

MSBA Executive Search Service



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

Alexandria Public Schools is located in Douglas County in west central Minnesota. The school district serves the City of Alexandria, surrounding communities of Carlos, Forada, Garfield, Holmes City, Miltona, and Nelson, and several nearby townships.

The District is proud of its high academic standards, quality of instruction, and reputation for outstanding educational leadership. Points of pride include:

- ◆ State-of-the-art high school built in 2014
- ◆ 3 elementary schools have been designated as National Blue Ribbon Schools
- ◆ Technology ignites the teaching and learning environments
- ◆ 72.1% of 2019 seniors benefitted from college and career-ready experiences during their four years in high school
- ◆ Named to the AP Honor Roll for offering increased access to advanced courses
- ◆ Full complement of MSHSL offerings, including 50+ co-curricular programs in the arts, athletics, clubs and organizations
- ◆ Steady enrollment growth
- ◆ Operating levy recently passed to provide additional school funding
- ◆ District has been honored with the Best Communities for Music Education designation from the NAMM Foundation
- ◆ 87% of area residents grade the District an A or B for the quality of its work

The school district also operates its own transportation and food service programs.

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 February 3, 2020.

About the Community

Alexandria is located in the heart of Minnesota's "lake country." It is considered a regional center noted for its robust tourism, strong manufacturing sector, outstanding health care, vibrant retail, and excellent educational systems. Community features include:

- ◆ Solid business/educational partnerships
- ◆ Diverse and healthy economic sectors
- ◆ Exceptional year-round recreational activities
- ◆ Long-standing parental and community support of the school district
- ◆ Easy access to four major metropolitan areas
- ◆ Named Best Minnesota Town of 2019 by Minnesota Monthly

Search Timeline

Announce Vacancy	December 5, 2019
Application Deadline	February 3, 2020
Applicant Screening	February 4 - 12, 2020
First Round Interviews	February 26 & 28, 2020
Second Round Interviews	March 6, 2020
Approve Contract	March 11, 2020
Superintendent Begins	July 1, 2020

Rich tradition. Bright future.

Leadership Profile

The new superintendent should be a person who:

- ◆ is a progressive leader with high integrity and has an awareness of current educational trends;
- ◆ is a visible leader who promotes business and community partnerships in the schools;
- ◆ has excellent communication and listening skills, is personable, transparent, and approachable, and forms productive relationships with the School Board, staff, students, parents, community members and the current leadership team;
- ◆ has experience building a culture of academic excellence and possesses a flexible, creative and innovative approach to problem-solving;
- ◆ can develop a spirit of cooperation with the area private schools, neighboring school districts, and local government bodies;
- ◆ has three to five years of successful district level administrative experience and knowledge of sound fiscal management procedures.

Salary and Benefits

A competitive compensation package, with a salary range of \$165,000-\$185,000, will be negotiated commensurate with experience and qualifications. The contract length is negotiable as provided in Minnesota statute.

District Financial Highlights

- ◆ General Fund Revenue: \$52,978,665
- ◆ General Fund Expenditures: \$53,301,761
- ◆ Unreserved Fund Balance: \$6,107,456
- ◆ Total General Fund Balance: \$7,621,201
- ◆ Operating levy passed November 5, 2019

By the Numbers

- ◆ Student Enrollment: 4,254
- ◆ Licensed Staff Members: 316
- ◆ Non-licensed Staff Members: 275
- ◆ Principals: 6
- ◆ Assistant Principals/Deans: 5
- ◆ Central Office Staff: 29
- ◆ School Buildings: 9
- ◆ Square miles of the District: 341
- ◆ Average Board tenure: 17.7 years

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 February 3, 2020, and must include the completed online application and the following uploaded documents:

- ◆ Cover letter indicating a desire to be a candidate for the Alexandria 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 Gary Lee at 507-779-8117 (glee@mnmsba.org) or Barb Dorn at 507-508-5501 (bdorn@mnmsba.org) with questions. Please mark any correspondence and/or envelopes "Alexandria Schools Superintendent Search."

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

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

Deadline to apply: February 3, 2020