Lakeville AREA SCHOOLS

MSBA Proposal

November 20, 2026

MINNESOTA SCHOOL BOARDS ASSOCIATION
EXECUTIVE SEARCH SERVICES

MSBA MINNESOTA SCHOOL BOARDS ASSOCIATION

November 20, 2026

Amber Cameron, Chair
Lakeville Area Schools
17630 Juniper Path, Suite A
Lakeville, MN 55044

Dear Chair Cameron and Members of the Lakeville Area School Board:

On behalf of the Minnesota School Boards Association (MSBA), thank you for the opportunity to share our qualifications to assist Lakeville Area Schools in the search for your next superintendent. This proposal details MSBA's interest in providing search services for your district, and highlights why we believe MSBA's experience, qualifications, and steady hand will provide the support your board needs to successfully complete this important executive search.

As Lakeville Area Schools seeks its next leader, MSBA will assist the school board with crafting the district's leadership profile, designing public and staff involvement, developing district-focused interview processes and procedures, and guiding the board through understanding the impact of Minnesota's Open Meeting Law, Government Data Practices Act, model policies, state statutes, and data requests on search activities. MSBA's deep knowledge in these areas supports and fuels our understanding of the breadth of issues your board faces, and as a result we will ensure thorough, transparent, effective, and legal processes occur throughout the entirety of your search.

In addition, MSBA is now recognized as the most experienced and proficient superintendent search firm serving Minnesota's public school districts. No other search firm (whether local, regional, or national) has completed as many searches in Minnesota over the past five years as MSBA. Our recent client list includes Wayzata, Edina, Hopkins, Elk River Area, Prior Lake-Savage, Bloomington, Hastings, Stillwater, Rochester, Rosemount-Apple Valley-Eagan, Northfield, Burnsville-Eagan-Savage, Robbinsdale, St. Louis Park, Brainerd, and more. These experiences have contributed to MSBA becoming the leading provider of superintendent search services across the state, an honor we feel is directly attributable to listening to our members, learning from every search we've conducted, and continuously improving our processes to bring tried-and-true as well as cutting-edge approaches to the districts we serve.

Thank you for your consideration. MSBA would be honored to assist Lakeville Area Schools with its upcoming superintendent search, so please contact me if you have any questions or need further clarification on MSBA's services, staff qualifications, fees, or search references.

Sincerely,

Barb Dorn

Barb Dorn
MSBA Director of Leadership Development and Executive Search

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INTRODUCTION

One of the most important decisions a school board will ever make is to choose a new superintendent. As the school district's chief executive officer, the superintendent is responsible for providing district-wide leadership, implementing the school board's policies, and supporting the school board's priorities. Most importantly, effective superintendents ensure that all students are learning at high levels. Hiring the right superintendent — someone who possesses the skills and attributes needed to help achieve your school district's vision, strategic priorities, and student success — requires time, thoughtful planning, and sound recruitment processes and procedures.

The Minnesota School Boards Association (MSBA) is pleased to present the school board of Lakeville Area Schools with this proposal for executive search services. As an alternative to traditional search firms, MSBA brings a strong school board perspective to every search, with a vested interest in the outcome to help your school board find and hire the best person to serve as your district's superintendent.

To be clear, MSBA searches are based on one core premise: all searches are conducted through the lens of school board leadership. This means we understand and prioritize the needs of the board, the students, and the district itself, above all else. Also, throughout the search MSBA will professionally handle every detail and guide the school board through the process, allowing the board to concentrate on the most important aspects of the search — interviewing the most qualified candidates and selecting the next leader of Lakeville Area Schools.

TESTIMONIALS

"MSBA provided guidance and recommendations that helped the board tremendously with our search. Throughout our work with them, they continually reinforced that this is a board decision that they are assisting with. Giving the board that level of ownership while providing expertise throughout the process was extremely appreciated."

- Cory Johnson, Board Chair, Rosemount-Apple Valley-Eagan ISD 196

"MSBA far surpassed our expectations. They are the perfect guide to help school boards navigate the superintendent search process, and I would absolutely recommend MSBA because of their depth of expertise and ability to empower boards to make informed decisions. Also -- and this is no small thing -- the candidates they brought forward were exceptional. I cannot imagine how we could have navigated this experience without them."

- Dr. Jean Marvin, Board Chair, Rochester Public Schools

"MSBA was willing to allow our board to customize the process to fit our needs. They were thorough, flexible, excellent listeners, and their patience and dedication brought us to a successful finish line."

- ReNae Bowman, Board Chair, Robbinsdale Area Schools

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PLANNING THE SEARCH AND HIRING CRITERIA

Initial Planning Meeting

An MSBA search begins with an initial planning meeting between the school board and the search team. At the planning meeting, MSBA will work with the school board to establish the final search timeline, hiring criteria, and leadership profile, as well as determine the best methods for public involvement, identify the district's position in the marketplace, select advertising venues, and finalize all processes, procedures, and expectations for conducting the search.

Some school boards also choose to begin their search by participating in MSBA's "Hiring the Right Superintendent" workshop at no additional charge. This workshop may be utilized as a kick-off to the search, providing board members with a solid foundation of what to expect during the entire process. The workshop booklet has also proven to be a valuable resource and useful tool over the months-long search, particularly for school board members unfamiliar with the search process. Again, this workshop is available (but optional) for all MSBA searches depending upon the needs and circumstances of each individual district.

Determining Hiring Criteria and Leadership Profile

Your district is unique, and an important initial step in the search process is to identify the personal and professional skills and attributes the school board most desires in a superintendent. This in turn will provide the basis for the position leadership profile and hiring criteria. Public input will also be considered in developing the leadership profile, as will the district's strategic plan and mission.

Early in the process MSBA's search team will lead the school board through crafting the profile, which will then be used throughout the duration of the search as a guideline for selecting finalists, creating interview questions, and assessing superintendent candidates to find the best fit for Lakeville Area Schools. In other words, the leadership profile serves as a beacon to help guide the school board from beginning to end of the search process.



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PUBLIC INPUT

Several public involvement-related opportunities are included in MSBA's search package, including:

- an **online survey**, open to all staff, parents, students, community members, and district constituents
    - This survey will include gathering quantitative information regarding the highest priorities for candidate background, skill set, experience, and personal characteristics.
    - It will also gather qualitative information through open-ended questions regarding the opportunities and challenges facing Lakeville 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 all members of the public. This virtual session is hosted by MSBA and recorded to ensure all those interested in the search process have access to factual information. The recording will then be placed on the district website throughout the duration of the search. Launched three years ago, these ***Q&A with MSBA*** sessions have proven to be one of the most effective tools a district has to increase the credibility and transparency of their search. Through leveraging the power of sharing information, these unique Q&A sessions have solidified MSBA's reputation as a provider of clear, accessible, and public-inclusive superintendent search services. No other search firm provides this level of transparency to ensure a successful start to your district's search process.
- **Search Preview** meetings with internal district leadership also occur early in the search. The purpose of these meetings is to share information, answer any questions they may have, and ask for their help to ensure participation in the search process from both their formal and informal spheres of influence.
- **Focus Groups** and/or **Listening Sessions** can be offered early in the search process to gather input in consultation with the school board. The compilation of these group sessions will be representative of groups across the district and designed and facilitated to ensure the gathering of useful information.
- **Input Forums** or **Interview Committees** will also be offered in conjunction with the second round of interviews. Several options will be provided to the board for consideration, along with a review of the opportunities and pitfalls tied to involving anyone other than the board in the interview process. If selected as an option, MSBA will train participants to ensure adherence to all legal requirements.

A la carte Options

Additional options for the school board to consider in gathering public input toward the end of the process are **Input, Information**, or **Interaction** opportunities with the finalists. If desired, these will be custom-designed to ensure the purpose, goals, and outcomes of these opportunities align with the board's intentions. Examples of these could include informal meet-n-greets throughout the district's buildings, interactions with city or county officials, and/or community Q&A sessions. All opportunities will be presented to the board along with their corresponding risks and opportunities, allowing the board to make the most informed decisions possible for Lakeville Area Schools as the search reaches its conclusion.

NOTE: If additional public-focused opportunities are requested, MSBA's a la carte fee for these additional services is $1,395 per day or $300 per group activity.

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ADVERTISING AND RECRUITING

To create, sustain and heighten interest in your district's position, MSBA will utilize and leverage our resources and connections on both a statewide and national scale.

Locally, MSBA's search team will directly contact Superintendents, Assistant/Associate Superintendents, Cabinet Members, and Principals across the state to inform them of the vacancy and application procedures. Emails are sent directly to these individuals at regular intervals throughout the search, as well as phone contact to ensure this opportunity remains top of mind for key candidates. Finally, the vacancy announcement will also be posted on the following statewide job opportunity sites:

- Minnesota School Boards Association (MSBA). MSBA's superintendent job openings page receives 7,000 hits+ per month, including many from out-of-state applicants and former Minnesota administrators looking to return here for their own personal or professional reasons
- Minnesota Association of School Administrators (MASA)
- Minnesota EdPost (hosted by St. Cloud State University)

Nationally, MSBA will reach out to contacts across the country through our search team's personal and professional relationships, our contacts at the National Affiliation of Superintendent Searchers (NASS) as detailed on the following two pages, and by posting the position on these nationwide job sites:

- American Association of School Administrators (AASA)
- National Alliance of Black School Educators (NABSE)
- Association of Latino Administrators and Superintendents (ALAS)
- Top School Jobs (EdWeek)
- National Indian Education Association (NIEA)
- Revelus (a proprietary application database utilized exclusively by NASS members)
- MSBA also boosts our postings through AASA to ensure an additional 31 diversity-focused jobs boards share the opportunity with the widest swath of potential applicants possible

In addition, MSBA has recently added to our search team a National Recruiter in Josh Pauly. Josh specializes in creating strategic partnerships with school districts, and he travels the country attending national educational conferences to discuss AI as well as to recruit for MSBA-led Minnesota searches. Josh holds a Master of Education degree from the University of Minnesota, and we are excited to have him as a member of our team for the Lakeville Area Schools superintendent search.

