

MSBA Executive Search Service



Detroit Lakes Public Schools is seeking an exceptional leader to serve as **Superintendent**

Detroit Lakes Public Schools is located in the city of Detroit Lakes. The school district is proud of its depth and breadth of academic and co-curricular opportunities for its students:

- ◆ Detroit Lakes High School is undergoing transformation to an “Academy” model,
- ◆ Commitment to staff development including four instructional coaches and a new teacher mentoring program,
- ◆ Strong record of financial health,
- ◆ Successful \$50 million-plus building bond referendum passed in November 2018, construction is in progress, and
- ◆ Experiencing moderate enrollment growth.

By the Numbers

- ◆ Student Enrollment: 2,993
- ◆ Licensed Staff Members: 263
- ◆ Non-licensed Staff Members: 262
- ◆ Principals: 5
- ◆ Assistant Principals/Deans: 3
- ◆ Central Office: Business Manager and Directors of Human Resources, Curriculum, Instruction, Technology, and Special Education/Federal Programs
- ◆ School Buildings: 7
- ◆ Detroit Lakes High School was ranked in the top 10% of all high schools in the nation by U.S. News & World Report
- ◆ A six-member school board elected to four-year terms

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 January 20, 2020.

About the Community

Detroit Lakes Public Schools is located in Becker County in the “heart of Minnesota’s lakes country.” Detroit Lakes is located just 45 miles east of the Fargo-Moorhead metropolitan area along U.S. Highway 10. The school area’s economy is fueled by tourism, farming, and other agriculture-based businesses, manufacturing, and healthcare. Community features include:

- ◆ Strong and supportive community and business partnerships, and,
- ◆ Many outdoor seasonal and recreational activities in the area including a mile-long public beach, downhill ski area, and 400-plus lakes in the immediate area.

Search Timeline

Announce Vacancy	November 7, 2019
Application Deadline	January 20, 2020
Applicant Screening	January 27, 2020
First Round Interviews	February 1, 2020
Second Round Interviews	February 5, 2020
Approve Contract	February 10, 2020
Superintendent Begins	July 1, 2020

Leadership Profile

The Detroit Lakes School Board seeks an experienced school administrator with proven leadership skills and abilities — someone who works well with others, is an effective communicator, and has the desire to work with the staff and school board to foster and implement a district-wide culture of collaboration. The school board is committed to finding a candidate who:

- ◆ Acts with honesty and in an ethical manner in dealings with the School Board, staff, and community,
- ◆ Has a record of visibility in the School District and is accessible to the School Board, staff, students, parents, and community,
- ◆ Has developed and directed an effective leadership team; has delegated authority while maintaining accountability,
- ◆ Has experience in implementing educational priorities and familiarity with state and federal education laws,
- ◆ Is a visionary, creative thinker who effectively mediates and accommodates different perspectives, and,
- ◆ Has knowledge of and experience with diverse populations, understands the effect of poverty on student learning and achievement, and is familiar with special education issues.

Salary and Benefits

The current superintendent's base salary for the 2019-2020 school year is \$152,000. The final salary and benefits package will be negotiated commensurate with experience and qualifications. The contract length is negotiable as provided in Minnesota statute.

District Financial Highlights

- ◆ General Fund Revenue: \$38,295,528
- ◆ General Fund Expenditures: \$38,931,930
- ◆ Unreserved Fund Balance: \$4,699,212
- ◆ Total General Fund Balance: \$11,281,019

Deadline and Selection

MSBA's Executive Search Service uses an online application process. Applicants begin the application process at www.applitrack.com/msba/onlineapp. Applicants will need to establish a username and password to log on. To be considered for this position, an applicant's completed file must be received by MSBA prior to 11:59 p.m. on January 20, 2020, and must include the completed online application and the following uploaded documents:

- ◆ Cover letter indicating a desire to be a candidate for the Detroit Lakes Public Schools Superintendent
- ◆ Legal proof or other evidence (i.e., certificate/license) showing the candidate's qualification to be a superintendent in the state of Minnesota
- ◆ Set of up-to-date credentials, including a resume, at least three letters of recommendation, and a copy of the candidate's official transcript(s)
- ◆ Upon hire, originals must be submitted to the district

Contact Sandy Gundlach at 507-469-9728 (sgundlach@mnmsba.org) or Lee Warne at 507-828-2468 (lwarne@mnmsba.org) with any questions. Please mark any correspondence and/or envelopes "Detroit Lakes Superintendent Search."

Applicants are requested to not contact school board members unless called for an interview.

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

Deadline to apply: January 20, 2020