

Special School Board Meeting

Wednesday, March 15, 2023 6:00 PM

Conference Room 1148 MS/HS, 1401 7th St SW, Pipestone, MN 56164

1. **Call Meeting to Order**

2. **Pledge of Allegiance**

3. **Approval of Agenda**

4. **Kraus Anderson Presentation**

5. **Widseth Presentation**

6. **Superintendent Search Planning Session with
MSBA**

7. **Adjourn**

Pipestone Area Schools
Superintendent Search - Planning Meeting Agenda
March 15, 2023 – 6:00 pm

___ Introductions

___ Review of Process

___ Timeline

___ Vacancy Brochure

- Draft language
- Hiring criteria
- Salary verbiage

___ Stakeholder Input

- Qualifications survey
- Finalist interviews

___ Role of Current Superintendent

___ School Board Spokesperson

___ In-District Contact Person(s)

___ Search Agreement: additional services (yes/no)

- ___ Focus groups
- ___ In-district meetings
- ___ National advertising
- ___ Background checks

___ Two Pre-Screening Priorities for the District

___ Questions

Pipestone Area Schools – Superintendent Search Timeline

March 15, 2023 <i>(6:00 pm, Special Meeting)</i>	Planning meeting – Board adopts search timeline, reviews hiring criteria, search procedures, market positioning, and stakeholder involvement
March 17 – March 27, 2023	Stakeholder online survey open
March 20, 2023 <i>(4:00 pm)</i>	MSBA facilitates virtual informational Q&A session
March 17, 2023 – April 16, 2023	MSBA posts opening on websites (MSBA, MASA, EdPost, Revelus), advertises position vacancy, receives applications, and responds to applicants' inquiries
April 10, 11, 12, 13, or 17, 2023 <i>(Time TBD, Special Meeting)</i>	Board meets for interview training, and to discuss stakeholder report, interview questions and procedures
April 16, 2023	Application Deadline
April 17 – TBD, 2023	MSBA conducts screening, preliminary verification of references, pre-interviews of recommended applicants
April 18 – TBD, 2023	Board members review applications
April 24, 25, 26, or 28, 2023 <i>(Time TBD, Special Meeting)</i>	Board meets to determine finalists, interview questions and procedures; MSBA reviews interview training
April 26, 28, May 3, 4, or 5, 2023 <i>(Time TBD and Time TBD, Special Meeting)</i>	Board conducts first round of interviews
May 3, 4, 5, 8, 9, or 10, 2023 <i>(Time TBD, Special Meeting)</i>	Board conducts reference checks and holds second round of interviews; Board selects lone finalist and sets negotiations process
May TBD, 2023 <i>(Time TBD, Special Meeting – if it's a committee)</i>	Board committee or designee begins negotiations of employment contract with lone finalist
May TBD, 2023 <i>(Time TBD, Regular or Special Meeting)</i>	Board meets to approve employment contract
July 1, 2023	New superintendent reports to work

MSBA Executive Search Service



Pipestone Area Schools is seeking an exceptional leader to serve as **Superintendent**

Pipestone Area Schools is located in southwestern Minnesota. The district covers 418 square miles and serves the communities of Pipestone, Jasper, Ihlen, Trosky, Hatfield, Holland, and Woodstock. District Points of Pride include:

- ◆ 21st Century Facilities Pre K-12
 - ◆ MS/HS 2003
 - ◆ Elementary 2022
- ◆ Leader in the area in Technology
- ◆ District is 1:1 student devices
- ◆ Excellent education opportunities academically and CTE, including FACS, art, ag, industrial tech, business & mass comm
- ◆ Nationally certified PLTW pre-engineering program
- ◆ PSEO options
- ◆ Variety of Co-Curricular offerings
- ◆ Excellent, talented teachers and support staff
- ◆ Financially healthy—38% Fund balance
- ◆ Journeys literacy program
- ◆ Instructional coaching and mentoring program
- ◆ MS is Power of ICU Spotlight School
- ◆ PBIS and WIN programs
- ◆ TBD
- ◆ TBD
- ◆ TBD

The school district contracts out for both food service and transportation services.

By the Numbers

- ◆ Student enrollment: 1,100
- ◆ Licensed staff members: 103
- ◆ Non-licensed staff members: 70
- ◆ Principals/Assoc Principals or Admin Deans: 2/1
- ◆ Full-time Central Office staff: 7
- ◆ District buildings maintained: 1

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 TBD, 2023.

