

MSBA Executive Search Service



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

Pequot Lakes Public Schools is located on the northern edge of Crow Wing County in the beautiful lakes country of north central Minnesota. The school district covers 204 square miles, and serves the communities of Pequot Lakes, Breezy Point, Jenkins, Ideal Corners, Crosslake, Lake Shore, and Nisswa. District Points of Pride include:

- ◆ Rigorous academic programs and standards
- ◆ Rich opportunities in the arts
- ◆ Wide range of athletics & activities for all ages
- ◆ District-wide focus on student growth
- ◆ Partnership with Marzano Resources helps provide High Reliability Schools
- ◆ Strong partnership with Central Lakes College
- ◆ Student-to-teacher ratio of 17:1
- ◆ High graduation rate
- ◆ Active and supportive Parent Teacher Association (PTA), Patriot Foundation and Patriot Activities Club (PAC)
- ◆ High school courses prepare students for their future, whether college, military or work force
- ◆ Internship opportunities for high school students through partnerships with area businesses and Bridges Career Academies
- ◆ Eagle View Nature Center offers unique opportunities for outdoor education and activities for elementary students

The school district operates its own food service program and its own transportation services.

By the Numbers

- ◆ Student enrollment: 1,778
- ◆ Licensed staff members: 138
- ◆ Non-licensed staff members: 124
- ◆ Principals/Assistant Principals: 3/1
- ◆ Full-time Central Office staff: 3 FTE
- ◆ District buildings maintained: 2

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 December 8, 2021.
Apply at: mnmsba.myrevelus.com

About the Community

Pequot Lakes is home to the iconic bobber water tower, and the area is surrounded by pristine lakes, towering pines, quaint restaurants, and shopping. It is one of the most picturesque cities in Minnesota, known for its small-town atmosphere balanced with big-town opportunities. Additional highlights include:

- ◆ High community engagement, evidenced by support at high school career day, Festival of the Arts, Veteran's Day celebration and more
- ◆ Schools instill the value of community service, including the annual high school Day of Caring
- ◆ Strong business partnerships provide internships, on-the-job training, and other opportunities
- ◆ Outdoor enthusiasts' paradise featuring fishing on area lakes including the Gull and Whitefish Chains, hunting, ATV/OHV trails and more
- ◆ The Paul Bunyan Trail runs through downtown with 115 miles of hiking, biking, skating, skiing and snowmobile trails, and the nearby Cuyuna Country SRA has 50 miles of mountain bike trails
- ◆ The Lakes Area is home to more than 450 holes of golf at top-rated courses
- ◆ Community pride embraced at many area festivals and events held throughout the year
- ◆ Established and supportive community organizations include Rotary, Lions, Legion clubs
- ◆ Expected commercial and residential growth
- ◆ Only a short, 20-minute drive to the regional center of Brainerd, Minnesota

Leadership Profile

The Pequot Lakes School Board seeks a superintendent who:

- ◆ Develops trust and works collaboratively with diverse groups of stakeholders
- ◆ Has experience in school finance
- ◆ Acts with honesty and in an ethical manner with the School Board, staff, and community
- ◆ Is a “people person” with proven abilities in human relations and communications
- ◆ Works cooperatively with the School Board; provides options and recommendations
- ◆ Is visible and accessible to the School Board, staff, students, parents, and community
- ◆ Develops and directs an effective leadership team
- ◆ Effectively mediates and accommodates different perspectives; values teamwork

Previous superintendent experience preferred, but not required.

School District Mission

Inspiring a passion for learning to ensure success for every student.

District Financial Highlights

◆ General Fund Revenue:	\$ 21,456,045
◆ General Fund Expenditures:	\$ 20,369,888
◆ Unreserved Fund Balance:	\$ 3,382,016
◆ Total General Fund Balance:	\$ 7,973,895

Salary and Benefits

The current superintendent’s base salary for the 2021-2022 school year is \$140,000. The final salary will be negotiated commensurate with experience and qualifications. The contract length is negotiable as provided in Minnesota statute.

Search Timeline

Announce Vacancy	November 3, 2021
Application Deadline	December 8, 2021
Applicant Screening	December 9-20, 2021
First Round Interviews	January 3 & 4, 2022
Second Round Interviews	January 10, 2022
Approve Contract	January TBD, 2022
Superintendent Begins	July 1, 2022

Screening Team

A team from the Minnesota School Boards Association (MSBA) has been selected to assist the School Board in this search. The 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. To be considered for this position, an applicant’s completed file must be received by MSBA prior to 11:59 p.m. on December 8, 2021.

Contact Barb Dorn at 507-508-5501 (bdorn@mnmsba.org) with questions. Please mark any correspondence and/or envelopes “Pequot Lakes Public Schools Superintendent Search.”

Applicants are requested not to contact school board members.

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

Deadline to apply: December 8, 2021