



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



Fosston Public Schools is located in northwestern Minnesota. The district covers 295 square miles and proudly serves the communities of Fosston, Lengby, and Gully. Points of Greyhound Pride include:

- ◆ A close-knit, student-centered environment where every learner is known, supported, and encouraged to succeed
- ◆ Personalized instruction and strong relationships between students, staff, and families
- ◆ Prioritizes academic opportunities: college credit courses, school-to-work experiences for seniors, and strong agriculture and industrial technology programs
- ◆ Early childhood programming and preschool
- ◆ Wide range of opportunities, including robotics, one-act play, speech, Knowledge Bowl, FFA, student council, band, choir, visual arts, and athletics
- ◆ Strong tradition of success across athletic, creative, and academic programs
- ◆ Dedicated educators and low staff turnover, with many teachers choosing to spend their careers in the district, creating a consistent, supportive environment where students thrive

The district operates their own nutrition and transportation services.

By the Numbers

- ◆ Student enrollment: 553
- ◆ Licensed staff members: 55
- ◆ Non-licensed staff members: 56
- ◆ Principals: 2
- ◆ Central Office staff: 4
- ◆ District buildings maintained: 2

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 28, 2026.

About the Area

Fosston is a welcoming, close-knit community in northern Minnesota, with a city population of approximately 1,500 and a school district population of around 3,500. Located within 45 miles of Bemidji, Crookston, and Thief River Falls, Fosston offers small-town living with access to regional amenities.

Rooted in agriculture, Fosston serves as a hub for healthcare, financial services, and essential resources for the surrounding area. The community offers a strong quality of life with diverse housing options, an established trail system, and a new inclusive playground in the city center.

Fosston is a community where people show up—supporting schools, local organizations, and one another. Residents take pride in being involved, creating an opportunity for strong leadership and meaningful community connection.

Search Timeline

Announce Vacancy	April 10, 2026
Application Deadline	April 28, 2026
Applicant Screening	April 29-May 4, 2026
Announce Finalists	May 4, 2026
First Round Interviews	May 11 & 13, 2026
Second Round Interviews	May 15, 2026
Superintendent Begins	July 1, 2026

Leadership Profile

The Fosston Public School Board seeks a principled, visible leader who builds trust through strong relationships, sound judgment, and effective communication. This individual will serve as a collaborative partner to the school board, manage district resources responsibly, and engage the broader community in support of student success.

The successful candidate will:

- ◆ Communicate clearly, confidently, and adaptively, listening with purpose and providing the school board with thoughtful options and well-reasoned recommendations.
- ◆ Demonstrate experience in school finance, including responsible resource allocation, fiscal oversight, and transparent decision-making aligned with district priorities.
- ◆ Lead with honesty and high ethical standards, fostering trust and credibility with the school board, staff, students, parents, and community.
- ◆ Be visible, accessible, and engaged across the district, maintaining strong relationships through an open and approachable leadership style.
- ◆ Actively promote business and community involvement, cultivating partnerships that enhance educational opportunities and strengthen community connections.

Previous superintendent experience is not required.

Salary and Benefits

A competitive compensation and benefits package, with a starting salary range of \$120,000 to \$150,000, will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute. Additional benefits available may include Health, Life, 403B, among others.

School District Financials

◆ General Fund Revenue:	\$ 10,171,046
◆ General Fund Expenditures:	\$ 10,987,181
◆ Unassigned Fund Balance:	\$ 1,339,410
◆ Total General Fund Balance:	\$ 2,046,273

School District Mission

The 601 Public School community pledges to assist students in discovering that dreams, creative thinking, responsibility, and respect inspire success.

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 process and in securing and screening applicants. The search team will be led by Lee Warne, 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 April 28, 2026.

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

Applicants are requested to not contact school board members.

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

Deadline to apply: April 28, 2026