MSBA Executive Search Service

Northfield PUBLIC SCHOOLS

is seeking an exceptional leader to serve as

Superintendent

Northfield Public Schools is located just south of the Twin Cities metropolitan area in Minnesota. The district covers 178 square miles and serves the communities of Northfield, Dundas, and the surrounding region. District Points of Pride:

- Students consistently score above state and national averages on standardized assessments, including the ACT, making NPS one of the top–performing districts in MN.
- Every district building (except NMS, built in 2004) has been updated since 2018, with the NHS Reimagine Project breaking ground in 2026.
- Graduation rates exceed the MN average by 15 percentage points, including strong outcomes for our Latino student population.
- NMS was recognized by MDE in 2026 as both an Exemplary High Performing School and an Exemplary Achievement Gap Closing School.
- A Spanish immersion program is offered at all three elementary schools.
- As the only MN public school district to authorize charter schools, NPS authorizes Arcadia Charter School and Prairie Creek Community School.
- NPS actively elevates student perspectives in decision-making through youth voice initiatives.
- A wide range of extracurricular opportunities in athletics and fine arts are offered, with numerous teams and ensembles earning state-level appearances and recognition year after year.
- NPS has received the MN School Finance Award for 13 consecutive years, as well as had seven consecutive years of clean audits.
- NPS benefits from an engaged and invested community with strong, sustained partnerships.
- NPS has a robust community ed program serving learners of all ages, as well as comprehensive early childhood programming.
- Long-term retention of highly experienced staff, and leadership stability, with only four superintendents since 1989—three of whom served ten or more years.
- Learn more at northfieldschools.org.

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 7, 2026.

About the Community

Northfield is a charming historic community on the banks of the Cannon River, 45 minutes south of the Twin Cities. With a unique mix of being both rural and semi-suburban, and having a population over 20,000, Northfield offers an exceptional quality of life. Additional highlights include:

- In 2024, Money.com recognized Northfield as one of the Top 50 Places to Live. Country Living has also included Northfield on its list of the 50 Most Beautiful Small Towns in America.
- Northfield is home to two nationally prestigious colleges, St. Olaf College and Carleton College.
- Downtown Northfield is a lively destination filled with locally-owned shops, restaurants, breweries, art galleries, and live music.
- Outdoor enthusiasts enjoy hundreds of acres of parks and trails, canoeing and kayaking, and access to Nerstrand Big Woods State Park.
- Learn more at visitnorthfield.com.

By the Numbers

- Student enrollment: 3,676
- Licensed staff members: 306
- Non-licensed staff members: 239
- Principals: 5
- Asst. Principals & Deans: 3
- Full-time District Office staff: 25
- District school buildings maintained: 7

Search Timeline

Announce Vacancy	March 10 2026
Application Deadline	April 7, 2026
Applicant Screening	April 8-16 2026
Announce Finalists	April 16, 2026
First Round Interviews	April 24 & 25, 2026
Second Round Interviews	April 29, 2026
Superintendent Begins	July 1, 2026

Reaching Out, Reaching Up:
THE 2027 STRATEGIC PLAN

Northfield PUBLIC SCHOOLS

VISION

We prepare every student for lifelong success by developing critical thinkers who are curious and ready to engage in our society.

BENCHMARKS

1. All children are ready for ***kindergarten***.
2. All students are connected to the ***community***.
3. All students are at grade level in ***reading and mathematics*** by the end of third and sixth grades.
4. All students exhibit physical, social and emotional ***well-being***.
5. All students have a ***connection*** with a caring adult beyond their parents as they transition to middle school.
6. All students have interests, goals and a ***vision*** for the future by the end of eighth grade.
7. All students ***graduate*** from high school with a plan to reach their full potential.
8. All ***employees*** report satisfaction in the workplace.
9. All ***parents*** report satisfaction with their children's educational experience.
10. The district maintains 14% of its annual expenditures in its unassigned fund balance to ensure ***financial stability***.
11. ***Community education*** provides relevant and accessible learning opportunities for all residents.

Note: The first seven benchmarks are aligned with the language identified by Northfield Promise, a collective impact consortium of 20 community organizations committed to helping Northfield's youth thrive "from cradle to career."

STRATEGIC COMMITMENTS

People

We prioritize the engagement, satisfaction, and support of every student, staff member, and family.

Learner Outcomes

We prepare every student to be academically and socially ready to choose their preferred pathway after high school graduation.

Equity

We ensure that every child has a fair opportunity to reach their full potential.

Communication

We communicate effectively and transparently with all stakeholders.

Stewardship

We responsibly manage our personnel, finances, property, time and environmental impact.

Partnerships

We seek community partnerships that accelerate student achievement of district benchmarks.

Leadership Profile

The Northfield Public School Board seeks an accomplished superintendent for a district where academic excellence thrives at the crossroads of tradition and innovation. The ideal leader, in partnership with the school board, will guide the district to advance student well-being, academic excellence, district benchmarks, and strategic commitments through igniting a culture of trust, teamwork, and continuous growth. Key attributes of the successful candidate include:

- **Ethical Leadership** – Demonstrates honesty, integrity, professionalism, and ethical leadership in all decision-making and interactions across the district and community.
- **Fiscal Stewardship** – Possesses experience and expertise in school finance, including responsible resource allocation and sound fiscal oversight aligned with the strategic plan.
- **Effective Communication** – Leads through clear, confident, and purposeful communication that informs, aligns, and builds trust with all audiences.
- **Team Leadership** – Develops and supports a collaborative, high-performing leadership team focused on district priorities, accountability, and continuous improvement.
- **Community Engagement** – Builds trust through a visible, approachable, and engaged presence that strengthens relationships within the district and broader community.
- **Labor Relations** – Provides effective, fair, and professional leadership in collective bargaining and labor negotiations.

Previous superintendent experience is preferred.

Salary and Benefits

A competitive compensation and benefits package, with a starting salary range of $200,000 - $230,000, 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 LTD insurances, 403(b) match, and more.

2025-26 District Financial Highlights

General Fund Revenue:	$ 70,171,484
General Fund Expenditures:	$ 68,208,704
Unassigned Fund Balance:	$ 11,656,909
Total General Fund Balance:	$ 19,152,044

School District Vision

We prepare every student for lifelong success by developing critical thinkers who are curious and ready to engage in our society.

Screening Team

A team from the Minnesota School Boards Association's Executive Search Service (MSBA) has been selected to assist the School Board with the search process and 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 7, 2026.

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

Applicants are requested to not contact school board members.

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

Deadline to apply: April 7, 2026