Facilitating the complexities of the advertising, recruitment, and application process is one of the MSBA search team's greatest strengths. Not only will we develop all application procedures, handle applicants' calls and correspondence concerning the vacancy, collect and review applicants' files, and develop a recommended pool of candidates for school board consideration, but through our extensive statewide and national contacts MSBA will aggressively market the opportunity to secure a diversified pool of high-quality individuals interested in the unique opportunity to lead Lakeville Area Schools as its next Superintendent.

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National Affiliation of Superintendent Searchers
NASS
Local Expertise - National Reach

August 29, 2026

Dear School Board Members:

As a school board member, you are about to make one of the most significant decisions of your career: selecting a superintendent. Your decision will have a long-term impact on your school district. To ensure you make the best decision, consider using your state school board association's superintendent search service to facilitate your next search.

The National Affiliation of Superintendent Searchers (NASS), the most experienced network of search professionals in the United States, stands ready to execute a national campaign to find your district's next superintendent. With over 100 consultants located in 38 states, NASS harnesses the skills and experiences of our search professionals with proven track records of accomplishment. NASS consultants are known for their integrity, passion, and focus. They understand that each search is unique and tailored to meet your district's specific needs. They also recognize the importance of maintaining a successful, long-term relationship between your board and your state school board association. Since 2022, NASS members have conducted 484 superintendent searches, resulting in over 5,420 applications.

NASS members serve school boards daily. As Chair of NASS, I can assure you that you will receive personalized attention and a commitment from your NASS professional to assist you in a dedicated and confidential manner, adhering to the specific laws of your state. The successful executive search process commences with a strong team of professional search consultants and culminates in a robust and long-term partnership between the school district and its top administrative leaders. NASS's mission is to identify top executive leadership for school districts across the United States, guided by our core values: ethics, integrity, leadership, and teamwork. If retaining a successful and long-term leader is a priority for your district, consider partnering with a NASS consultant and your school board association.

Regards,

Ben Torres

Ben Torres
NASS Chair

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National Affiliation of Superintendent Searchers
NASS
Local Expertise - National Reach

National Affiliation of Superintendent Searchers (NASS) Members

Alabama
Alaska
Arizona
Connecticut
Florida
Georgia
Idaho
Illinois
Indiana
Kansas
Kentucky
Maine
Maryland
Massachusetts
Michigan
Minnesota
Mississippi
Missouri
Montana
Nebraska
New Hampshire
New Jersey
New Mexico
North Carolina
North Dakota
Ohio
Oklahoma
Oregon
Pennsylvania
South Carolina
Tennessee
Texas
Utah
Vermont
Virginia
West Virginia
Wisconsin
Wyoming

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INTERVIEW PREPARATION

Interview Training and Preparation

One of the things unique to superintendent search activities in Minnesota are the ramifications of our state's Open Meeting Law. Therefore, prior to the application deadline the search team will meet with the school board to help it prepare for and conduct interviews and reference checks. Interview training will include information to help school board members conduct interviews in open sessions, as well as abide by all requirements of the Data Practices Act and the EEOC.

The search team will also help the school board develop interview questions that fit the candidate profile, that do not violate the law either directly or indirectly, and that standardize the interview process to ensure a level playing field for all candidates. In addition, the search team will assist the school board with planning second interviews and additional reference checks.

Because hiring the superintendent is the school board's role, MSBA recommends that only its members participate in the finalists' interviews with the board. If the school board decides to involve non-school board members in the interview process, however, the search team will help the school board develop a process that makes clear the advisory nature of the non-school board members' roles that does not infringe upon the school board's role as the sole hiring authority for the position of superintendent. The search team will provide guidelines and training for the non-school board members and review all questions submitted by group members. By following these recommendations, the school board can standardize interview questions and format, provide more control over the selection process, and reduce the school district's risk of liability.

Without question, interview training and preparation is key to a successful superintendent search. MSBA's long-standing reputation for high-quality training programs carries over to our executive search services, and in addition to providing a firm foundation for search decision-making, many boards have found MSBA's training and guidance throughout the process to have strengthened their board relationships as well. This result has become an unexpected bonus for those districts striving to become a more high-functioning school board, as the consensus-building aspects of MSBA's search process helps them become a stronger and more unified team.



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SCREENING, MSBA VETTING, AND FINALISTS SELECTION

Screen Applications, Vet Candidates, and Select Finalists

After the application deadline has passed, MSBA's search team will review all applicant files against the leadership profile and public input report to identify the applicants who most align with what the district is seeking. The search team will then conduct pre-interviews with those applicants and preliminary verification of their references. This vetting process involves MSBA staff as well as former superintendents and school board members serving as MSBA service providers during the executive search process.

IMPORTANT: ALL COMPLETED APPLICATIONS will be made available to school board members to review prior to the candidate selection meeting. It is a foundational belief of MSBA's executive search service that board members, as the district's hiring authority, must have access to all applications (not just those recommended by MSBA) to make the most informed decision possible. This information is confidential and must be treated in accordance with Minnesota's Data Practices Act, and MSBA's training services during the search will outline all board responsibilities regarding data privacy issues.

Once the screening, pre-interviews, and preliminary verification of references have been completed by MSBA, the search team will meet with the school board to recommend those candidates MSBA feels best fit your district's leadership profile and public input, and assist the school board in selecting those to be interviewed. Because board members have seen all applications, however, you may also choose to accept MSBA's recommendations or modify the slate to best fit Lakeville Area Schools.

Following the school board's selection of finalists, the search team will prepare a news release for the district to send to staff, the media, and community including the names of those to be interviewed, as well as the schedule of remaining search-related activities.



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MSBA'S APPLICANT VETTING PROCESS

After the application deadline has passed, a team of MSBA service providers and staff review all completed applications. MSBA will look at licensure, references and recommendations, and work and educational history. We then align each applicant's background, experience and application information with the district's hiring criteria, leadership profile, and feedback gathered from district constituents.

After reviewing all completed applications, each member of the vetting team rates each applicant on a 5-point scale and an aggregate rating is compiled.

Next the team meets to discuss the ratings and evaluate which applicants have risen to the top and why. Following a lengthy discussion, consensus is reached on which applicants to consider presenting to the board due to their alignment with the hiring criteria and the district's needs.

This results in the team conducting additional vetting on 6-12 applicants. This vetting includes team members conducting a phone interview with each applicant, holding conversations with three of their listed references, and reconvening to further discuss each applicant's qualifications. The result is a final list of applicants MSBA recommends be presented to the board for interview consideration.

At the candidate presentation meeting MSBA will share our recommendations with the board. After short verbal presentations on each applicant, the board will then discuss the applicant pool (by alphabet identifier only to abide by data privacy laws) and request clarification from MSBA as needed (recognizing our responses will also be limited due to privacy laws). The board then has three options:

- Accept the recommendations made by MSBA for first round interviews as presented.
- Accept some applicants recommended by MSBA but replace others.
- Forfeit all candidates recommended by MSBA and select an entirely new slate of applicants.

The second and third options are available only because board members have seen all applications for your position. Following MSBA's presentation and board discussion, a motion will then be made, seconded, and passed (again, using alphabet identifiers only). Once this motion has passed, at the conclusion of the meeting MSBA will read aloud the names of those selected for first round interviews. These names will be in no particular order and not tied to their alphabet identifiers in any way.

MSBA will then call these applicants to congratulate them, confirm their interest in the position, and inform them they will receive an email from MSBA's application software (Revelus) to schedule their interview. Once all interviews are scheduled, MSBA will send each interviewee an email containing final information for their interview. Applicants not selected for interviews will receive an email thanking them for their interest in the position and notifying them the board has chosen to proceed with other candidates who more closely align with the district's leadership profile.

NOTE: During a search process, clear communication and candidate confidentiality is paramount, and both candidates and board members alike have praised MSBA's strengths in this area.

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CONTRACT AND FOLLOW-UP SERVICES

Decisions, Contract, and Announcement

The search team will guide the school board through the process of contacting the lone finalist to offer the position. MSBA recommends the school board use the MSBA / MASA Model Superintendent Contract as a basis for negotiating the superintendent's contract and will provide comparative superintendent salary and benefit information to assist the district in negotiating an appropriate compensation package. MSBA's search team will not negotiate the contract for the board, however, as it is the board's responsibility to set and negotiate all hiring parameters for the new superintendent.

The search team will draft a news release for the district to send to staff, the media, and community announcing the new superintendent, and will also personally contact all non-selected finalists.

Transition Plan and Follow-up Services

Once the search is concluded and the parties have a signed contract, the search team will continue to provide support for the school board and superintendent. Past clients have found MSBA's search services follow-through to be invaluable in setting expectations and ensuring success for the new board-superintendent team.

For example, to strengthen the school board and superintendent's working relationship MSBA will:

- assist in developing a transition plan for the new superintendent, if requested;
- provide the board with MSBA's proprietary guide "Preparing for Your New Superintendent: A Checklist for School Boards"
- facilitate a Transition Workshop to develop goals and performance expectations for the superintendent within six months after the new superintendent begins work in the district;
- visit the new superintendent during their first year of school district employment; and
- be available to answer the new superintendent's and the school board's questions during the transition and beyond via phone, email, workshop, etc.

NOTE: There are **no additional charges** for any of the above transition services.



