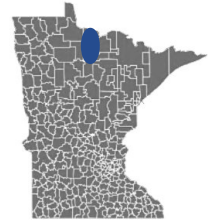




South Koochiching-Rainy River ISD 363 is seeking an exceptional leader to serve as **Superintendent**



South Koochiching-Rainy River School District, also known as Northome School, is located in north-central Minnesota. The district covers 1,535 square miles and proudly serves the communities of Northome, Mizpah, Gemmell, and Birchdale. Points of Mustang Pride include:

- ◆ Northome School is a PreK-12 building where students and staff work together to create a caring culture.
- ◆ The Northome School community believes in the process of working in collaboration versus isolation and embraces the concept of Professional Learning Communities.
- ◆ Students are actively involved in their learning process by setting goals for lifelong learning through the development of personal learning plans.
- ◆ Northome School offers unique opportunities to learn in nature. The experience begins with 80 acres of land that is laced with ski and wildlife trails. This beautiful northern acreage is enhanced by various geographic features such as the Northome School Forest and pond, which attract wildlife year around.

The district operates their own nutrition program and contracts out for transportation services.

Search Timeline

Announce Vacancy	April 8, 2026
Application Deadline	April 26, 2026
Applicant Screening	April 27-May 4, 2026
Announce Finalists	May 4, 2026
First Round Interviews	May 7, 2026
Second Round Interviews	May 8, 2026
Superintendent Begins	July 1, 2026

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 26, 2026.

About the Area

Nestled in the northern region of the state, the area is rich with logging, farming, recreation, and tourism. The lakes provide year-round fishing opportunities. Additional highlights include:

- ◆ Our small-town, close-knit community is characterized by strong interpersonal bonds, where neighbors know each other well and offer mutual support.
- ◆ Our small, quiet, and peaceful community emphasizes a slower pace of life, strong community bonds, and direct access to nature.
- ◆ Our community offers many recreational opportunities with scenic beauty and diversity including trails that are available for hiking, skiing, snowmobiling, ATVs, and daily walks. Hunting and fishing are abundant with activities all year long.
- ◆ We are conveniently located between Grand Rapids and Bemidji which allows the quiet up-north lifestyle with easy access to regional centers.

By the Numbers

- ◆ Student enrollment: 195
- ◆ Licensed staff members: 25
- ◆ Non-licensed staff members: 24
- ◆ Deans: 1
- ◆ Central Office staff: 2
- ◆ District buildings maintained: 1

Leadership Profile

The South Koochiching-Rainy River School Board seeks a superintendent candidate who provides steady, ethical leadership with a strong command of school finance and a collaborative approach to governance. They value transparency, clear communication, and trust-building in a close-knit community, and they partner effectively with the school board to make well-informed decisions that support students, staff, and long-term district stability. The ideal candidate:

- ◆ Demonstrates sound experience in school finance, aligning resources with priorities while maintaining transparency and sustainability.
- ◆ Leads with honesty and ethical practice, earning confidence across the school community.
- ◆ Works cooperatively with the school board, respecting governance roles and supporting effective decision-making.
- ◆ Provides practical options and thoughtful, data-driven recommendations to guide board action.
- ◆ Builds trust and works collaboratively with diverse groups and local stakeholders.
- ◆ Communicates clearly and confidently, adapting messages to different audiences and situations.

Previous superintendent experience is preferred.

School District Financials

- ◆ General Fund Revenue: \$ 5,954,796
- ◆ General Fund Expenditures: \$ 5,770,268
- ◆ Unassigned Fund Balance: \$ 3,597,996
- ◆ Total General Fund Balance: \$ 4,314,616

Salary and Benefits

A competitive compensation and benefits package, with a starting salary range of \$110,000 to \$130,000, 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 Mission

To prepare communities of tomorrow by promoting lifelong learning, positive values, school pride, mutual respect, and individuality.

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 26, 2026.

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

Applicants are requested to not contact school board members.

South Koochiching-Rainy River School District is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

Deadline to apply: April 26, 2026