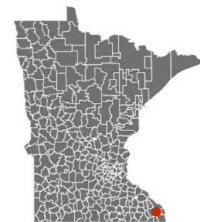


# MSBA Executive Search Service



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



Houston Public Schools is located in the beautiful bluff country (driftless region) of southeastern Minnesota. The District includes a local school site in Houston, as well as a school for online learning managed by Stride (previously K12). Points of Pride and District statistics for both include:

### Local School Site

- ◆ Houston Elementary School's 2020 National Blue Ribbon School designation for closing achievement gaps. Prior to this, it received both Reward and Celebration statuses.
- ◆ Houston High School was ranked 46th of all Minnesota high schools in 2020's US News and World Report rankings. It has been a top-rated high school every year since 2008.
- ◆ Both Elementary and HS are PBIS schools.
- ◆ Summit Learning Center provides alternative learning opportunities to area students.
- ◆ All district buildings were recently rehabbed, leading to few future maintenance concerns.
- ◆ Talented, stable staff with low turnover.
- ◆ Student enrollment: 496 PreK - 12
- ◆ Licensed staff members: 53
- ◆ Non-licensed staff members: 34
- ◆ Principals/Assistant Principals/Deans: 2
- ◆ District school buildings: 4

The school district operates its own transportation service, and contracts with local companies for its food service program.

### Local Financial Highlights

- ◆ General Fund Revenue: \$ 10,378,003
- ◆ General Fund Expenditures: \$ 9,972,646
- ◆ Unreserved Fund Balance: \$ 1,414,032
- ◆ Total General Fund Balance: \$ 2,733,940

### 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 May 4, 2026.

### Minnesota Virtual Academy (MNVA)

- ◆ First online program in the state of Minnesota.
- ◆ The High School offers CTE courses through Stride's Career Prep Program, an innovation program with industry partners.
- ◆ Student enrollment: approx. 2,400 K-12
- ◆ Licensed staff members: 168
- ◆ Non-licensed staff members: 8
- ◆ Principals/Assistant Principals/Deans: 8
- ◆ Houston Superintendent serves as MNVA's Head of Schools.

### MNVA Financial Highlights

- ◆ Annual Budget \$ 22,243,915

### About the Community

Houston is very supportive of its schools, with the Hurricane Foundation and Legion Club as consistent financial supporters. Houston also boasts small-town quality of life with the high-speed connectivity of a city. Additional features of our area include:

- ◆ Lush outdoor activities, including camping, fishing, hunting, kayaking, canoeing and tubing
- ◆ The Root River Bike Trail starts at Houston's Trailhead Park, which hosts a natural playing area, Nature Center, and shower facilities
- ◆ Each May the community holds a much-anticipated canoe, bike and run Triathlon
- ◆ The International Owl Center—Each March the community hosts Owl Fest, which brings people from across the globe to Houston. The school is at the center of the weekend's activities and helps host the hundreds of people in attendance
- ◆ Houston Hoedown Days annual town celebration held on the last full weekend in July

# Leadership Profile

The Houston School Board is seeking a superintendent to serve as a trusted, leader and steady partner to the board, guiding the district with integrity and professionalism. The successful candidate is one who:

- ◆ Leads with honesty and in an ethical manner with the school board, staff, students, parents, and community
- ◆ Visible and accessible to the school board, staff, students, parents, and community
- ◆ Develops and directs an effective leadership team
- ◆ Follows the school board's chosen educational philosophy which reflects the community's values
- ◆ Demonstrates clear, confident, and adaptable communication skills
- ◆ Works cooperatively with the school board; provides options and recommendations

Previous superintendent experience is not required.

## Search Timeline

Announce Vacancy	April 17, 2026
Application Deadline	May 4, 2026
Applicant Screening	May 5 -18, 2026
Announce Finalists	May 18, 2026
First Round Interviews	May 28, 2026
Second Round Interviews	June 2, 2026
Superintendent Begins	July 1, 2026

## Salary and Benefits

A competitive compensation and benefits package, with a starting salary range of \$145,000 - \$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, Dental, Life, and LTD insurances, relocation allowance, deferred compensation plan, and more.

## School District Mission

*To Discover, Develop and Achieve the Potential Within All Learners.*

## Screening Team

A team from the Minnesota School Boards Association's Executive Search Service (MSBA) has been selected to assist the School Board throughout the search process. The search team will be led by Erick Enger, 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](https://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 May 4, 2026.

Contact Erick Enger at 507-923-0796 (eenger@mnmsba.org) with questions.

Applicants are requested to not contact school board members.

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

**Deadline to apply: May 4, 2026**