About the Community

The Pipestone area is rich in culture, history, and has a vibrant performing arts scene. Set near the pipestone quarries, the landscape provides recreation, fishing, hunting and scenic beauty. Additional highlights of the area include:

- ◆ Strong agriculture economy
- ◆ Excellent hospital
- ◆ Pipestone National Monument attracts 60,000 people per year
- ◆ Minnesota West Community and Technical College Campus
- ◆ Pipestone County Fair
- ◆ Numerous churches and civic groups
- ◆ Close proximity to communities of Sioux Falls, Brookings, Marshall, and Worthington
- ◆ Pipestone A's Amateur Baseball team
- ◆ Split Rock Creek State Park
- ◆ Aquatic center, golf course, rec center, sportsmen's club, and bowling alley
- ◆ Check out the [Pipestone Visitor Guide](#) for more

Search Timeline

Announce Vacancy	TBD, 2023
Application Deadline	TBD, 2023
Applicant Screening	TBD, 2023
First Round Interviews	TBD, 2023
Second Round Interviews	TBD, 2023
Approve Contract	TBD, 2023
Superintendent Begins	July 1, 2023

Leadership Profile

The Pipestone Area School Board seeks a superintendent who:

- ◆ TBD
- ◆ TBD
- ◆ TBD
- ◆ TBD
- ◆ TBD
- ◆ TBD
- ◆ TBD
- ◆ TBD

Previous superintendent experience preferred, but not required. (TBD)

Salary and Benefits

TBD

School District Mission

*Inspire life-long learners.
Build Character.
Prepare them for their future.*

District Financial Highlights

- ◆ General Fund Revenue: \$ 14,700,000
- ◆ General Fund Expenditures: \$ 15,300,000
- ◆ Unreserved Fund Balance: \$ 5,750,000
- ◆ Total General Fund Balance: \$ 7,100,000

District Vision

District and Community committed to working together to provide educational excellence and support our students for their future.

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 Lee Warne, MSBA Service Provider

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 TBD, 2023.

Contact Lee Warne at 507-828-2468 (lwarne@mnmsba.org) with questions.

Applicants are requested to not contact school board members.

Pipestone Area Schools is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

Deadline to apply: TBD, 2023

PIPESTONE PUBLIC SCHOOLS: SUPERINTENDENT QUALIFICATIONS

INSTRUCTIONS: Read the list provided below. Choose the **SIX** items you feel are the most important traits or skills the next Superintendent must possess.

1	A "people person" with proven abilities in human relations and communications	
2	A visionary, creative thinker	
3	Acts with honesty and in an ethical manner with the School Board, staff, and community	
4	Delegates authority while maintaining accountability	
5	Develops and directs an effective leadership team	
6	Develops trust and works collaboratively with diverse groups of stakeholders	
7	Effectively mediates and accommodates different perspectives; values teamwork	
8	Experience in fundraising and/or grant writing	
9	Experience in implementing educational priorities	
10	Experience in managing transition	
11	Experience in school district management practices	
12	Experience in school finance	
13	Familiar with state and federal education laws	
14	Follows the School Board's chosen educational philosophy which reflects the community's values	
15	Keeps up on changes in legislation and helps the School District engage the legislative process	
16	Knowledge of and experience with equity leadership challenges and opportunities	
17	Knowledge of and experience with negotiations and the collective bargaining process	
18	Knowledge of and experience with special education needs and/or a diverse student body	
19	Knowledge of technology and web-based education curricula	
20	Maintains a good working relationship with the media	
21	Possesses a strong academic background with experience in curriculum	
22	Promotes business and community involvement in schools	
23	Provides written, understandable administrative procedures that implement School Board policy	
24	Understands the effects of poverty on student learning and achievement	
25	Uses curriculum and other resources to improve test scores	
26	Visible and accessible to the School Board, staff, students, parents, and community	
27	Works cooperatively with the School Board; provides options and recommendations	

It is important that the next superintendent has previous experience as a superintendent: Yes ___ No ___



Vacancy brochure – salary language options

The current superintendent's base salary for the 2022-23 school year is \$XXX,XXX. A competitive compensation and benefits package will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute.

A competitive compensation and benefits package, with a minimum salary of \$XXX,XXX, will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute.

A competitive compensation and benefits package, with a salary range of \$XXX,XXX-\$XXX,XXX, will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute.

A competitive compensation and benefits package will be negotiated commensurate with experience and qualifications. The contract length is negotiable as provided in Minnesota statute.

