

# MSBA Executive Search Service



## Winona Area Schools is seeking an exceptional leader to serve as **Superintendent**

Winona Area Public Schools covers 266 square miles and serves multiple communities and townships. District Points of Winhawk Pride include:

- ◆ New Strategic Plan to emphasize systemic changes to support individual needs
- ◆ Adoption of MTSS, PBIS, and AVID
- ◆ 70% of teachers hold an advanced degree; 90% have 3+ years experience
- ◆ Specialists available for students: school psychologists, school counselors, school social workers, speech, learning disability, deaf/hard of hearing, blind/visual impairment, emotional/behavioral disorder, physical and other health impaired, cognitive disabilities, Title I, school nurses, and gifted and talented
- ◆ Winona County's only language immersion program: the Rios Spanish Immersion program includes students from HS, MS & elem.
- ◆ Rich tradition of excellence in athletics and fine arts, and encouragement for students to participate in multiple activities
- ◆ Robust community ed programming including ECFE, school age care, adult offerings and more
- ◆ Community KIDS Preschool is a Parent Aware 4-Star Preschool and beginning in 23-24 all-day preschool will be offered
- ◆ A 2022 community survey indicated belief that WAPS administration and school board make collaborative decisions that put students first
- ◆ WAPS has a 7-member elected board. Five members hold district seats representing a section of the district and 2 at-large seats representing the entire district

### By the Numbers

- ◆ Student enrollment: 2,374
- ◆ Licensed staff members: 243
- ◆ Non-licensed staff members: 222
- ◆ Principals/Asst Principals or Deans: 6/2
- ◆ Full-time Central Office staff: 8
- ◆ District buildings maintained: 6

### 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 15, 2023.

### About the Community

Sitting along the Mississippi River and nestled in bluff country, Winona is legendary for its scenic beauty, gilded past, and vibrant present. Additional highlights of the area include:

- ◆ Incredible outdoor recreation opportunities, such as hiking, skiing, running, boating, biking and climbing, and is home to the nation's 2nd largest ice park
- ◆ Minnesota State College Southeast; Saint Mary's University; Winona State University
- ◆ 10 annual festivals, including the Great River Shakespeare Festival, the Minnesota Beethoven Festival, and the Frozen River Film Festival
- ◆ Winona Health and Gundersen Health System, and close proximity to Mayo Health System
- ◆ Historic community with 160 properties on the National Historic Register, including 13 entire city blocks
- ◆ 27 city-owned parks with 3,000+ acres of park land within city limits
- ◆ Entrepreneurial community, including several international companies

### Search Timeline

Announce Vacancy	April 28, 2023
Application Deadline	May 15, 2023
Applicant Screening	May 16-23, 2023
First Round Interviews	May 25 & 26, 2023
Second Round Interviews	May 31, 2023
Approve Contract	June 8, 2023
Superintendent Begins	July 1, 2023

# Leadership Profile

The Winona Area School Board seeks a consistent, effective, and decisive superintendent who:

- ◆ Acts with honesty and in an ethical manner with the School Board, staff, students, and community
- ◆ Delegates authority while maintaining accountability
- ◆ Develops and directs an effective leadership team
- ◆ Executes the School Board's chosen strategic plan which reflects the community's values
- ◆ Develops trust and works collaboratively with diverse groups of stakeholders
- ◆ Values teamwork and effectively communicates different perspectives
- ◆ Has knowledge of school finance

## District Values

*Safety: Everyone's physical and emotional well-being is a priority.*

*Integrity: Everyone does the right thing and makes positive choices, even if it is difficult.*

*Inclusivity: Everyone belongs, is valued and is heard.*

*Equity: Everyone has the opportunities, access, information and support provided in the individual way they need it.*

*Respect: Everyone's differences are recognized, acknowledged and celebrated.*

## Salary and Benefits

A competitive compensation and benefits package will be negotiated commensurate with experience and qualifications. The contract length is negotiable as provided in Minnesota statute.

## School District Mission

*Inspire curiosity,  
empower resiliency,  
engage community.*

## District Financial Highlights

- ◆ General Fund Revenue: \$ 40,121,777
- ◆ General Fund Expenditures: \$ 41,074,435
- ◆ Unreserved Fund Balance: \$ 3,187,179
- ◆ Total General Fund Balance: \$ 7,284,527

## 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 Barb Dorn, MSBA Director of Leadership Development and Executive 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 May 15, 2023.

Contact Barb Dorn at 507-508-5501 ([bdorn@mnmsba.org](mailto:bdorn@mnmsba.org)) with questions.

Applicants are requested to not contact school board members.

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

**Deadline to apply: May 15, 2023**