

# MSBA Executive Search Service



## Rochester Public Schools is seeking an exceptional leader to serve as Interim Superintendent

Rochester Public Schools is proud of its many opportunities for learning, including early childhood education, quality neighborhood schools, district-wide programs and schools, alternative learning, and adult education.

Additional Points of Pride include:

- ◆ Strong focus on equity for students and staff, including a three-year plan to include an equity position on the cabinet
- ◆ Diversity is celebrated and more than 80 languages are spoken in the schools
- ◆ High graduation rate (86.5%)
- ◆ Strong partnerships within the community
- ◆ Four full-service community schools
- ◆ Two early learning schools
- ◆ Demonstrated commitment to student and staff social and emotional well-being
- ◆ Innovative programming (Career/Technical Ed at Heinz, P-TECH, INCubator edu, etc.)
- ◆ \$180.9 million referendum passed in 2019 and an operating levy passed in 2015
- ◆ Supports for teachers include instructional coaches, new teacher mentorships, etc.
- ◆ Award-winning Community Education department
- ◆ Programming options such as Spanish Immersion, 45/15 calendar, Core Knowledge Curriculum, Montessori Elementary, ALC, Launching Emerging Adults Program (LEAP), Middle School Right Fit, Rochester Academy for Independent Living and more
- ◆ The District is a partner in Cradle 2 Career, using a collective impact model to create access to the resources kids need
- ◆ In 2019 nearly 7,000 volunteers put in 22,547 hours across the District

### 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, 2021

### By the Numbers

- ◆ Student enrollment: 17,635
- ◆ Licensed staff members: 1,500
- ◆ Non-licensed staff members: 1,150
- ◆ Principals/Assistant Principals: 61
- ◆ Cabinet members: 8
- ◆ District buildings maintained: 34

### About the Community

Rochester is the third-largest city in Minnesota and lies along the south fork of the Zumbro River. Residents enjoy more than 3,500 acres of park land and more than 85 miles of paved trails. Additional features of the Rochester community include:

- ◆ World-class medical system
- ◆ Low traffic congestion
- ◆ Award-winning nature center
- ◆ Strong nonprofit community
- ◆ Very diverse population
- ◆ Named the #1 mid-sized city by Livability.com

### Search Timeline

Announce Vacancy	April 2, 2021
Application Deadline	April 26, 2021
Applicant Screening	April 27-May 7, 2021
Candidate Interviews	May 11 & 13, 2021
Approve Contract	May 18 2021
Superintendent Begins	July 1, 2021

# Leadership Profile

The Rochester School Board seeks an interim superintendent who:

- ◆ Has proven experience in equity, diversity and inclusion
- ◆ Is able to create an environment for staff, students, and community that supports and unifies the school district
- ◆ Prioritizes listening as one of the most important communication and leadership skills
- ◆ Possesses a demonstrated ability to build and sustain a diverse leadership team based on trust and collaboration
- ◆ Holds experience in communicating school district needs and successes of students and staff in a manner that is understandable and appreciated by all stakeholders
- ◆ Provides leadership for the school district through clear direction and delegation, supports the delegated work of the team, and holds team members accountable for their actions
- ◆ Has proven experience in managing transition

Previous superintendent or cabinet-level administrator experience in a district the size of Rochester or larger is strongly preferred, but not required. Doctorate in Education also preferred but not required.

## Salary and Benefits

The current superintendent's base salary for the 2020-2021 school year is \$228,300. The final compensation package will be negotiated commensurate with experience and qualifications.

## Video: Why Rochester Public Schools?

### School District Mission

*To inspire, challenge, and empower all students with the knowledge and skills required to reach their full potential, to contribute to future generations, and to become involved members of a global community. We seek to inspire our students to become lifelong learners.*

## District Financial Highlights

- ◆ General Fund Revenue: \$ 242,906,148
- ◆ General Fund Expenditures: \$ 257,304,303
- ◆ Unreserved Fund Balance: \$ 21,404,622
- ◆ Total General Fund Balance: \$ 30,494,100
- ◆ Rochester Public Schools also receives consistently clean audit opinions

## Screening Team

A team from the Minnesota School Boards Association's Executive Search Service has been selected to assist the School Board in securing and screening applicants. The search team will be led by Barb Dorn, MSBA Director of Leadership Development and Executive Search. Contact her at 507-508-5501 or [bdorn@mnmsba.org](mailto:bdorn@mnmsba.org) with any questions regarding this search.

## Deadline and Selection

MSBA's Executive Search Service uses an online application process. Applicants begin the application process at [mnmsba.myrevelus.com](http://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, 2021.

Applicants are requested not to contact school board members.

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

**Deadline to apply: April 26, 2021**