District Name	22-23 ADMS	Salary	Vacation or PTO	Health Insurance	403(b) Contribution	Holidays	Sick pay
PIPESTONE	1139	\$ 146,000	30 days	Full family 100% district	\$4,200.00	10 days	18 days
REDWOOD AREA	1,131	\$ 156,000	28 days	\$16,000	\$5,000.00	9 days	18 days
LUVERNE	1215	\$ 148,435	25 days	100% district	-	10 days	20 days
JACKSON COUNTY CENTRAL	1,187	\$ 134,930	30 days	100% district	\$3,000.00	10 days	15 days
ST. JAMES	1016	\$ 140,000	23 days	100% district	\$3,000.00	10 days	18 days
MURRAY COUNTY	733	\$ 128,212	20 days	100% district	\$3,000.00	10 days	15 days
RTR PUBLIC SCHOOLS	588	\$ 125,000	40 days	100% district	\$1,000.00	11 days	18 days

Additional benefits provided by some districts:

- Dental / Life / Long-term disability insurance
- Personal / bereavement days
- Relocation / car / phone allowances
- VEBA/other retirement plans
- HSA / HRA / Deferred compensation plan
- Retention bonus



Superintendent Search Survey

The School Board of Pipestone Area Schools is conducting a search for its next superintendent, and stakeholder input is now being requested. The Minnesota School Boards Association (MSBA) has been contracted to assist with the search and will summarize stakeholder comments for presentation to the School Board (all responses to the survey will remain anonymous). Information from this survey will provide valuable input for the Board to consider as they move forward in selecting the next superintendent. Please complete and return this survey by March 27, 2023, to the District office at 1401 7th St SW, Pipestone, MN 56164. Thank you for your participation!

Please select the title or role that best reflects the underlying basis or foundation for your responses. Use only one response.

	Business Owner/Agriculture
	Community Member
	Parent/Guardian
	Staff Member
	Student
	Other (please specify)

Read the list provided below. From this list, **choose the top six areas of expertise** you believe the next superintendent must possess. Leave the remaining choices blank.

	Budget and Finance
	Business Partnerships
	Collaborative Leadership
	Contract Administration and Negotiations
	Cultural Competence
	Curriculum Development/Evaluation
	Declining/Increasing Enrollment
	Diversity, Equity and Inclusion
	Fundraising/Grant Writing
	Oversight Special Education
	Personnel Management
	Public Relations
	School Facility Oversight
	School Reform (i.e., strategic planning, etc.)
	Student Testing Results and Achievement
	Support Services
	Technology

Read the list provided below. From this list, **choose the top six most important traits or skills** the next superintendent must possess. Leave the remaining choices blank.

	A "people person" with proven abilities in human relations and communications
	A visionary, creative thinker
	Acts with honesty and in an ethical manner with the School Board, staff, and community
	Delegates authority while maintaining accountability
	Develops and directs an effective leadership team
	Develops trust and works collaboratively with diverse groups of stakeholders
	Effectively mediates and accommodates different perspectives; values teamwork
	Experience in fundraising and/or grant writing
	Experience in implementing educational priorities
	Experience in managing transition
	Experience in school district management practices
	Experience in school finance
	Familiar with state and federal education laws
	Follows the School Board's chosen educational philosophy which reflects the community's values
	Keeps up on changes in legislation and helps the School District engage the legislative process
	Knowledge of and experience with equity leadership challenges and opportunities
	Knowledge of and experience with negotiations and the collective bargaining process
	Knowledge of and experience with special ed needs and/or a diverse student body
	Knowledge of technology and web-based education curricula
	Maintains a good working relationship with the media
	Possesses a strong academic background with experience in curriculum
	Promotes business and community involvement in schools
	Provides written, understandable administrative procedures that implement School Board policy
	Understands the effects of poverty on student learning and achievement
	Uses curriculum and other resources to improve test scores
	Visible and accessible to the School Board, staff, students, parents, and community
	Works cooperatively with the School Board; provides options and recommendations

It is important that the next superintendent have previous experience as a superintendent:

Yes _____ No _____

Read the list provided below. From this list, **choose the top six personal characteristics** you believe the next superintendent must have. Leave the remaining choices blank.

	Confident
	Consistent
	Creative
	Effective Communicator
	Empathetic
	Enthusiastic
	Flexible
	Honest and Ethical
	Inclusive
	Influential
	Intellectual
	Personable
	Problem Solver
	Resourceful
	Sense of Humor
	Tenacious
	Transparent

Please read and respond to the following questions:

1. What are some of the good things taking place in Pipestone Area Schools today?

2. What challenges do you see ahead for the District over the next five years?

3. What does the new superintendent need to know about the history of the school district and community to be successful?

