

# MSBA Executive Search Service



## Red Wing Public Schools is seeking an exceptional leader to serve as **Superintendent**

Red Wing Public Schools is located in beautiful southeastern Minnesota on the Mississippi River. The district covers 165 square miles and serves the communities of Red Wing, Belvidere, Featherstone, Florence, Hay Creek, Vasa, Wacouta and Welch Townships. District Points of Pride and awards include:

- ◆ Strong community support as evidenced by passage of three referendums in the last eight years: 2016, 2018, 2022
- ◆ Robust student activities department
- ◆ Dakota included in World Language curriculum
- ◆ Green energy is central to long-term plan
  - ◆ Campus solar garden
  - ◆ All EnergyStar rated district buildings
- ◆ Multiple student support groups to hear and lift up voices of all students
- ◆ Values arts and industrial arts education, with dedicated gallery space in the buildings and state-of-the-art equipment
- ◆ Winger Flight Path program with career exploration activities and senior internship opportunities through local companies
- ◆ Comprehensive programming for all ages and abilities through district Community Ed & Rec
- ◆ Founded what is now Minnesota State College Southeast, and beginning in 2023, RWPS students may participate in a tuition-free education and support program
- ◆ School board dedicated to providing a high quality, equitable education through a strong supt./board team committed to good governance

The school district runs its own food service and contracts out for transportation services.

### By the Numbers

- ◆ Student enrollment: 2,198
- ◆ Licensed staff members: 196
- ◆ Non-licensed staff members: 188
- ◆ Principals/Asst Principals/Admin Deans: 4/3/2
- ◆ Full-time Central Office staff: 10
- ◆ District buildings maintained: 7

### 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 March 19, 2024.

### About the Community

Red Wing is a charming, economically diverse Mississippi River town. In addition to the Victorian business and civic district, it is rich in marinas, bluffs, trails and parks. These amenities delight residents and visitors alike, including thousands of people who arrive via paddlewheelers and cruise boats. Additional highlights of the area include:

- ◆ Rich heritage rooted in the Prairie Island Mdewakanton Dakota community:
  - ◆ Buffalo Project and Tribal Gardens
  - ◆ Powwow Grounds and Winter Camp
  - ◆ Treasure Island Resort & Casino
  - ◆ Outdoor amphitheater & golf course
- ◆ Listed as #23 out of 109 historic destinations in the world by National Geographic
- ◆ Goodhue County seat
- ◆ Home to the internationally known Red Wing Shoe Company, its museum and the world's largest leather boot
- ◆ Welch Ski Village and Red Wing Water Park
- ◆ A thriving visual and performing arts community supported by Red Wing Arts, The Anderson Center at Tower View, and the historic Sheldon Theatre of Performing Arts

### Search Timeline

Announce Vacancy	February 22, 2024
Application Deadline	March 19, 2024
Applicant Screening	March 20-28, 2024
First Round Interviews	April 8, 2024
Second Round Interviews	April 15, 2024
Approve Contract	April TBD, 2024
Superintendent Begins	July 1, 2024

# Leadership Profile

The Red Wing Public School Board seeks a superintendent who leads with a philosophy of putting the needs of RWPS students first. Other qualifications include a leader who:

- ◆ Has proven abilities in human relations and communications (speaking, listening, and writing) across all stakeholder groups
- ◆ Is visible and accessible to staff, students, parents, school board, and both public and private entities and organizations
- ◆ Develops trust and works collaboratively throughout the district and community
- ◆ Works successfully in a diverse environment, and has experience with equity leadership challenges and opportunities
- ◆ Is able to meet the needs of special education scholars such that they lead rich, active lives
- ◆ Develops, directs, and grows a high-quality executive leadership team
- ◆ Is a visionary, creative leader who acts with honesty and integrity in all situations

Previous superintendent experience not required; a strong background in special education is preferred.



## Salary and Benefits

The current superintendent's base salary for the 2023-24 school year is \$170,000. A competitive compensation and benefits package will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute.

## School District Mission

*To educate and inspire all students as they realize their full potential and become respectful, responsible, and productive citizens.*

## District Financial Highlights

◆ General Fund Revenue:	\$ 36,674,406
◆ General Fund Expenditures:	\$ 37,699,440
◆ Unreserved Fund Balance:	\$ 5,242,622
◆ Total General Fund Balance:	\$ 7,471,126

## 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 Barb Dorn, MSBA 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 March 19, 2024.

Contact Barb Dorn at 507-508-5501 ([bdorn@mnmsba.org](mailto:bdorn@mnmsba.org)) with questions.

Applicants are requested to not contact school board members.

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

**Deadline to apply: March 19, 2024**