

MSBA Executive Search Service



Beacon Academy is seeking an exceptional leader to serve as **Executive Director**

Beacon Academy is located in Crystal, a northwestern suburb of Minneapolis. This K-8 charter school serves the greater metro area with an emphasis on the west metro. Points of Pride include:

- ♦ **Mission Driven, Community Centered:** Beacon Academy features strong parent and community involvement, with families actively supporting classrooms and events.
- ♦ **Rigorous Academics:** Students benefit from a data-driven curriculum aimed at excellence across core subjects.
- ♦ **Character Education:** Daily instruction includes character development focused on kindness, empathy, and respect.
- ♦ **Small Classes:** Low student-teacher ratios support personalized learning and strong relationships.
- ♦ **Engaged Families:** High parent participation, an active PTO, and community involvement enhance school life.
- ♦ **Positive Culture:** Students demonstrate kindness and empathy, reflecting a commitment to positive behavior.
- ♦ **Exceptional Campus:** A welcoming, well-maintained environment supports learning and belonging.
- ♦ **Empowered Educators:** Teachers have professional autonomy and ongoing development opportunities.
- ♦ **Academic Success:** Students outperform local peers in science, showing effective instruction.
- ♦ **Clear Identity:** A uniform policy reinforces equity and school pride.



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 April 14, 2026.

- ♦ **Diverse Community:** Diversity and inclusion among students and staff enrich the learning environment.
- ♦ **Teacher-Led Governance:** A teacher-majority board ensures decisions remain student-centered and mission-aligned.
- ♦ **Sequential Spanish:** Near-daily Spanish instruction starts early, building language skills and cultural awareness.
- ♦ **Integrated Learning:** Art, music, technology, PE, and outdoor activities are woven into academics for a balanced experience.

By the Numbers

- ♦ Student enrollment: 515
- ♦ Licensed staff members: 38
- ♦ Non-licensed staff members: 34
- ♦ Principals: 1
- ♦ Deans: 2
- ♦ Full-time office staff: 8
- ♦ School buildings maintained: 1
- ♦ Grades: K-8

Search Timeline

Announce Vacancy	March 16, 2026
Application Deadline	April 14, 2026
Applicant Screening	April 15 - 21, 2026
Announce Finalists	April 21, 2026
First Round Interviews	April 27 & 28, 2026
Second Round Interviews	May 5, 2026
Executive Director Begins	July 1, 2026

Leadership Profile

The Beacon Academy School Board seeks an Executive Director to serve as the chief leader of the school, providing strategic, instructional, and operational leadership to advance the school's mission and ensure strong outcomes for students. This role requires a visionary, ethical, and collaborative leader who can partner effectively with the governing board, steward public resources responsibly, and foster a culture of trust, accountability, and continuous improvement.

- ◆ Demonstrated ability to set and advance a clear, compelling vision through innovative and thoughtful problem-solving
- ◆ Proven record of leading with integrity, transparency, and sound ethical judgment in partnership with a governing board and school community
- ◆ Experience with school finance, including budgeting, fiscal oversight, and aligning resources to strategic priorities
- ◆ Effective at empowering others through meaningful delegation while ensuring clarity of roles, expectations, and accountability
- ◆ Strong communication skills, with the ability to convey complex information clearly, confidently, and responsively to varied audiences
- ◆ Demonstrated success building trust and working collaboratively with diverse staff, families, students, and community stakeholders

Previous experience as an executive director or superintendent is preferred.

Salary and Benefits

A competitive compensation and benefits package, with a starting salary range of \$120,000-\$160,000, will be negotiated commensurate with experience and qualifications. The working agreement length is negotiable as provided in Minnesota statute. Additional benefits available may include Health, Life, and LTD insurance, 403(b) match, and more.

Financial Highlights

- ◆ General Fund Revenue: \$ 9,219,092
- ◆ General Fund Expenditures: \$ 9,022,964
- ◆ Total General Fund Balance: \$ 2,568,179

School District Mission

To foster a results-driven small learning community supported by family involvement. Our school is rooted in a culture of positive character development and provides students with a proven, rigorous, and content-rich curriculum.

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 Amy Jordan, MSBA Associate 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 April 14, 2026.

Contact Amy Jordan at 507-479-9984 (ajordan@mnmsba.org) with questions.

Applicants are requested to not contact school board members.

Beacon Academy is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

Deadline to apply: April 14, 2026