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SUMMARY OF SEARCH SERVICES

The proposed search for Lakeville 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, define hiring criteria and public involvement, identify the district's position in the marketplace, determine advertising venues, and finalize all processes and procedures for conducting the search.
- Collect public input through an online qualifications and quantitative data survey (in multiple languages as requested by the district). Results will be summarized for the school board by MSBA.
- Conduct focus groups and/or listening sessions with a cross-section of district constituencies if requested by the district. Results will be summarized for the school board by MSBA.
- Host an online informational ***Q&A with MSBA*** session for all members of the public regarding the superintendent search process and provide the recording for placement on the district's website.
- Hold ***Search Preview*** meetings with district administrators and leadership of the bargaining units.
- Develop a professional vacancy announcement and post on statewide job sites, in Revelus through the national NASS network, and on national job sites. Also share with district for placement on its website.
- Directly contact Superintendents, Asst/Assoc Superintendents, Cabinet Members, Principals, and Asst Principals across the state to inform them of the vacancy and application procedures.
- Directly contact potential candidates outside the state of Minnesota to recruit and inform them of the vacancy and application procedures.
- 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 and leadership profile as determined by MSBA's screening team. Results of the public survey will also be incorporated into the screening process.
- Conduct a meeting with the school board for purposes of interview training, developing interview questions, and clarifying interview schedules.
- Conduct a meeting with the school board for purposes of presenting candidate recommendations so the school board can select finalists to interview and clarifying remaining steps of the search process.
- Coordinate with finalists and be present during the first and second rounds of interviews.
- Prepare a news release 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 public involvement in the second round of interviews, if requested.
- Prepare a news release 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, if requested.
- Visit the new superintendent during their first year of employment.
- Facilitate a ***Transition Workshop*** to develop goals and/or expectations for the school board and superintendent within six months after the new superintendent begins work in the school district.

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ESTIMATED FEE FOR SERVICE

The professional services fee for Lakeville Area Schools's superintendent search is **$29,900**. This includes the **MSBA search team's time and all expenses, in-person attendance** at all search-related activities, **public survey** facilitation and summary report, **Focus Groups** and/or **Listening Sessions**, **Search Preview** meetings with internal district leadership, ***Q&A with MSBA*** session open to all members of the public, **vacancy brochure**, **statewide and national job postings,** all **application procedures, applicant screening, finalist recommendations, board interview training**, preparation of **news releases**, and **MSBA's Transition Workshop**. This fee also includes **in-depth background checks** of all semi-finalists and finalists, comprised of national criminal background checks as well as verification of employment, educational credentials, and professional licensure.

A la carte options of **customized public involvement** beyond the above services will be provided for $1,395 per day or $300 per group. These options would be added solely at the discretion of the school board and discussed in greater detail to help balance creating the most inclusive public involvement possible with the board's inherent role as the sole hiring authority for the position of superintendent.

In addition, **MSBA does not charge for consultant travel, attendance at interviews, transition services, or any initial or ongoing support of the new board team.** As noted earlier, MSBA's "Hiring the Right Superintendent" workshop is also included in our full search services at no additional charge.

Language interpretation, refreshments, childcare costs, or board member stipends or expenses associated with finalists' interviews (i.e. travel and lodging for candidates) are not included in this fee.

Finally, MSBA has no conflicts of interest in providing these search services to Lakeville Area Schools, and the level of services and fee included in this proposal are negotiable based on the school board's needs.

SATISFACTION GUARANTEE

MSBA conducts all superintendent searches from a strong school board perspective with impartiality and professionalism. If, at any time during the first year of the new superintendent's contract the board releases the superintendent, MSBA will conduct a second superintendent search for no additional fee. The school board would be responsible for new direct expenses, if any, incurred by MSBA for the second search.

NOTE: this guarantee is dependent upon the new board team's participation in the Transition Workshop, which must be held within six months after the new superintendent begins work in the district. Also, the candidate hired as superintendent must have been included in MSBA's recommended slate of applicants. Although the board may choose to interview candidates not recommended by MSBA, this search guarantee only applies if the new superintendent was included in MSBA's original slate of recommended finalists.



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HIRING THE RIGHT SUPERINTENDENT WORKSHOP

One of the most important decisions a school board will ever make is to choose a new superintendent. As part of MSBA's commitment to board leadership, we offer a Hiring the Right Superintendent workshop to help school boards learn about the process for conducting a successful superintendent search. Workshop topics include:

- Whether to use a consultant
- How to work with a consultant
- Setting a timeline
- Developing qualifications and selection criteria
- Involving the public and the media
- Dealing with internal candidates
- Legal pitfalls
- Interviewing Do's and Don'ts
- Deliberating in public
- Q & A re: superintendent search options and best practices

Each board member receives a booklet with sample vacancy announcement, application form, interview questions, reference check form, and other material board members can adapt for their district's specific needs.

The foundational knowledge this workshop provides helps school boards feel confident in the board's decision-making process regarding the superintendent search, as well as fully prepared to take their next steps. Cost is ~~$1,395 in-district ($1,095 virtual~~) and includes all time and materials. This workshop is available only to MSBA members.

For more information, please contact Barb Dorn, Director of Leadership Development and Executive Search, at 507-508-5501 (cell), or bdorn@mnmsba.org.







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WHY MSBA?

In addition to the factors outlined in our cover letter, MSBA believes the following distinguishing features differentiate our services in both the philosophy and implementation of executive search services.

1. LENS OF SCHOOL BOARD LEADERSHIP

MSBA not only understands best practices of conducting a superintendent search, but also how to balance the myriad of challenges and opportunities facing school boards today. We know how to balance Minnesota's Open Meeting Law with our state's Data Practices Act, the increasing pressure on public education to provide an equitable education to every student, the impact of data requests on board work, and the vital leadership role a school board must fill in finding its next superintendent. As stated by a board member after a recent MSBA search: *"The best part of the search was MSBA's focus on finding the person that was best for our district, instead of the way other consultants seem more focused on finding jobs for their candidates."* This perspective is core to MSBA's process and makes us unique among all firms submitting proposals to conduct superintendent searches across the state.

2. TRANSPARENCY AND COMMUNICATION

Every facet of a superintendent search depends upon clear communications amongst the board, search firm, and the public. To ensure transparency MSBA offers **Search Preview** meetings and ***Q&A with MSBA***, and we share ALL applications with board members so you make the most informed decisions possible. We understand the additional work this creates for the district's search firm but believe our ability to conduct the labor-intensive legwork yet guide the process clearly and appropriately, empowers boards to confidently take ownership of finding the right leader for your district. In addition, MSBA partners with BOSA (Board of School Administrators) to ensure any applicant we recommend already has, or will soon have, a Minnesota superintendent license. This is particularly important for out-of-state superintendents who assume Minnesota has license reciprocity, which we do not.

3. NO HIDDEN FEES

Search costs quickly escalate when firms charge for consultant travel, attendance at finalist interviews, multi-language surveys, attendance at finalist interviews, transition services, workshops, etc. MSBA stands behind all fee options as outlined in this proposal so your board can rest assured that total search costs will not exceed your expectations.

4. POST-HIRING SUPPORT

A new superintendent's first year can be overwhelming due to volume of workload coupled with a steep and intense learning curve. MSBA firmly believes our transition and follow-up services provided to the new Board-Superintendent Team make a significant difference in ensuring a successful first year. Our Transition Workshop helps you discuss expectations, clarify goals, and lay the groundwork for that year's superintendent performance evaluation process. We also provide a transition plan outline upon request and remain fully available by phone, text, email, or workshop to continue building trust and collaboration among board members and their new leader. Together these MSBA commitments help a superintendent's first year start (and stay) strong.

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WHY MSBA? (FROM OUR CLIENTS)

MSBA was a good partner with our board. They allowed the board to prescribe how we wanted the search to proceed and at all decision points provided us with options and information so that we could make the best decision for our district.

- Board member, Edina Public Schools

MSBA has a knowledgeable approach which truly leans on a board perspective, as opposed to bringing forward the firm's field of candidates like other firms.

- Board member, Burnsville-Eagan-Savage Area Schools

The MSBA team was amazingly organized, informed, and knew how to run a profoundly professional search. - Board member, Hopkins Public Schools

MSBA did an excellent job of guiding us. It was truly our decision and our search. We had exactly the right amount of scaffolding and information so that we always felt supported to make decisions that were ours to make. - Board Chair, Northfield Public Schools

MSBA made the whole process very easy. They addressed all questions and concerns diligently and advised the board on do's and don'ts very professionally. We received good feedback from community members on how MSBA handled the process and communication.

- Board member, Wayzata Public Schools

MSBA was always available and helpful. They truly listened to our input and went out of their way to help us have a successful search. They took a very split Board and turned it into a Board who unanimously voted for their new superintendent.

- Board member, Brainerd Public Schools

MSBA's integrity speaks to all. They had well-researched candidates, were very easy to work with and extremely trustworthy during the entire process. There were no surprises and I felt very well-informed throughout. - Board member, Hastings Public Schools

A bonus to working with MSBA is the expertise provided in the search process AND the expertise they have in school board law and process. - Board Chair, Rochester Public Schools

MSBA answered all questions and took time to walk us through the process. They were invested and I truly felt they wanted us to be successful. They supported us in doing things our way. - Board member, Stewartville Public Schools

Many thanks to MSBA for the work they did to help us focus on our community's needs. This is the best search process we've ever had! - Board member, Red Wing Public Schools

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PROPOSED TIMELINE

Mid-December 2026 to Late January 2027

- School board holds initial planning meeting with MSBA search team to establish the search timeline, review hiring criteria, identify district's position in the marketplace, discuss public and staff involvement, and finalize all processes and procedures for conducting the search.
- School board approves all materials, including hiring criteria, leadership profile, and vacancy brochure.
- MSBA search team finalizes application procedures, advertises the vacancy, and recruits candidates.
- MSBA hosts an informational Q&A with MSBA session and Search Preview meetings with district leadership regarding the superintendent search process.
- MSBA's search team collects constituent input through qualitative and quantitative data survey, as well as Focus Groups and/or Listening Sessions, if requested by the district.
- MSBA prepares summary of public input for board to review and integrate into the search process.

Late January 2027 to Mid-February 2027

- MSBA search team continues to advertise the vacancy, recruit candidates, and receive applications.
- MSBA search team conducts initial screening of applicants.
- MSBA search team conducts vetting of applicants, preliminary verification of references, and pre-interviews with candidates most aligned with the district's leadership profile.

Mid-February 2027 to Early March 2027

- MSBA's search team meets with the school board to conduct interview training, develop interview questions, clarify interview procedures, and facilitate applicant screening conducted by the school board to select finalists for interviews.