Please limit any additional comments to the space provided below:



Please call Barb at 507-508-5501 if you have any questions regarding this survey. Thank you!



Encuesta de búsqueda del superintendente

La Junta Escolar de las Escuelas Públicas de Pipestone está realizando una búsqueda de su próximo superintendente y ahora se solicita la opinión de las partes interesadas. La Asociación de Juntas Escolares de Minnesota (MSBA) ha sido contratada para ayudar con la búsqueda y resumirá los comentarios de las partes interesadas para presentarlos a la Junta Escolar (todas las respuestas a la encuesta permanecerán anónimas). La información de esta encuesta proporcionará información valiosa para que la Junta la considere a medida que avanza en la selección del próximo superintendente. Complete y devuelva esta encuesta antes antes del 27 de marzo de 2023 a la oficina del distrito en 1401 7th St SW, Pipestone, MN 56164. ¡Gracias por su participación!

Seleccione el título o función que mejor refleje la base o fundamento subyacente de sus respuestas. Utilice solo una respuesta.

	Propietario de Negocio/Agricultura
	Miembro de la comunidad
	Padre/ Guardián
	Miembro del personal
	Estudiante
	Otro (especifíquese)

Lea la lista que se proporciona a continuación. De esta lista, **elija** las seis **áreas principales de experiencia** que cree que debe poseer el próximo superintendente. Deje las opciones restantes en blanco.

	Presupuesto y Finanzas
	Asociaciones comerciales
	Liderazgo colaborativo
	Administración y negociaciones de contratos
	Competencia cultural
	Desarrollo curricular / Evaluación
	Disminución / aumento de la inscripción
	Diversidad, Equidad e Inclusión
	Recaudación de fondos / Escritura de concesión
	Supervisión Educación especial
	Gestión de personal
	Relaciones públicas
	Supervisión de las instalaciones escolares
	Reforma escolar (es decir, planificación estratégica, etc.)
	Resultados y logros de las pruebas de los estudiantes
	Servicios de apoyo
	Tecnología

Lea la lista que se proporciona a continuación. De esta lista, **elija los seis rasgos o habilidades más importantes** que debe poseer el próximo superintendente. Deje las opciones restantes en blanco.

	Una "persona del pueblo" con habilidades probadas en las relaciones humanas y las comunicaciones
	Un pensador visionario y creativo
	Actúa con honestidad y de manera ética con la Junta Escolar, el personal y la comunidad
	Delega autoridad sin dejar de rendir cuentas
	Desarrolla y dirige un equipo de liderazgo eficaz
	Desarrolla la confianza y trabaja en colaboración con diversos grupos de partes interesadas
	Media eficazmente y se adapta a diferentes perspectivas; valora el trabajo en equipo
	Experiencia en recaudación de fondos y / o redacción de subvenciones
	Experiencia en la implementación de prioridades educativas
	Experiencia en la gestión de la transición
	Experiencia en prácticas de gestión del distrito escolar
	Experiencia en finanzas escolares
	Familiarizado con las leyes educativas estatales y federales
	Sigue la filosofía educativa elegida por la Junta Escolar que refleja los valores de la comunidad
	15Se mantiene al día con los cambios en la legislación y ayuda al Distrito Escolar a participar en el proceso legislativo
	Conocimiento y experiencia con los desafíos y oportunidades de liderazgo de equidad
	Conocimiento y experiencia en las negociaciones y el proceso de negociación colectiva
	Conocimiento y experiencia con necesidades especiales de educación y/ o un cuerpo estudiantil diverso
	Conocimiento de la tecnología y los planes de estudios educativos basados en la web
	Mantiene una buena relación de trabajo con los medios
	Posee una sólida formación académica con experiencia en el plan de estudios
	Promueve la participación empresarial y comunitaria en las escuelas
	Proporciona procedimientos administrativos escritos y comprensibles que implementan la política de la Junta Escolar
	Comprende los efectos de la pobreza en el aprendizaje y el rendimiento de los estudiantes
	Utiliza el plan de estudios y otros recursos para mejorar los puntajes de las pruebas
	Visible y accesible para la Junta Escolar, el personal, los estudiantes, los padres y la comunidad
	Trabaja en cooperación con la Junta Escolar; proporciona opciones y recomendaciones

Es importante que el próximo superintendente tenga experiencia previa como superintendente:

Sí _____ **No** _____

Lea la lista que se proporciona a continuación. De esta lista, **elija** las seis **características personales principales** que cree que debe tener el próximo superintendente. Deje las opciones restantes en blanco.

