

SPECIAL MEETING BOARD REPORT

TO: Board of Education

FROM: ISD 199 Board of Education
MSBA Director of Leadership Development and Executive Search Barb Dorn

DATE: Monday, January 26, 2026



TOPIC/PURPOSE OF REPORT: Discuss and Decide Superintendent Search Timeline, Hiring Criteria, Stakeholder Involvement, and Procedures

REFERENCE TO POLICY/STRATEGIC PLAN: Policy 303 Superintendent Selection

RECOMMENDED BOARD ACTION: Information Item

DATE FOR BOARD ACTION: Monday, January 26, 2026

REPORT

The Inver Grove Heights Schools Board of Education seeks to appoint a new superintendent beginning in the 2026–2027 school year, with a preferred start date of July 1, 2026. Given the importance of this leadership transition and the complexity of a national search, the Board determined a search firm was necessary.

The Board reviewed multiple search firms and evaluated proposals using the following criteria: experience conducting superintendent searches, particularly in Minnesota; knowledge of the current superintendent labor market; quality and clarity of the proposed search process and timeline; commitment to inclusive and meaningful stakeholder engagement; level of support provided to the Board throughout screening, interviewing, and selection; and overall cost and value of services.

The Board narrowed the field to two finalist firms. Both firms presented to the Board on Monday, January 12, 2026 in a special meeting after which a decision was made to select the Minnesota School Boards Association (MSBA), represented by Barb Dorn, Director of Leadership Development and Executive Search as the desired search firm.

MSBA Director of Leadership Development and Executive Search Barb Dorn will lead the ISD 199 School Board in establishing the superintendent search timeline, hiring criteria, stakeholder involvement, and procedures.