Early March 2027 to Mid-March 2027

- School board conducts Round 1 interviews.
- School board conducts reference checks.
- School board conducts Round 2 interviews and invites public feedback, if desired.
- School board selects lone finalist.

Mid-March 2027 to Late March 2027

- School board negotiates terms and conditions of superintendent's contract.
- School board meets to approve the superintendent's employment contract.

July 1, 2027

- Superintendent reports to work.

Late July 2027 to Late December 2027

- New Board-Superintendent Team participates in MSBA's Transition Workshop.

NOTE: This timeline provides only a starting point for discussion. Specific dates will be determined at the initial planning meeting through consultation with the school board.

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REFERENCES

All references listed are from last year's searches (2025-2026).
More available upon request.

Milind Sohoni, School Board Chair, **WAYZATA PUBLIC SCHOOLS**
milind.sohoni@wayzataschools.org

Karen Gabler, School Board Chair, **EDINA PUBLIC SCHOOLS**
karen.gabler@edinaschools.org

Shannon Andreson, School Board Chair, **HOPKINS PUBLIC SCHOOLS**
shannon.andreson@hopkinsschools.org

Amy Bullyan, School Board Chair, **PRIOR LAKE-SAVAGE AREA SCHOOLS**
abullyan@plsas.org

Sarah Speer, School Board Chair, **BRAINERD PUBLIC SCHOOLS**
sarah.speer@isd181.org

Claudia Gonzalez George, School Board Chair, **NORTHFIELD PUBLIC SCHOOLS**
cgonzalezgeorge@northfieldschools.org

Kristi Peterson, School Board Chair, **SW METRO INTERMEDIATE DISTRICT**
kpeterson@shakopee.k12.mn.us

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MSBA SEARCHES CONDUCTED IN THE PAST FIVE YEARS

MSBA believes the quality of superintendent searches conducted matter more than the quantity, and an investment in quality can make all the difference in a successful search process. To that end, every year for the past five years we have surveyed all school board members, district contacts, and candidates involved in an MSBA search. We invite feedback on what went well and what could have gone better, then use that information to adjust our search processes for the better, year after year. This continuous improvement model had been key to MSBA's success in significantly growing our client list over the past five years.

With this focus on quality, the quantity of searches conducted by MSBA has also become a hallmark of our services. Over the past five years MSBA's Executive Search Service has conducted a total of 132 superintendent searches across the state of Minnesota. These are broken out by year as follows:

2025-2026	-	24 searches
2024-2025	-	30 searches
2023-2024	-	26 searches
2022-2023	-	19 searches
2021-2022	-	33 searches

For each of these searches the names and titles of MSBA's primary contacts are shown on the following pages. While this list is accurate per MSBA's records, our contacts are most often the board chair (in addition to internal district leadership per the board's request), and due to board turnover some of these individuals may no longer be board chair or even serve on the school board.

Also, please note contact information for all individuals has been redacted to avoid sharing personal cell phone numbers and/or email addresses. If you would like contact information for anyone on this list, however, please let us know and we will request permission to share that information with you.

Finally, as you review MSBA's list of searches it will become apparent that we serve all of our Association's membership regardless of enrollment size or geographic location – including the metro area and all four corners of the state. The largest district we've served had an enrollment of 28,338 students, and the smallest 215. As you check MSBA's references you will find the customization of our search process has proven itself repeatedly regardless of district size or location.



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2025-2026

District Name	Contact (s)	Title	Email	Phone
Wayzata Public Schools	Milind Sohoni	Board Chair		
	Dave Lutz	Executive Director of HR		
Edina Public Schools	Karen Gabler	Board Chair		
	Anne Nass	Executive Asst		
Prior Lake-Savage Area Schools	Amy Bullyan	Board Chair		
	Dani Kleist	Executive Asst		
Hopkins Public Schools	Shannon Andreson	Board Chair		
	Nik Lightfoot	Assistant Superintendent		
Brainerd Public Schools	Sarah Speer	Board Chair		
	Kelli Forsythe	Administrative Assistant		
Northfield Public Schools	Claudia Gonzalez George	Board Chair		
	Kelly Spillman-Kramer	Executive Asst to the Supt		
Inver Grove Heights Public Schools	Carrie Lounsberry	Board Chair		
	Tracy Lautt	District Office Coordinator		
Houston Public Schools	Josh Norlien	Board Chair		
	Anna Botcher	Office Supervisor		
Stewartville Public Schools	Nichol Ramaker	Board Chair		
	Laura Kokos	District Admin Assistant		
St. Louis County Schools / Mountain Iron-Buhl Schools	Lynn Hilde	Board Chair		
	Jeanne Sopp	Supt's Admin Assistant		
Pillager Public Schools	Sara Nagel	Board Chair		
	Stacy Clark	Human Resources		
Minnewaska Public Schools	Ted Reichmann	Board Chair		
	Kristen Quelle	Secretary		

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2025-2026

District Name	Contact (s)	Title	Email	Phone
Jackson County Central Schools	Betty Hargan	Board Chair		
	Rachel Haar	Administrative Assistant		
Wadena-Deer Creek Public Schools	Dan Lawson	Board Chair		
	Katie Polman	Administrative Assistant		
Crookston Public Schools	Tim Dufault	Board Chair		
	Marilyn Wahouske	Executive Asst to the Supt		
Aitkin Public Schools	Cindi Hills	Board Chair		
	Jeanne Ince	Administrative Assistant		
ACGC Public Schools	Jeanne Lilleberg	Board Chair		
	Kip Lynk	Superintendent		
Hinckley-Finlayson Schools	Heather Hanson	Board Chair		
	Julie Nelson	Human Resources		
Lac qui Parle Valley Schools	Cory Thorsland	Board Chair		
	Lisa Bungarden	High School Secretary		
Benson Public Schools	Brian Samuelson	Board Chair		
	Colleen Oehlberg	Superintendent Secretary		
Fosston Public Schools	Jacob Vossler	Board Chair		
	Maddie Woods	HR and Payroll Specialist		
SW Metro Intermediate District	Kristi Peterson	Board Chair		
	Julie Williams	Executive Director of HR		
South Koochiching Schools	Brian Dreher	Board Chair		
	Alissa Carlson	Business Manager		
Beacon Academy	Matheu Weidenbach	Board Chair		
	Myla Johnson	Dean of Students		
Wadena-Deer Creek Public Schools	Dan Lawson	Board Chair		

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2024-2025

District Name	Contact (s)	Title	Email	Phone
Elk River ISD 728	John Anderson	Board Chair		
	Shannon Blair-Olsen	Exec Dir of HR & General Counsel		
	Tim Caskey	Exec Dir of HR		
Burnsville-Eagan-Savage ISD 191	Anna Werb	Board Chair		
	Sarah Olsen-Dickhausen	Exec Admin Assistant		
Worthington ISD 518	Adam Blume	Board Chair		
	Lisa Ahrenstorff	Exec Adm Asst		
Hastings Public Schools	Carrie Tate	Board Chair		
	LynDee Humble	Admin Asst to School Board		
Albert Lea Area Schools	Dave Klatt	Board Chair		
	Darci Rasmussen	Exec Assistant to School Board		
Byron Public Schools	Jeremy Aagard	Board Chair		
	Anne Ludvigsen	Executive Asst		
Kasson-Mantorville School District	Mark Torkelson	Board Chair		
	Karlyn Petersen	Admin Asst & Comm Director		
Saint Peter Public Schools	Charlie Potts	Board Chair		
	Kimberley Deming	Admin Asst to Superintendent		
Proctor Public Schools	Lynn Peterson	Board Chair		
	Lori Johnson	Admin Asst to Superintendent		
Montevideo Public Schools	Andrew Stenson	Board Chair		
	Kim Kuhlmann	Admin Assistant		
Plainview-Elgin-Millville Schools	Jason Bade	Board Chair		
Melrose Area Public Schools	Eric Seanger	Board Chair		
Howard Lake-Waverly-Winsted	Ben Borrell	Board Chair		
St. James Public Schools	Rich Spitzner	Board Chair		
La Crescent-Hokah Public Schools	Wade Welper	Board Chair		

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2024-2025, cont.

District Name	Contact (s)	Title	Email	Phone
Crosby-Ironton School District	Laura Lee	Board Chair		
Eden Valley-Watkins ISD 463	Jay Brovold	Board Chair		
MACCRAY Public Schools	Julie Alsum	Board Chair		
Nevis Public School	Andy Lindow	Board Chair		
BOLD Public Schools	Todd Frank	Board Chair		
Mahnomen ISD 432	Chris Otto	Board Chair		
Red Lake Falls Schools	Mike Swendra	Board Chair		
Lake of the Woods School	Boyd Johnson	Board Chair		
McGregor ISD 4	Heather Sorenson	Board Chair		
Red Lake County Central ISD 2906	Matt Kolstoe	Board Chair		
Northland Schools ISD 118	Marc Ruyak	Board Chair		
Kelliher Public School District 36	Mary Thayer	Board Chair		
Lynd Public School	Suzie Rauch	Board Chair		
Northwest Service Cooperative	Jim DeVries	Board Chair		
St. Croix Preparatory Academy	Terri Smith	HR Director		

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2023-2024

District Name	Contact (s)	Title	Email	Phone
Rosemount - Apple Valley - Eagan ISD 196	Cory Johnson	Board Chair		
	Shelly Monson	Director of HR		
Robbinsdale Area Schools	ReNae Bowman	Board Chair		
	Molly Olson	Executive Asst to School Board		
Brainerd Public Schools	Kevin Boyles	Board Chair		
	Kelli Forsythe	Exec Assistant to Superintendent		
St. Louis Park Public Schools	Colin Cox	Board Chair		
	Ashley Sukhu	Exec Director of Communication		
Sartell-St. Stephen ISD 748	Tricia Meling	Board Chair		
	Krista Durrwachter	Director of HR		
Red Wing Public Schools	Jim Bryant	Board Chair		
Kasson-Mantorville Public Schools	Kent Harfmann	Board Chair		
East Grand Forks Public Schools	Lynn Brott	Board Chair		
Litchfield Public Schools	Alex Carlson	Board Chair		
Montevideo Public Schools	Andrew Stenson	Board Chair		
Plainview-Elgin-Millville Schools	Julie LaBare	Board Chair		
St. Charles Public Schools	Travis Gransee	Board Chair		
International Falls School District	Roxanne Skogstad-Ditsch	Board Chair		
Lac qui Parle Valley School District	Cory Thorsland	Board Chair		
New York Mills Public School	Wendy Hetland	Board Chair		
Cleveland Public School	Scott Miller	Board Chair		
Warren-Alvarado-Oslo Schools	Nikki Peterson	Board Chair		
Ogilvie Public Schools	Nathan Koenings	Board Chair		

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2023-2024, cont.