	Confiado
	Consistente
	Creativo
	Comunicador eficaz
	Empático
	Entusiasta
	Flexible
	Honesto y ético
	Inclusivo
	Influyente
	Intelectual
	De buen ver
	Solucionador de problemas
	Ingenioso
	Sentido del humor
	Tenaz
	Transparente

Por favor, lea y responda las siguientes preguntas:

1. ¿Cuáles son algunas de las cosas buenas que están sucediendo hoy en las Escuelas Públicas de Pipestone?

2. ¿Qué desafíos ve para el Distrito en los próximos cinco años?

3. ¿Qué necesita saber el nuevo superintendente sobre la historia del distrito escolar y la comunidades para tener éxito?

Por favor, limite cualquier comentario adicional al espacio que se proporciona a continuación:



Llame a Barb al 507-508-5501 si tiene alguna pregunta sobre esta encuesta. ¡Gracias!

STAKEHOLDER INPUT

Stakeholder Input

Several stakeholder involvement-related opportunities are included in the search package. These opportunities include:

- an online **survey**, open to all staff, parents, students, community members, and district stakeholders
 - ◇ This survey will include gathering quantitative information regarding stakeholder priorities for candidate background, skill set, experience, and personal characteristics.
 - ◇ It will also include gathering qualitative information through several open-ended questions regarding the opportunities and challenges facing Pipestone Area Schools, and what type of individual could most effectively lead the District.
 - ◇ This survey will be offered in multiple languages per the District's request, as well as hard copies to ensure access for those unable or uninterested in taking the survey electronically.
- an **informational Q&A session** for staff and community members regarding the superintendent search process. This session is hosted virtually by MSBA, and is recorded to ensure all district stakeholders have access to accurate information regarding search processes and expectations. The recording will then be made available on the District website throughout the duration of the search. Launched at the beginning of this search season, these **Q&A with MSBA** sessions have proven to be one of the most effective tools a district can utilize to increase both the credibility and transparency of their search. Through leveraging the power of sharing information, these unique and proprietary Q&A sessions have solidified MSBA's reputation as a provider of clear, accessible, and stakeholder-inclusive superintendent search services.
- finally, stakeholder **Input Forums** with finalists may be offered in conjunction with the second round of interviews. Several options regarding the structure of Input Forums will be provided to the Board for consideration, along with a review of the opportunities and pitfalls tied to involving stakeholders in the interview process. If selected as an option, MSBA will also train Input Forum participants to ensure adherence to all legal requirements involved in the superintendent search process.

A la carte Option

Another option for the School Board to consider in gathering stakeholder input is through conducting **Focus Groups** across stakeholder constituencies. Focus groups are a traditional methodology still utilized by some search firms as their primary source of stakeholder input. MSBA will conduct focus groups if requested, in addition to the services outlined above. However, an important lesson learned from the pandemic is the value of 24/7 stakeholder access to the survey as the initial (and sole) early feedback opportunity. The availability and anonymity of this survey contrasts significantly with focus groups' sometimes-troublesome nature of amplifying certain voices over others, and the inequities which can result from stakeholder access (or lack thereof) to participate. The decision of why and how to conduct focus groups should be carefully considered by the School Board before initiating a search, and MSBA will guide this conversation at the planning meeting to ensure the best possible decision is made regarding stakeholder input for your District's superintendent search process.

NOTE: If requested, MSBA's a la carte fee to conduct focus groups is \$1,295 per day or \$300 per group.



SUMMARY OF SEARCH SERVICES

The proposed search for Pipestone Area Schools includes the services outlined below.

The MSBA Search Team will:

