

# Leadership Profile

The MACCRAY Public School Board seeks a superintendent with:

- ◆ **Exceptional Communication & Interpersonal Skills:** Proven ability to communicate effectively and build strong relationships. Fosters open communication and collaborative problem-solving.
- ◆ **Strategic Planning & Implementation Expertise:** Experience developing and implementing educational priorities and/or strategic plans. Translates vision into actionable goals and measurable outcomes.
- ◆ **Visible & Accessible Leadership:** Committed to being a visible and accessible leader. Regularly engages with the school community and external communities through various channels, including visits, events, and forums.
- ◆ **Community Engagement & Partnerships:** Promotes business and community involvement in schools. Builds strong partnerships with local organizations to enhance student opportunities.
- ◆ **Ethical & Transparent Leadership:** Upholds high ethical standards and acts with integrity. Demonstrates transparency and accountability. Builds trust and maintains confidentiality. Adheres to all relevant regulations.

Previous superintendent experience is not required.

## Salary and Benefits

A competitive compensation and benefits package, with a salary range of \$120,000 - \$140,000, will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute. Additional benefits may include Health insurance; vacation/holidays; 403b district contribution.

### District Financial Highlights

◆ General Fund Revenue:	\$ 11,444,992
◆ General Fund Expenditures:	\$ 10,669,175
◆ Unassigned Fund Balance	\$ 2,381,585
◆ Total General Fund Balance:	\$ 3,144,427

## School District Mission

*To provide an environment for individuals to become knowledgeable, respectful, independent lifelong learners who are positive contributors to society.*

## 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 Amy Jordan, MSBA Associate 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](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 February 25, 2025.

Contact Amy Jordan at 507-479-9984 ([ajordan@mnmsba.org](mailto:ajordan@mnmsba.org)) with questions.

Applicants are requested to not contact school board members.

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

**Deadline to apply: February 25, 2025**