The Hastings Public School District seeks an exceptional leader to serve as Superintendent.

Application Deadline
To be considered for this position, an applicant’s completed file must be received by the MSBA office by 11:59 p.m. on March 15, 2020.

About the Community
Hastings is nestled on the banks of the beautiful Mississippi River in east central Minnesota. The area offers an abundance of outdoor recreational opportunities, arts and entertainment events, golf courses, hiking trails and parks. Community features include:

- Minutes from the Twin Cities area
- Vibrant industry, healthcare, agriculture, and non-profit sectors
- Hastings hosts the Dakota County seat
- Unique downtown and scenic Riverwalk
- Community members actively working on diversity, inclusion, and equity issues
- Consistent support of Hastings Public School funding requests

By the Numbers

- Student Enrollment: 4,232
- District Population: 28,000
- Licensed Staff Members: 312
- Non-licensed Staff Members: 486
- School Buildings: 6
- 5 FT Principals and 4 Assistant Principals
- 9 Central Office Staff

The school district operates its own food service program and contracts its transportation service to an outside vendor.

Search Timeline

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<th>Event</th>
<th>Date</th>
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<tbody>
<tr>
<td>Announce Vacancy</td>
<td>January 31, 2020</td>
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<tr>
<td>Application Deadline</td>
<td>March 15, 2020</td>
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<tr>
<td>Applicant Screening</td>
<td>March 17 - 24, 2020</td>
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<tr>
<td>First Round Interviews</td>
<td>March 30 &amp; 31, 2020</td>
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<td>Second Round Interviews</td>
<td>April 2, 2020</td>
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<tr>
<td>Approve Contract</td>
<td>April 8, 2020</td>
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<td>Superintendent Begins</td>
<td>July 1, 2020</td>
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Leadership Profile

The new superintendent should be someone who:

- Conducts self with integrity and places high standards in performing in an ethically and honest manner with the School Board, staff, and community
- Practices delegation of authority and empowers staff through mutual trust to sustain accountability
- Promotes effective leadership development through clear, direct communication and support
- Works effectively with individuals, employees, businesses, and diverse community groups to build confidence in and generate support for the District
- Proficient in school finance management with proven experience in developing and administering a budget, and knowledge of sound fiscal management procedures
- Experience with equity leadership challenges, and willingness to collaboratively develop opportunities and overcome equity challenges
- A visible leader who advocates for the District by promoting business and community partnerships in the schools

Salary and Benefits

A comprehensive compensation package, with a minimum salary of $170,000, will be negotiated commensurate with experience and qualifications. The contract length is negotiable as provided in Minnesota statute.

District Financial Highlights

- General Fund Revenue: $57,155,080
- General Total Expenditures: $55,951,888
- Unreserved Fund Balance: $13,592,128
- Total General Fund Balance: $22,715,631

Screening Team

A team from the Minnesota School Boards Association’s Executive Search Service has been selected to assist the school board in securing and screening applicants. The team will be facilitated by Barb Dorn, Director of Leadership Development and Executive Search, and Sandi Novak, MSBA Service Provider.

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 March 15, 2020, and must include the completed online application and the following uploaded documents:

- Cover letter indicating a desire to be a candidate for the Hastings 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 Barb Dorn at 507-508-5501 (bdorn@mnmsba.org) or Sandi Novak at 952-334-9848 (snovak@mnmsba.org) with questions. Please mark any correspondence and/or envelopes “Hastings Schools Superintendent Search.”

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

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

Deadline to apply: March 15, 2020