

# MAHTOMEDI PUBLIC SCHOOLS IS SEEKING AN OUTSTANDING VISIONARY LEADER TO SERVE AS THE NEXT SUPERINTENDENT

## THE DISTRICT

Mahtomedi Public Schools, a world-class public school district located in Washington County, Minnesota, serves nearly 3,300 students from the beautiful communities of Dellwood, Grant, Hugo, Lake Elmo, Mahtomedi, Oakdale, Pine Springs, White Bear Lake, Birchwood, and Willernie in the northeast Minneapolis and St. Paul metropolitan area.

The Mahtomedi School District is widely regarded as a vibrant, well-educated community that offers a unique small-town feel with an engaged citizenry that cares greatly for their schools. It is a wonderful place to live with an abundance of recreational opportunities for all ages.

The District prides itself on hiring highly talented people with a passion for working with students. The District has a 2017-2018 general fund budget of \$40 million with more than 395 full- and part-time employees that operate out of six District-owned facilities.

## HIGHLIGHTS OF THE DISTRICT

- Mahtomedi students consistently score at the top of the state in all three areas on the Minnesota Comprehensive Assessments.
- Five-year average graduation rate of 96.8%. More than 85% of high school students choose to attend college after graduation.
- Mahtomedi is home to the first MIT-connected K-12 fabrication laboratory in the world and fosters a new generation of students who possess world-class scientific and engineering skills.
- Community Education serves nearly 10,000 community members ranging in age from birth to seniors.
- 100% of high school students participate in one or more of the 50+ different student FABLAB activities.
- Mahtomedi has one of the most successful Educational Foundations in the state, providing more than \$2.0 million towards grants for teachers, scholarships for students, and sponsorships to organizations and initiatives that further educational excellence and the health and wellness of students.
- Mahtomedi High School was the recipient of a 2015 National Blue-Ribbon School Recognition.

## THE POSITION

The Superintendent position is open following the January 2018 announcement of Dr. Mark Larson's retirement on June 30, 2018, after serving the District for 10 years. The School Board is seeking a visionary leader who is team-oriented, possesses exceptional communication skills, and utilizes a style that engenders mutual trust and openness with staff, students, parents, and the community.

The successful candidate must demonstrate extensive and proven administrative experience including strategic planning; strong leadership skills that include a shared vision for school success; collective decision-making practices that involve and value stakeholder input at all levels; responsible and responsive resource management; personal commitment to equitable practices that foster student achievement and development; and dedication to developing and maintaining a positive working culture and climate throughout the system and community.



Mahtomedi Public Schools are committed to being an inclusive community that honors each unique individual, embraces diverse backgrounds, and values all students, families, and staff members.

## CURRENT CHALLENGES & OPPORTUNITIES

The next Superintendent will encounter the following challenges and opportunities during the first six to 24 months on the job. The list is not intended to be all-inclusive but instead representative of what to expect.

- Guide the District through a strategic planning process from inquiry through execution, monitoring, and accountability.
- Execute a successful school operating levy for November of 2018.
- Build a culture of support for our schools and strengthen relationships within our communities.
- Recognize and embrace the importance of cultural diversity.
- Guide the District through financial pressures.
- Work with the School Board to develop a common understanding of their respective governance roles.

## CANDIDATE PROFILE

The following reflects the leadership and management style, along with personal characteristics, desired in the ideal candidate according to discussions with the School Board, staff, students and community.

- Demonstrate a strategic, decisive, and confident **leadership** style to take the District to the next level.
  - *Model high levels of integrity and productively deal with the stress and complexities of various situations; maintain confidentiality and demonstrate courage to raise important issues in spite of challenges requiring planning and resources.*
- Ability to listen, engage, and **communicate** with stakeholders.
  - *Articulate organizational priorities, seek feedback, build community consensus and identify community issues that impact local education.*
- Ability to work **collaboratively** across and within different groups that will foster a positive, professional climate of mutual **trust** and respect among School Board, faculty, staff, administrators, students and school community.
  - *Lead with a passion for education; ethical with high moral standards, honestly, trustworthiness, openness and candidness.*
- Demonstrate an understanding and recognition of the significance of **diversity**, and respond to the needs of diverse learners.
  - *Promote sensitivity of diversity throughout the school community.*
- Demonstrate a deep understanding of **educational research** and emerging best practices, and demonstrate success in developing and managing a transparent **budget** that prioritizes student needs and academic excellence.
  - *Understand and apply research and best practices on integrating curriculum and resources to help all learners achieve at high levels.*
- Demonstrate a willingness and desire to be **visible** in the schools, attend school events and be a contributing member of the school community.
  - *Promote and develop a connectedness between the Mahtomedi School District and the communities that comprise the District.*

## COMPENSATION AND BENEFITS

A highly competitive starting salary based on the successful candidate's qualifications and experience will be offered. Mahtomedi also offers an excellent comprehensive benefits package.

## APPLICATION AND SELECTION PROCESS

Interested candidates that hold or are eligible for a license as Superintendent of Schools issued by the State of Minnesota Board of School Administrators should submit a cover letter and resume online at <https://springsted-waters.recruitmenthome.com/postings/1871> by Thursday, April 12, 2018.

The Mahtomedi website may be found at: <https://mahtomedi.k12.mn.us>

Mahtomedi Public Schools is an Equal Opportunity Employer of Minorities, Females, Protected Veterans, and Individuals with Disabilities (EOE).

## TIMELINE

**Closing Date: April 12**

**Screening of Applicants: April 26**

**First Round Interviews: April 30 & May 2**

**Final Interview: May 7**

**Start Date: July 1**

## CONTACT

**Patty Heminover**

Email: [pheminover@springsted.com](mailto:pheminover@springsted.com)

Phone: 651-223-3058 Cell: 651-968-7841

**Kelly Smith**

Email: [ksmith@springsted.com](mailto:ksmith@springsted.com)

Phone: 651-223-3099 Cell: 952-292-5465

