

The Work Session will begin 15 minutes after the adjournment of the Business Meeting.

1. Interim Superintendent Evaluation Tool (30 minutes) 2
Marti Voight, Interim Superintendent
2. Board Topics
Newly-Elected School Board Chair
 - A. Mediation Center of Minnesota - further discussion, if necessary (no more than 15 minutes)
 - B. Initial Planning Meeting with Minnesota School Boards Association 4
Superintendent Search Team (2 hours)
Barb Dorn, John Ward and Craig Morris

Minnesota School Board Association

Interim Superintendent Priority Elements for SY 2023-2024

The highlighted elements below were determined based on the feedback from the survey completed by the Board and Cabinet. These elements are the proposed focus for evaluation of the Interim Superintendent.

Standard	Elements
Governance Team	<ul style="list-style-type: none"> ● Roles and Responsibilities ● Goals and/or Strategic Plan ● Policy Implementation ● Information for Decision-Making ● School Board Questions and Development
School District Finances	<ul style="list-style-type: none"> ● Budget Development and Maintenance ● Financial Statements ● Financial Controls ● Bond and Levy ● Asset Protection
Communication and Community Relationships	<ul style="list-style-type: none"> ● Relationship with the Community ● Engagement ● Informs the Community as a Whole ● Advocacy ● Media ● Visibility and Approachability
School District Operations	<ul style="list-style-type: none"> ● Facilities ● Transportation ● Food Service ● Technology ● Maintenance ● Personnel
Human Resources	<ul style="list-style-type: none"> ● Internal Communications ● Personnel Concerns ● Delegation of Duties ● Visibility and Approachability ● Hiring and Staff Development ● Collective Bargaining and Union Relations ● Evaluation
Teaching and Learning	<ul style="list-style-type: none"> ● Staff Development ● School Improvement ● Curriculum and Instruction ● Professional Knowledge of Teaching and Learning ● Culture of Cooperation
Student Support	<ul style="list-style-type: none"> ● Student Engagement and Feedback ● Student Attendance ● Support for Students ● Student Discipline ● Culture of Cooperation ● School Safety and Security ● Emotional Health and Social Needs
Ethical and Inclusive Leadership	<ul style="list-style-type: none"> ● Ethics and Professional Behavior ● Interactions with Staff, Students, and Community ● Professional Practice ● Diverse Communities ● Cultural Competency ● Equity Plan² Implementation

Robbinsdale Area Schools
Superintendent Search - Planning Meeting Agenda
January 8, 2024 – Work Session

_____ Introductions

_____ Review of Process

_____ Timeline

_____ Vacancy Brochure

- Draft language
- Leadership profile
- Salary verbiage

_____ Stakeholder Input

- Qualifications survey
- Focus groups, listening sessions and/or survey groups
- Finalist interviews

_____ Role of Current Superintendent

_____ School Board Spokesperson

_____ In-District Contact Person(s)

_____ Review Search Agreement

_____ Two Pre-Screening Priorities for the District

_____ Questions

Robbinsdale Area Schools – Superintendent Search Timeline

January 8, 2024 <i>(approx. 8:30 pm, Work Session)</i>	Planning meeting – Board adopts search timeline, reviews hiring criteria, search procedures, market positioning, and stakeholder involvement
January 17 – February 11, 2024	Stakeholder survey open / focus groups and/or listening sessions conducted (optional)
January 24, 2024 <i>(4:00 pm – will be recorded)</i>	MSBA facilitates virtual informational Q&A session
January 17, 2024 – March 6, 2024	MSBA posts opening on websites (MSBA, MASA, EdPost, Revelus), advertises position vacancy, receives applications, and responds to applicants’ inquiries
February 29, March 4 (work session), 5*, 12*, 14 or 15, 2024 <i>(Time TBD, Special Meeting)</i>	Board meets for interview training, and to discuss stakeholder report, interview questions and procedures
March 6, 2024	Application Deadline
March 7 – TBD, 2024	MSBA conducts screening, preliminary verification of references, pre-interviews of recommended applicants
March 8 – TBD, 2024	Board members review applications
March 18 (work session), 21* or 22, 2024 <i>(Time TBD, Special Meeting)</i>	Board meets to determine finalists, interview questions and procedures; MSBA reviews interview training
April 3, 4, 5, 8, 11, 12 or 16, 2024 <i>(Time TBD and Time TBD, Special Meeting)</i>	Board conducts first round of interviews
April 11, 12, 16, 17 or 18*, 2024 <i>(Time TBD, Special Meeting)</i>	Board conducts reference checks and holds second round of interviews; Board selects lone finalist and sets negotiations process
April TBD, 2024 <i>(Time TBD, Special Meeting – if it’s a committee)</i>	Board committee or designee begins negotiations of employment contract – with lone finalist
April TBD, 2024 <i>(Time TBD, Regular or Special Meeting)</i>	Board meets to approve employment contract
July 1, 2024	New superintendent reports to work