District Name	Contact (s)	Title	Email	Phone
Win-E-Mac Schools	Jim Ferden	Board Chair		
Tri-County/Greenbush-Middle River	Holly Burkel	Board Chair		
Hill City School	Jay Zapzalka	Board Chair		
Badger Independent School District	Jamie Isane	Board Chair		
AFSA Charter School	Kate Plaisance	Board Chair		
DaVinci Academy of Arts + Science	Melanie Persellin	Board Chair		
MN River Valley Education District	Brian Samuelson	Board Chair		
St. Paul City School	Michael Dorner	Board Chair		

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2022-2023

District Name	Contact (s)	Title	Email	Phone
Hastings Public Schools	Lisa Hedin	Board Chair		
Chisago Lakes School District	Lori Berg	Board Chair		
Red Wing Public Schools	Jim Bryant	Board Chair		
ROCORI School District	Jennifer Bohnsack	Board Chair		
Winona Area Public Schools	Nancy Denzer	Board Chair		
East Grand Forks Public Schools	Brandon Boespflug	Board Chair		
Foley Public Schools	Emily Lachinski	Board Chair		
Thief River Falls Public Schools	Ryan Walseth	Board Chair		
Howard Lake-Waverly-Winsted Schools	Michelle Heuer	Board Chair		
Zumbrota-Mazeppa Public Schools	Angie Bredehoft	Board Chair		
Lake City Public Schools	Heath Oeltjen	Board Chair		
Pipestone Area Schools	Brad Carson	Board Chair		
Crookston Public Schools	Frank Fee	Board Chair		
Wabasha-Kellogg School District	Phil Rosendale	Board Chair		
MACCRAY Public Schools	Julie Alsum	Board Chair		
Dawson-Boyd Public Schools	Bruce Lund	Board Chair		
Tri-County / Greenbush-Middle River	Holly Burkel	Board Chair		
Kaleidoscope Charter School	Matt Roberts	Board Chair		
Northwest Suburban Integration School District	Eric Gordee	Board Chair		

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2021-2022

District Name	Contact (s)	Title	Email	Phone
Stillwater Area Public Schools	Alison Sherman	Board Chair		
Bemidji Area Schools	Carol Johnson	Board Chair		
Waconia Public Schools	Dana Geller	Board Chair		
Albert Lea Area Schools	Neal Skaar	Board Chair		
South St. Paul Public Schools	Chris Walker	Board Chair		
Tri-City United Public Schools	Marsha Franek	Board Chair		
Proctor Public Schools	Jennifer McDonald	Board Chair		
Pequot Lakes Public Schools	Kim Bolz-Andolshek	Board Chair		
Thief River Falls Public Schools	Ryan Walseth	Board Chair		
New London-Spicer School District	Lucinda Dahlberg	Board Chair		
Red Lake Schools	Mike Barrett	Board Chair		
Plainview-Elgin-Millville Schools	Jake Thompson	Board Chair		
ROCORI School District	Jennifer Bohnsack	Board Chair		
Windom Area Schools	Dustin Stevens	Board Chair		
Dover-Eyota Public Schools	Ron Pagel	Board Chair		
Cass Lake-Bena Public Schools	Millie Baird	Board Chair		
La Crescent-Hokah Public Schools	Eric Morken	Board Chair		
Long Prairie-Grey Eagle Schools	Linda Gohman	Board Chair		
Menahga School District	Andrea Haverinen	Board Chair		
Greenway Public Schools	Bob Schwartz	Board Chair		
ACGC Public Schools	Mike Hendrickson	Board Chair		
West Central Area School District	Michelle Nessman	Board Chair		
Waterville-Elysian-Morristown Schools	Gary Michael	Board Chair		
Fosston Public Schools	Dean Duppong	Board Chair		

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2021-2022, cont.

District Name	Contact (s)	Title	Email	Phone
Kingsland Public Schools	Jackie Horsman	Board Chair	[redacted]	
Underwood School District	John Wold	Board Chair		
Verndale Public School	Bill Blaha	Board Chair		
Ortonville Public Schools	Brett Kaye	Board Chair		
Tri-County / Greenbush-Middle River	Holly Burkel	Board Chair		
Swanville School District	Thomas Beseman	Board Chair		
Clinton-Graceville-Beardsley Schools	Theresa Diekmann	Board Chair		
Ulen-Hitterdal Public Schools	Bob Klemetson	Board Chair		
Mid-State Education District	Steve Boser	Board Chair		

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TEAM QUALIFICATIONS AND EXPERIENCE

MSBA has compiled a team for the Lakeville Area Schools superintendent search possessing a wealth of experience across numerous fields in public education. These individuals include staff as well as service providers (locations highlighted on the following page) who have served as:

- School board members
- Superintendents
- Associate superintendents
- Cabinet-level administrators
- Human resources professionals
- General counsel / Attorneys
- Cultural diversity trainers
- Teachers and coaches
- Communications specialists
- Project managers

The breadth and depth of qualifications on this team is enormous, and the experience these individuals have in the realm of public education numbers in the hundreds of years. Beyond this, however, a passion for PreK-12 education drives the work we do. Every single member of our search team believes in, supports, and advocates for Minnesota's public schools, and we will bring that same dedication and commitment to the search for Lakeville Area Schools's next superintendent.

To illustrate this, read what board members from previous MSBA searches have had to say:

> *For MSBA to come into a district where tensions were high and structure unstable, was remarkable. They took on the challenge and made everything very straightforward. I will forever be grateful for the time they took to explain things and reach out to those who had questions.*
>
> *Working with MSBA on our superintendent search was an amazing experience. The entire process was completed with professionalism and dedication. Everything from preparing the hiring criteria to the interviewing of candidates was done transparently. MSBA is an industry leader and our search was successful because of them.*

The collective backgrounds, experience, and educations of our team members are impressive. However, it's the intangibles we feel make the biggest differences for our clients. This means we listen carefully, communicate clearly, and deeply understand the complexities and emotions involved in a superintendent search, not only for the school board, but for staff, students, parents, guardians, and community members alike.



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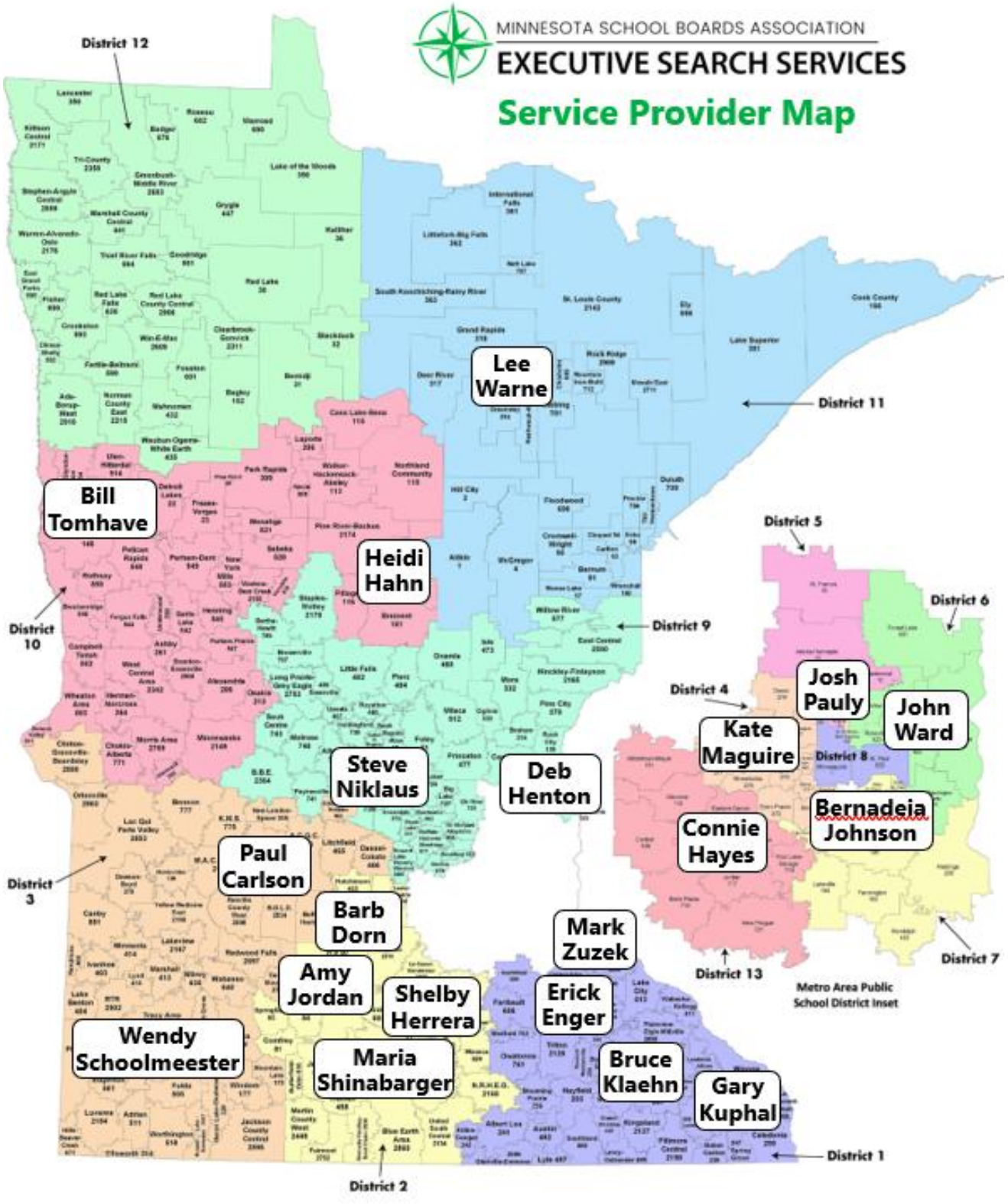
TEAM QUALIFICATIONS AND EXPERIENCE



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SEARCH TEAM – MSBA STAFF

MSBA's search team is comprised of experienced MSBA staff and service providers. Search team members understand that selecting a superintendent is one of the board's most important duties and have a vested interest in the success of your search. Below are brief résumés of MSBA's search team.