- Conduct an initial planning meeting with the School Board to establish the search timeline, discuss hiring criteria and stakeholder involvement, identify the district's position in the marketplace, determine advertising venues, and finalize all processes and procedures for conducting the search. *
- Collect stakeholder input through an online qualifications and quantitative data survey (in multiple languages, if requested). Results will be summarized for the School Board by MSBA.
- Host an online informational **Q&A with MSBA** session for staff and community members regarding the superintendent search process, and provide the recording for placement on the District's website. **
- Develop a two-sided color vacancy announcement and post on both statewide and national job sites.
- Directly contact Superintendents, Assistant Superintendents, Service Cooperative Directors, Charter School Directors, Principals, Assistant Principals, and Cabinet Members across the state to inform them of the vacancy and application procedures. Also post in Revelus through the national NASS network.
- Develop all application procedures, handle applicants' calls and correspondence, collect and review applicants' files, and receive applicants' credentials.
- Screen the applicant pool against the School Board's established hiring criteria and leadership profile.
- Conduct preliminary verification of references and pre-interviews and vetting of applicants who best meet the School Board's hiring criteria as determined by MSBA's screening team.
- Conduct a meeting with the School Board for purposes of interview training, developing interview questions, clarifying interview schedules. **
- Conduct a meeting with the School Board for purposes of presenting candidate recommendations so the School Board can select finalists for interviews, and clarifying remaining steps of the search process. **
- Coordinate with finalists and be present during the first and second rounds of interviews. *
- Prepare a communications piece for the district to send to the media, school district staff, and community that includes the names of the finalists who will be interviewed.
- Facilitate Audience Input Forums in conjunction with the second round of interviews, if requested. *
- Prepare a communications piece for the district to send to the media, school district staff, and community introducing the new superintendent
- Assist in developing a transition plan for the new superintendent.
- Visit the new superintendent during their first year of employment. *
- Facilitate a post-hiring workshop to develop goals and/or expectations for the School Board and superintendent after the new superintendent begins work in the school district. **

* Designates in-district meetings, if possible.

** Designates virtual meetings; however, at the Board's request in-district meetings may be substituted for an additional \$300 per meeting.



ESTIMATED FEE FOR SERVICE

The estimated professional fee for this search proposal shall not exceed \$9,900, which includes the search team's time and all expenses. Additional fees the school district may incur above the professional fee include advertising beyond the venues noted on Page 3 (see below), school board member stipends, expenses associated with finalists' interviews, and School Board members' site visits (if needed). The level of services and fee included in this proposal are negotiable based on the School Board's needs.

NOTE: Hiring the Right Superintendent workshop

As outlined earlier in this proposal, if the School Board chooses to include MSBA's superintendent search workshop in the process, either before or as part of the planning meeting, there will be **no additional charge** (workshop value is \$1,395). Information regarding workshop content is included on the following page.

ADDITIONAL FEES: A LA CARTE OPTIONS

NATIONAL ADVERTISING SITES: As referenced on Page 3, additional advertising is available on the following sites at no additional mark-up:

- American Association of School Administrators (AASA) - 30 days @ \$559; 60 days \$799
- National Alliance of Black School Educators (NABSE) - 30 days @ \$250
- Association of Latino Administrators and Superintendents (ALAS) - 6 weeks @ \$250
- Top School Jobs (EdWeek) - 30 days @ \$495
- National Indian Education Association (NIED) - 8 weeks @ \$80
- Other sites as requested by the School Board

BACKGROUND CHECKS: Criminal background checks, as well as verification of employment, educational credentials, and professional licensure are also available for final candidates at a cost of \$395 per person.

Satisfaction Guarantee

MSBA will conduct the Pipestone Area Schools' superintendent search from a strong school board perspective, and with impartiality and professionalism while focusing on the School Board's identified hiring criteria. If, at any time during the first year of the new superintendent's contract the School Board releases the superintendent, MSBA will conduct a second superintendent search for no additional fee. However, the School Board would be responsible for new direct expenses, if any, incurred by MSBA for the second search.



Two screening priorities (Sample application questions)

1. Please describe your approach to **building strong relationships** with multiple stakeholder groups within both the school district and communities.
2. Please describe what you feel are the necessary components of a successful **referendum campaign**, and why these components are integral to that success.
3. Share your experience or philosophy about **managing school facilities**.
4. How would you handle the challenges of **open enrollment**?
5. Describe your knowledge and experience relating to **school district finances** and responsibilities.
6. Elaborate on your approach to **building a successful administrative team** and the tools you employ to engage the team and the school district community?
7. How has the **pandemic** affected your understanding of K-12 public education and its effect on student achievement?
8. What are the roles of School Board members and the Superintendent in the **strategic planning** process, and what has been your experience in creating and implementing strategic plans?
9. How will you lead to ensure the **diverse backgrounds** of all members in our school community will be heard and included?
10. How would you summarize your vision for the **future of education**, and how would you define the role of a superintendent in today's ever-changing educational systems?
11. Share how you have enhanced **curriculum** in the district you are working in, and how you have developed or implemented innovative programs.
12. Share an **initiative that you are most proud of** leading or being a part of within your district. Explain what your role was, and what the impact was on students.