact school board members.

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

DEADLINE TO APPLY: March 29, 2026