BARB DORN

Barb has more than 35 years of experience in nonprofit leadership, marketing and communications, consulting, and process facilitation. She has worked across public, private, and nonprofit sectors to build collaborative and viable partnerships, deliver high-impact workshops, and produce outcomes based on common goals and shared decision-making processes. Barb has also served on the Boards of Directors for Greater Mankato's City Center Partnership and the area chapter of Leave a Legacy. She joined MSBA in 2019 and is a member of the National Affiliation of Superintendent Searchers.

Work History

- Minnesota School Boards Association (MSBA): Director of Leadership Development and Executive Search
- YWCA Mankato: Executive Director
- March of Dimes: Division Director
- Minnesota State University Mankato: Adjunct Professor
- Pathways Marketing: Owner / Marketing Consultant
- DLR Group: Business Development / Referendum Consultant

Relevant Work Experience

- School board in-services: Superintendent Search, Mutual Expectations, and Superintendent Evaluation
- Presenter — MSBA workshops, seminars, and conferences:
    - Superintendent Evaluation
    - Superintendent Search
    - Various other topics
- Program and Brand Management, Marketing, and Public Relations
- Daily telephone/email responses to MSBA school board member questions
- Contributor to The MSBA Leader newsletter
- Presenter at other professional workshops and conferences:
    - Leadership Development Series including:
        - Collaboration and Teamwork
        - Diversity, Equity, and Inclusion
        - Conflict Management
        - Resiliency
        - Communication and Team-Building
    - Community Relations
    - Strategy and Visioning

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SEARCH TEAM – MSBA STAFF

AMY BENNETT

With more than 27 years of leadership experience primarily in the nonprofit sector, Amy is a collaborative leader committed to serving the public, with a focus on youth. She has experience in recruitment, training, creating partnerships, policy and compliance, and program management and evaluation. As an empathetic partner, Amy is skilled at finding commonalities and consensus amongst diverse groups. The development of her action plan led her team's work to receive national recognition for exceeding key performance indicators in diversity and inclusion while working for a national nonprofit. With strengths in execution and relationship building, she is a natural cultivator of the potential in others and strives for continuous improvement. Amy is goal-oriented, ethical, deliberative, and possesses basic language skills in both Spanish and ASL (American Sign Language). She joined MSBA in 2022 and is also a member of the National Affiliation of Superintendent Searchers.

Work History

- MN School Boards Assoc. (MSBA): Associate Director of Leadership Development & Executive Search
- Miracle League of North Mankato: Executive Director
- YWCA Mankato: Director of Programs for Women and Girls
- Girls on the Run of Greater Mankato: Council Director

Relevant Work Experience

- Leadership of and engagement with multiple community groups
- Collaboration and cooperative working relationships with diverse groups
- Leadership of multiple community programs for women, girls, immigrant and refugee women and their children, and people with disabilities
- Policy development and compliance
- Evaluation management
- Plan development for implementation of best practices
- Brand management and communications
- Facilitation of national training for hundreds of leaders on:
    - Inclusive language and conversations
    - Facilitation
    - Context
    - Conflict resolution
    - Relationship-building/Teambuilding
    - Mastery experiences for self-efficacy
- Presenter — MSBA workshops, seminars, and conferences
- Presenter—National Affiliation of Superintendent Searchers conference
- Daily telephone/email responses to MSBA school board member questions
- Contributor to The MSBA Leader newsletter and the MSBA Journal magazine

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SEARCH TEAM – MSBA STAFF

TERENCE MORROW, J.D., Ph.D.

Dr. Morrow holds deep experience in law and policy development; nonprofit and school board development and legal guidance; planning, directing and expanding successful nonprofit fundraising; fiscal and budget oversight; and project management. His government relations experience includes designing and executing state and federal legislative strategy; directing successful policy plans; developing state-specific legislative strategies; testifying before legislative bodies; hiring and managing contract lobbyists and consultants; representing organizations before local, state, and federal agencies and departments; maximizing traditional and new media in campaigns; project management; and building effective coalitions with trade associations, interest groups, and others. Dr. Morrow joined MSBA in 2017.

Work History

- Minnesota School Boards Assoc. (MSBA): General Counsel / Director of Legal and Policy Services
- Nicollet County, Minnesota, Board of Commissioners: Elected Board Member
- St. Peter, Minnesota, School Board: Elected Board member
- Uniform Law Commission - Chicago, IL: Legislative Director / Legal Counsel
- Minnesota House of Representatives: Elected Representative of District 23A
- Gustavus Adolphus College: Associate Professor of Communication Studies / Department Chair
- Hoge, Fenton, Jones & Appel - San Jose, CA: Attorney

Relevant Work Experience

- Builds legislative and government relations
- Provides legal guidance to school districts and administrators
- Engages with stakeholder organizations throughout the state
- Drafts commentaries, newsletter updates, legislative summaries, and related documents
- Works with state agencies on licensure and policy issues
- Served rural Minnesota county for two terms as an elected county commissioner
- Served rural district in the Minnesota House of Representatives, including committee assignments on K-12 Policy and Finance (Vice Chair); Agriculture Policy and Finance; Environment; Higher Education Finance and Policy; Rules; State Government; Transportation Policy and Finance
- Led expansion of collegiate academic department; created civic engagement and public discourse initiative
- Presenter — MSBA workshops, seminars, and conferences
    - Open Meeting Law
    - Phase trainings
    - Policy issues
- Daily telephone/email responses to MSBA school board member questions
- Contributor to The MSBA Leader newsletter and The Journal publication

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SEARCH TEAM – MSBA STAFF

GARY LEE

Gary has 30+ years of experience in private business — both in a large corporate setting and as an owner/president of small rural businesses. Gary is a former member of the Fertile-Beltrami School Board. Gary also served on the MSBA Board of Directors, the Northwest Service Cooperative Board of Directors, the Minnesota Service Cooperatives Board of Directors, the MSBA Insurance Trust Board of Directors, and the Big Three working group. Gary joined MSBA in 2009.

Work History

- Minnesota School Boards Association (MSBA): Deputy Executive Director
- Lee Nursery, Inc.: Owner and President
- Lee Nursery Supplies, Inc.: Owner and President
- Sondreli Business Services: Owner
- UNISYS (formerly Sperry) Defense Systems: IT Manager

Relevant Work Experience

- Individual school board in-services: Superintendent Search and School Board-Superintendent Relationships
- Presenter — MSBA workshops, seminars, and conferences
- Analyze superintendent employment contracts and negotiations

TIFFANY GUSTIN

Tiffany has 15+ years of experience working in and with public schools. She served as a school business official for ten years before joining MSBA in 2019. Her experience with district operations includes responsibility for all aspects of finance and human resources, as well as oversight of food service, transportation, and facilities. She is pursuing a doctorate in Leadership in K12 Administration.

Work History

- Minnesota School Boards Association (MSBA): Director of Management and Insurance Trust Services
- ISD #1 – Aitkin Public Schools: Business Manager
- Technical Services of Duluth: Programmer/Data Analyst
- Aitkin County: Administration and Human Resources Specialist
- Computer Associates International: Software Engineer

Relevant Work Experience

- School board in-services: Negotiations, Leadership Foundations - School Finance and Management, Officers' Workshop - Treasurer
- Facilitation and oversight of the MSBA Insurance Trust
- Presenter: MSBA webinars, workshops, seminars, and conferences
- Presenter: Other professional organization workshops and conferences

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SEARCH TEAM – MSBA STAFF

SHELBY HERRERA

Shelby has more than 25 years of experience in education — as a classroom teacher, a paraprofessional, and a teaching assistant at the university level. Shelby joined MSBA in 2019.

Work History

- Minnesota School Boards Association (MSBA): Administrative Assistant to Strategic Governance
- Mankato Public Schools: Science Teacher
- Mankato Public Schools: Paraprofessional
- Minnesota State University, Mankato: Teaching assistant

Relevant Work Experience

- Conduct research and compile data
- Handle information requests
- Interact with a wide range of staff, business partners, and members
- Prepare reports, memos, letters, and other documents, using Word, Excel, PowerPoint, Revelus, etc.
- Assist applicants and board members with Revelus, MSBA's proprietary application platform

BRUCE LOMBARD

Bruce has more than 15 years of experience providing a full range of administrative support services. Bruce joined MSBA in 2008.

Work History

- Minnesota School Boards Association (MSBA): Associate Director of Communications and Marketing
- Mankato Free Press: Copy Editor
- Washington Unified School District (West Sacramento, California): Substitute Teacher
- Sogan University Language Program (Seoul, South Korea): English Language Instructor

Relevant Work Experience

- Provides customer support to MSBA members via email and phone
- Occasionally handles information requests from the media
- Posts job openings on MSBA Jobs webpage and in MSBA Leader newsletter
- Interacts with a wide range of staff, business partners, and members

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SEARCH TEAM – MSBA STAFF

MARIA SHINABARGER, J.D.

Juris Doctor and educator with over 15 years' experience as a community servant. Maria joined MSBA in 2018.

