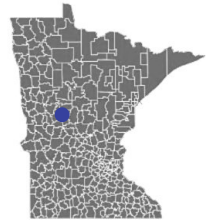


MSBA Executive Search Service



Wadena-Deer Creek Public Schools is seeking an exceptional leader to serve as **Superintendent**



Wadena-Deer Creek Public Schools is located in central Minnesota. The district covers 266 square miles and serves the communities of Wadena, Deer Creek, and Bluffton. District Points of Wolverine Pride include:

- ◆ Outstanding Facilities
- ◆ Highly committed and dedicated staff
- ◆ High schoolers can earn up to 30 college credits on campus through the "Senior to Sophomore" program
- ◆ The elementary school has ranked in the top 15% of Title I schools in the state for reading and math
- ◆ The district maintains a 1:1 iPad initiative for grades 5–12 and high-tech facilities for its middle and high school
- ◆ The preschool holds a 4-Star Parent Aware rating, the highest quality ranking in MN
- ◆ Beyond sports, we offer unique programs like Robotics, Clay Target, & a Fishing League
- ◆ Small Elementary Class Sizes
- ◆ Expansive High School Electives
- ◆ Largest Employer in Wadena County

The school district operates its own nutrition and transportation services.

By the Numbers

- ◆ PK-12 student enrollment: 1,130
- ◆ Licensed staff members: 87
- ◆ Non-licensed staff members: 127
- ◆ Principals: 2
- ◆ Full-time 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 May 11, 2026

About the Area

Located at the gateway to Minnesota's lakes country, there are hundreds of both fishing and recreational lakes within 50 miles of these small-town communities with a welcoming atmosphere. Additional highlights include:

- ◆ Top-notch amenities such as the Maslowski Community Center & Whitetail Run Golf Course
- ◆ Amazing parks for birding, camping, and trails for hiking, fat tire winter riding, cross country skiing, ATV riding, running, and biking
- ◆ World-class hunting and fishing
- ◆ New hospital and clinic
- ◆ Vibrant downtown area including the historic Cozy Theatre
- ◆ Home of Minnesota State Community and Technical College - Wadena Campus
- ◆ Wadena County Seat

Search Timeline

Announce Vacancy	May 1, 2026
Application Deadline	May 11, 2026
Applicant Screening	May 11-19, 2026
Announce Finalists	May 19, 2026
First Round Interviews	May 26 & 27, 2026
Second Round Interviews	June 2, 2026
Superintendent Begins	July 1, 2026

Leadership Profile

The Wadena-Deer Creek School Board is seeking a superintendent with strong leadership abilities who:

- ◆ Leads with honesty, integrity, and ethical judgment in relationships with the board, staff, students, families, and community
- ◆ Brings demonstrated experience in school finance, including budgeting, resource allocation, and responsible fiscal oversight
- ◆ Possesses practical knowledge of labor relations, including negotiations and the collective bargaining process
- ◆ Effectively delegates responsibility while maintaining clear expectations and accountability for results
- ◆ Understands special education needs and has experience ensuring appropriate services, compliance, and student support
- ◆ Actively promotes meaningful partnerships with local businesses and community organizations to strengthen schools
- ◆ Recognizes the impact of poverty on student learning and achievement and responds through informed, equitable leadership

Previous superintendent experience is preferred, but not required.

District Financial Highlights

- ◆ General Fund Revenue: \$ 17,448,000
- ◆ General Fund Expenditures: \$ 17,303,000
- ◆ Unassigned Fund Balance: \$ 1,252,423
- ◆ Total General Fund Balance: \$ 2,526,309

Salary and Benefits

A competitive compensation and benefits package, with a starting salary range of \$135,000 - \$175,000, will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute. Additional benefits may include health insurance, life insurance, long-term disability, and 403(b), among others.

School District Mission

Building a legacy of excellence...one student at a time.

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 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 May 11, 2026.

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

Applicants are requested to not contact school board members.

Wadena-Deer Creek Public Schools is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

Deadline to apply: May 11, 2026