MINNESOTA SCHOOL BOARDS ASSOCIATION
EXECUTIVE SEARCH SERVICES

RTR Public Schools

Superintendent Search Timeline

November 9, 2026 *(5:00 pm, Special Meeting)*	**Planning Meeting** – Board adopts search timeline, reviews hiring criteria and search procedures
November 11 – December 8, 2026	Public Input survey open online and in hard copy
November 11, 2026 – January 5, 2027	MSBA posts opening on local, regional, and national websites, advertises position vacancy, receives applications, and responds to applicants' inquiries
November 19, 2026 *(4:00 pm – will be recorded)*	MSBA hosts informational Q&A session on Zoom – will be recorded for viewing throughout the search
November TBD, 2026	MSBA holds Search Preview mtgs w/ district leadership
January 6, 2027 *(5:30 pm, Special Meeting)*	**Interview Prep Meeting** - Board meets for interview training, and to discuss public input report, interview questions and procedures
January 5, 2027	Application Deadline
January 6 – January 20, 2027	MSBA conducts screening, preliminary verification of references, pre-interviews of recommended applicants
January 7 – January 20, 2027	Board members review applications
January 20, 2027 *(5:30 pm, Special Meeting)*	**Selection Meeting** - Board meets to determine finalists, interview questions and procedures; MSBA reviews interview training
January 26 & 27, 2027 *(4:00 pm, Special Meeting)*	**R1 Interviews Meeting** - Board conducts first round of interviews and selects round two questions
February 3, 2027 *(4:00 pm, Special Meeting)*	**R2 Interviews Meeting** - Board holds second round of interviews; Board selects lone finalist and sets negotiations process
February 4, 2027	Board designee begins negotiations of employment contract
February 10, 2027 *(7:00 pm, Regular Meeting)*	**Board Meeting** - Board meets to approve employment contract
July 1, 2027	New superintendent reports to work
August 1 – December 31, 2027	**Board Meeting** - New Board Team attends MSBA Transition Workshop

November 9, 2026

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