Work History

- Minnesota School Boards Association (MSBA): Associate Director of Management Services and Charter School Liaison
- Law Clerk at Hennepin County Attorney's Office
- Cambridge Academy East (Mesa, Arizona): Middle School English Teacher, Director of Professional Development
- Milan C-2 School District (Milan, Missouri): Middle School Reading Teacher

Relevant Work Experience

- Facilitate community, staff, and student input sessions
- Ensure compliance with data privacy statutes by redacting resumes
- Consolidate staff and community responses to surveys and interviews
- Help members interpret state and federal statutes regarding human resources, data practices and contracts

JOEL STENCEL, CPA

Joel has more than 20 years of accounting and auditing experience providing a full range of support services. Joel joined MSBA in 2017.

Work History

- Minnesota School Boards Association (MSBA): Director of Association Finance
- Eide Bailly LLP: Audit Manager

Relevant Work Experience

- School District Auditor
- Answer and direct phone calls to appropriate parties
- Interact with a wide range of staff, business partners, and members
- Gathers salary information for Districts selected
- Assists with EMD analysis submitted by school board members

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SEARCH TEAM – MSBA METRO SERVICE PROVIDERS

KATE MAGUIRE, Ed.D.

Dr. Maguire is a proven system leader focused on improving academic outcomes for all students by building shared vision for work; establishing trust through effective and collaborative relationships; driving for instructional excellence; creating safe, healthy, and responsive work and learning environments; and creating systems of accountability and continuous improvement. She spent the majority of her career in the Osseo Area School District, with her role as Superintendent capping 36 years of dedicated service to the district. Other roles included assistant superintendent, director of curriculum, director of instruction and educational standards, director of human resources, principal of Brooklyn Junior High School, assistant principal of Maple Grove Junior High School, assistant administrator at Osseo High School, and teacher. Kate is a dedicated, passionate, and student-focused leader who was honored as Minnesota's Superintendent of the Year by MASA in 2014, and she joined MSBA's executive search team as a Service Provider in 2025.

Education

- Doctor of Education, Education Leadership
  University of St. Thomas, St. Paul, MN
- Education Specialist, Education Leadership
  University of St. Thomas, St. Paul, MN
- Master of Arts, Organizational Leadership & Administration
  University of St. Thomas, St. Paul, MN
- Bachelor of Arts, Social Science / Education
  College of St. Benedict, St. Joseph, MN

Relevant Work Experience

- Concordia University
  - Contracted Faculty of Practice
- St. Louis Park Public Schools
  - Interim Superintendent
- Anoka Hennepin Schools
  - Interim Superintendent
- Osseo Area Schools
  - Superintendent
  - Assistant Superintendent
  - Director, Curriculum, Instruction & Educational Standards
  - Director, Human Resources
  - Principal
  - Assistant Principal
  - Teacher, Social Studies

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SEARCH TEAM – MSBA METRO SERVICE PROVIDERS

BERNADEIA H. JOHNSON, Ed.D.

Dr. Johnson's extensive background includes leadership roles in several districts in Minnesota and Memphis, Tennessee ranging from 36,000 to 125,000 PK-12 students. Her last district position was serving as Superintendent of Minneapolis Public Schools. Recent work includes coaching school principals and superintendents, teaching, advising, and researching leadership and school district policies that impact students' mental health and academic achievement across Minnesota. She has been a keynote speaker, panelist, and presenter, and has served on local and national Boards to promote education as a public good, and is widely-recognized as a thought leader who takes on challenges that shift people to think differently about how we serve children and families. Bernadeia also teaches in the graduate school, in the administrative licensure graduate program, and advises doctoral students through the Department of Educational Leadership at Minnesota State University, Mankato, Twin Cities Campus. She joined MSBA's executive search team as a Service Provider in 2024.

Education

- Doctorate, Educational Policy and Administration, University of Minnesota, Minneapolis, MN
- Master of Arts, Curriculum and Instruction, University of Saint Thomas, Minneapolis, MN
- Bachelor of Science, Communication Disorders, Alabama A & M University, Huntsville, AL

Relevant Work Experience

- Minnesota State University – Mankato
    - Associate Professor in Educational Leadership Department
    - Assistant Professor in Educational Leadership Department
    - Graduate Coordinator for the Masters in Educational Leadership
- Educational Consultant
    - MASA BIPOC Affinity Group
    - Minnesota State University, Mankato
    - MnEEP Board Chair (Minnesota Education Equity Partnership)
    - Portage Consulting
    - E4E: a co-facilitated team of teacher leaders to create a guide to address discipline disparities
- Numerous publications, professional service, presentations, media appearances, continuing education, local / regional / national board memberships, professional associations, honors, and awards
- National Kidney Foundation (NKF) board member and current Board President
- Minneapolis Public Schools
    - Superintendent of Schools
    - Deputy Superintendent of Schools / Chief Academic Officer
    - Principal - Elizabeth Hall Community School
- Memphis City Schools
    - Deputy Superintendent of Schools

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SEARCH TEAM – MSBA METRO SERVICE PROVIDERS

JOHN WARD, J.D., Ph.D

Dr. Ward holds 30+ years of experience in Minnesota public education, with his last 25 spent working for the Mounds View Public School District. There he served in a variety of leadership roles, finishing his career as Assistant Superintendent. John also holds a bachelor's degree in political science from St. John's, his Juris Doctorate from William Mitchell College of Law, and a Ph.D from the University of Minnesota.

Education

- Doctor of Philosophy, Organizational Leadership
  University of Minnesota, Minneapolis, MN
- Juris Doctorate
  William Mitchell College of Law, St. Paul, MN
- Bachelor of Arts, Political Science
  St. John's University, Collegeville, MN

Work History

- MN School Boards Assoc. (MSBA): Associate Director of Leadership Development & Executive Search
- Mounds View Public Schools
  - Assistant Superintendent
  - Director of H.R. and Operations
  - Director of Secondary Schools
  - General Counsel/Assistant to the Superintendent

Relevant Work Experience

- Led MSBA executive searches, assisted in evaluation and goal-setting and conflict resolution strategies
- Leadership team participant in district strategic planning, implementation and assessment initiatives
- Negotiation of over twenty labor contracts with teachers and other bargaining groups
- Leadership of district/community task force groups in facilities, community education and athletics

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SEARCH TEAM – METRO MSBA SERVICE PROVIDERS

JOSH PAULY

Mr. Pauly has 14 years of experience in education. He completed Georgetown's McCourt School of Public Policy Education Finance program, Minnesota's Education Policy Fellowship program, and was a Fellow at the Center for Policy Design. During his career in public education, Josh served as a teacher as well as school board member. In addition, while working in the private sector he advised companies on partnerships and solutioning for K-12 schools and nonprofits. Josh mentors school board members across the country through School Board Fellows and co-founded the Get on Board Minnesota program. He received the University of Minnesota's Rising Alumni Award in 2018, and joined MSBA's executive search team as a Service Provider in 2024.

Education

- Master of Education
  University of Minnesota, Minneapolis, MN
- Education Finance Certificate
  McCourt School of Public Policy, Georgetown University, Washington D.C.
- Bachelor of Arts, Premodern History
  University of Minnesota, Minneapolis, MN

Work History

- Brisk Teaching: Partnerships
- Books on Wings: Executive Director
- Minneapolis Public Schools: School Board member
  - Chair of the Policy Committee
  - Chair of the Superintendent Evaluation Committee
- People Sourced Policy: Executive Director
- Minneapolis Public Schools: Teacher

Relevant Work Experience

- Created an intensive leadership development program designed to support individuals as they consider running for Minnesota school board roles.
- Mentored and coached school board members across the country on good governance and the role of school boards.
- Developed school board policies, created an evaluation tool with metrics for board members to use with their superintendent, and provided leadership in district strategic planning and goal-setting processes.

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SEARCH TEAM – MSBA METRO SERVICE PROVIDERS

CONNIE HAYES

Ms. Hayes's broad experience spans 42 years in Minnesota across both metro and rural school districts, including 23 years as a superintendent. Her background as a school psychologist, where she started her career, grounded her in the understanding of critical growth and development in physical, mental, and emotional capacities along with the school practices necessary to support growth. This key experience steered Connie into leadership roles where she could influence systems within areas of the district as well as the whole system. Over her years as an educator, children's mental health emerged as a key component of child development necessary to support the educational outcomes and districts faced the need to design and implement mental health support systems, and at the same time Connie moved from supporting the broad education elements of districts as a superintendent into more specialized programs to support students with high levels of mental health needs. Her leadership initiatives resulted in greater success for students to move from restrictive environments back to their neighborhood schools. Extensive collaboration and legislative advocacy with member school district board members and superintendents as part of the Northeast Metro 916 School District resulted in both state and nationally recognized programs for the success of students with unique special needs.

Education

- Master of Arts, School Psychology
  Moorhead State University, Moorhead, MN
- Bachelor of Arts, Psychology and Health Education
  Moorhead State University, Moorhead, MN

Work History

- Northeast Metro 916 School District: Superintendent
- Springsted (Minnesota Public School Finance): Vice-President
- La Crescent-Hokah Public Schools: Superintendent
- McGregor Independent School District #4: Superintendent
- Lynd Public School District: Superintendent
- Marshall Public Schools: Curriculum
- Special Education Systems:
  - Southwest West Central Service Cooperative
  - Northwest Regional Interdistrict Council

Relevant Work Experience

- Provided leadership in district strategic planning and goal-setting processes
- Built consensus across participating school districts in a long-range facility planning, financing, and construction of three specialized facilities for unique learners
- Facilitated construction of a major addition to a secondary building and improved district finances

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SEARCH TEAM – MSBA SERVICE PROVIDERS

DEB HENTON, Ed.D.

Deb is a proven educator recognized for leadership focused on improving academic achievement for all children and increasing the skills of all school leaders. Most recently Deb served as Executive Director of MASA (Minnesota Association of School Administrators), leading the state's member superintendents through increased professional development opportunities, communications support, business partnerships, continuous improvement initiatives and legislative activities. Deb joined MSBA as a Service Provider in 2026.

Work History

- Executive Director: Minnesota Association of School Administrators (MASA)
- Superintendent: North Branch Area Public Schools
- St. Paul Public Schools: Chief of Staff
- St. Paul Public Schools: Executive Director of Alternative Learning Programs
- St. Paul Public Schools: Principal / Assistant Principal: Harding High School
- Assistant Principal: Stillwater Area High School
- Assistant Principal: Oltman Junior High School (South Washington County Schools)

Relevant Work Experience

- Holds extensive experience in rural, suburban and urban schools and communities
- Cultivated and implemented innovative solutions to a myriad of educational challenges
- Developed relationships across multiple and varied associations of professional educators
- Reduced budgets annually while increasing special offerings for students

PAUL CARLSON

Paul has 39 years of educational experience as a teacher, principal, and superintendent. He is committed to delivering effective guidance to ensure optimal educational opportunities for all students.

Work History

- ACGC Public Schools: Interim Superintendent (1 year)
- Hancock Public Schools: Part-time Superintendent (5 years)
- New London-Spicer Schools: Superintendent (17 years)
- New London-Spicer Schools: High School Principal
- Sleepy Eye Public Schools: High School Principal

Relevant Work Experience

- Implemented long-range planning and goal-setting processes gathering community input and student achievement data resulting in facilities maintenance and energy project
- Led five successful operating levy campaigns and two successful bond levy campaigns

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SEARCH TEAM – MSBA SERVICE PROVIDERS

LEE WARNE, Ed.S.

Lee has been in education since 1972, including serving as a teacher, coach, high school principal, superintendent, service cooperative executive director, Minnesota Rural Education Association executive director, and Association of Educational Service Agencies executive director. Lee has served at all levels of leadership in local, state, and national organizations. Lee has also received numerous awards at the regional, state, and national levels.

Work History

- Greenway Public Schools: Interim Superintendent
- RTR (Russell-Tyler-Ruthton) Schools: Interim Superintendent
- Association of Educational Service Agencies: Executive Director
- MN Rural Education Association: Executive Director
- Lake Benton School: Interim Superintendent
- SW/WC Service Cooperative: Executive Director
- West Central Area Schools: Superintendent
- Norman County West: High School Principal
- Halstad Public School: High School Principal

Relevant Work Experience

- Facilitated numerous superintendent searches and several district strategic planning sessions
- Assisted school boards and superintendents in various aspects of leadership and training

BRUCE KLAEHN

Bruce has 41 years as a Minnesota educator, serving as a superintendent, principal, teacher and coach, as well as an adjunct college instructor in educational administration. He has extensive experience in financial budgeting, school construction projects, administrative mentoring, and contract negotiations.

Work History

- Southeast Service Cooperative: Educational Consultant
- Winona State University: Adjunct Instructor
- Dover-Eyota Public School District: Superintendent
- Grand Meadow Public Schools: Superintendent
- Granada-Huntley-East Chain School District: Principal
- Madelia Public Schools: Teacher and Coach

Relevant Work Experience

- Experience facilitating superintendent searches
- Mentor of new superintendents in southeast Minnesota

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SEARCH TEAM – MSBA SERVICE PROVIDERS

BILL TOMHAVE, Ph.D.

Bill has more than 45 years of extensive experience in education starting as a high school mathematics teacher and including 40 years in higher education involved with teacher preparation. Bill was elected to the Moorhead Area Schools Board of Directors in 2001, serving through 2018, and was honored by MSBA as a member of the All-State School Board in 2015.

Work History

- Concordia College, Moorhead, Minnesota: Assistant/Associate/Professor, Mathematics
- University of Minnesota, Morris, Minnesota: Assistant Professor, Mathematics
- Iowa State University, Ames, Iowa: Instructor, Mathematics
- Oregon Consolidated Schools, Wisconsin: Teacher, High School Mathematics

Relevant Work Experience

- Director of Moorhead Area School Board 2002-2018, held positions of Chair, Vice-Chair, and Treasurer
- Board of Directors for Lakes Country Service Cooperative 2007-2018
- Experience assisting with community discussions and candidate screenings and interviews
- Ambassador, Minnesota School Boards Association (MSBA), 2006—2009
- Region 1 Joint Powers Board, 2010—2018; Vice Chair 2012—2018

WENDY SCHOOLMEESTER, Ed.D.

Wendy has almost four decades of experience in education including elementary teacher, elementary principal, professor of education, and school board member.

Work History

- Southwest Minnesota State University (SMSU): Professor of Education, Adjunct Professor, Student Teacher Supervisor
- University of Sioux Falls (USF): Adjunct Professor
- MN Rural Education Association (MREA): Board Member representing Higher Education (2-year appt.)
- Pipestone Area Schools (PAS): School Board Member (5.5 years)/School Board Chair (3 years)
- Russell-Tyler-Ruthton Schools (RTR): Elementary School Principal
- Pipestone/Jasper Schools: Elementary Teacher

Relevant Work Experience

- Served on and chaired several search committees for SMSU
- Guided PAS Superintendent search as board chair
- Presented numerous educational keynotes and sessions locally, state-wide, and internationally
- Collaborated with PAS to begin an Educators Rising Club to address teacher shortage in Minnesota

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SEARCH TEAM – MSBA SERVICE PROVIDERS

HEIDI HAHN

Heidi holds 30+ years of dedicated experience in public education as a passionate and driven educational leader committed to empowering and positively impacting those she serves. Her career has been marked by leadership positions, including Director of Special Education and Superintendent, where she championed inclusive and innovative practices. Heidi thrives on fostering environments where every student and educator can succeed, and she is deeply invested in the continual growth and improvement of our educational systems. Heidi strongly believes in collaboration and connection as ways to make a meaningful difference in the world of education.

Work History

- Sourcewell: Associate Director of Special Education
- Brainerd Public Schools: Superintendent, Assistant Superintendent
- Paul Bunyan Education Cooperative: Director, Assistant Director
- St. Cloud State University: Adjunct Faculty - Education Administration and Leadership
- Brainerd Public Schools: Special Education EBD Teacher
- Brainerd Public Schools: Counselor

Relevant Work Experience

- Education Administration and Leadership licensure
- District and public agency strategic planning sessions
- School and non-profit board development
- PELSB Board Member - tiered licensure system

ERICK ENGER

Erick has 37 years of experience serving in Minnesota public education. He has held a variety of positions, including interim superintendent, superintendent, principal, coach, and teacher.

Work History

- Plainview-Elgin-Millville Schools: Interim Superintendent
- Lake City Public Schools: Superintendent
- Zumbrota-Mazeppa Schools: Teacher, Coach / Principal
- West Concord Public Schools: Teacher and Coach
- Albert Lea Schools: Teacher and Coach

Relevant Work Experience

- Successfully ran and passed both operating and building referendums.
- Completed strategic planning processes in several school districts.
- Served as both a principal and superintendent mentor.
- Oversaw two superintendent searches as the district point of contact for the search firm.

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SEARCH TEAM – MSBA SERVICE PROVIDERS

GARY KUPHAL

Gary has 48 years of experience in education, all but four years in Minnesota. He has served as a high school principal in Henderson, assistant high school principal and middle school principal in La Crescent, and superintendent in Southland, LeRoy-Ostrander, Plainview-Elgin-Millville, and Mabel-Canton.

Work History

- Mable-Canton Schools: Superintendent
- La Crescent-Hokah Public Schools: Interim Superintendent
- Kingsland Public Schools: Interim Superintendent
- Southland School District: Superintendent
- LeRoy-Ostrander School District: Superintendent
- Plainview-Elgin-Millville Community Schools: Superintendent
- La Crescent-Hokah Public Schools: Middle School Principal
- Henderson School District: High School Principal
- Henderson School District: Counselor
- Cleveland School District: Counselor
- Union-Whitten School District (Iowa): Teacher

Relevant Work Experience

- Facilitated superintendent searches and board development and strategic plan sessions
- Facilitated community task force on facilities planning

STEVE NIKLAUS

Steve Niklaus brings 43 years of experience in education including serving as superintendent (Annandale Public Schools, 1992-2017) and principal (Annandale High School, 1986-1992, and Atwater-Grove City High Schools, 1980-1986). Steve has served on several state and regional professional boards and committees. Steve has worked in both Minnesota and North Dakota school districts.

Work History

- Annandale Public Schools: Superintendent
- Annandale Public Schools: Principal
- Atwater-Grove City High Schools: Principal
- Welcome High School: Principal
- Oakes High School, Oakes, North Dakota: High School Teacher

Relevant Work Experience

- Led six successful operating levy elections and four successful building bond elections
- Experience facilitating with superintendent searches

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SEARCH TEAM – MSBA SERVICE PROVIDERS

MARK ZUZEK

Mark holds a commitment to ensure quality educational leadership occurs in each school district. This means that staff will be supported to do their jobs well, and students will enjoy meaningful interactions with caring, well-prepared, creative, and enthusiastic staff. Mark has served as both a superintendent of schools as well as a school board member, giving him a unique perspective on the superintendent search process.

Work History

- Hastings Public School Board: current member and Treasurer
- Intermediate School District 917 School Board: current Director
- Intermediate School District 917: Superintendent
- Hastings Public Schools: Middle School Principal
- Hastings Public Schools: Assistant Middle School Principal
- South Saint Paul High School: Assistant Principal

Relevant Work Experience

- Responsible for the leadership of over 500 employees assigned to 27 programs across 18 physical sites
- Served the needs of nine school districts across Dakota County and Bloomington
- Collaborated with St. Thomas University to develop and manage a unique licensure program that provided a pathway for paraprofessionals to attain their license while working full-time

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THANK YOU

Thank you for considering MSBA's executive search services. On behalf of our entire team, we would be honored to assist Lakeville Area Schools with its upcoming superintendent search and feel we are uniquely positioned to guide your school board through the search process.

Please reach out if you would like additional information.

Sincerely,

Barb Dorn

Barb Dorn
MSBA Director of Leadership Development and Executive Search

MSBA EXECUTIVE SEARCH SERVICES
Hire with confidence

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