MSBA Executive Search Service



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

Robbinsdale Area Schools is a northwest metro district which covers 28 square miles and serves the cities of Brooklyn Center, Brooklyn Park, Crystal, Golden Valley, New Hope, Plymouth, Robbinsdale, and North Minneapolis. District Points of Pride and awards include:

- ◆ Ambitious DEI program, including award-winning DEI newsletter, equity teams at all sites (funded two years running by the Minneapolis Foundation), and equity-focused video series
- ◆ The 2023 district graduation rate was higher than the state average
- ◆ Some of our schools have outdoor classrooms, medicine gardens and a recording studio
- ◆ Three Full Service Community Schools: Cooper High School, Robbinsdale Middle School, Sandburg Middle School/Highview
- ◆ Community Education programming: School-Age Care, Youth Development/Enrichment, Adult Academic Program
- ◆ Strong High School Athletics and Fine Arts programs, including Adapted sports
- ◆ Robust summer programs offered throughout the district including credit recovery, enrichment, and care
- ◆ Robbinsdale Redesign Family Services Collaborative provides resources for restorative practices, mental health, and wraparound supports
- ◆ Award-winning journalism program at Robbinsdale Cooper High School

Application Deadline

To be considered for this position, an applicant's completed file must be received by MSBA prior to 11:59 pm on TBD, 2024.

- ◆ Diverse population brings multiple perspectives to the district
- ◆ Bridge2Learn supports literacy
- ◆ School Based Mental Health Therapists
- ◆ Advanced Placement and AVID
- ◆ Recognized International Baccalaureate (IB) Primary, Middle Years and Diploma Programmes
- ◆ Career Technical Education (CTE) opportunities for students
- ◆ Strong partnerships with community organizations
- ◆ District leaders meet with elected officials and city leaders monthly to share updates

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

Search Timeline

Announce Vacancy	TBD, 2024
Application Deadline	TBD, 2024
Applicant Screening	TBD, 2024
First Round Interviews	TBD, 2024
Second Round Interviews	TBD, 2024
Approve Contract	TBD, 2024
Superintendent Begins	July 1, 2024

Leadership Profile

The Robbinsdale Area School Board seeks a superintendent who is a person of integrity with high standards of honesty, ethics, and personal conduct who:

- ◆ Has knowledge of and experience with equity leadership challenges and opportunities, who ensures and inspires a culture that believes in and achieves high academic standards for all students
- ◆ Uses data to address the achievement gaps that exist between student groups and academic excellence resulting from racism, classism, xenophobia, and other expressions of historic and current discrimination
- ◆ Has a strong understanding of school finance and the ability to oversee, monitor and maintain stability within the budget
- ◆ Exemplifies true leadership by setting high expectations, delegating and motivating while maintaining accountability, all with a thorough knowledge of and successful experience in sound management practices and strong human relations ability
- ◆ Is a creative, visionary leader who is attentive to staff morale and has a proven ability in building an effective management team engaged in collaborative planning, problem solving, and decision making
- ◆ Is skilled as an articulate, straightforward communicator with strong interpersonal skills and demonstrated ability to work tactfully, creatively and visibly with board members; administration; teachers and staff; students; parents; community and elected officials
- ◆ Collaborates with faculty and community members, responds to diverse community interests and needs, and mobilizes community resources and has the ability to maximize financial and human resources
- ◆ Has a commitment to strong, positive board/superintendent relations and brings experience as a leader who keeps the board fully informed and current with matters about the schools and provides options and recommendations
- ◆ Works with the School Board, staff and community to create a tangible plan for attaining the vision and creates the appropriate processes and environment to inspire others toward the district's shared vision and educational priorities

Previous superintendent experience is preferred.

ROBBINSDALE AREA SCHOOLS MISSION STATEMENT

Our mission is to inspire and educate all learners to develop their unique potential and positively contribute to their community.

Robbinsdale Area Schools Vision Statement

Robbinsdale Area Schools is committed to ensuring every student graduates career, articulated skilled trades and college ready. We believe each student has limitless possibilities and we strive to ignite the potential in every student. We expect high intellectual performance from all our students. We are committed to ensuring an equitable and respectful educational experience for every student, family and staff member.

District Financial Highlights

- ◆ General Fund Revenue: \$ 202,324,363
- ◆ General Fund Expenditures: \$ 201,529,331
- ◆ Unreserved Fund Balance: \$ 12,697,815
- ◆ Total General Fund Balance: \$ 16,868,348

Salary and Benefits

TBD

By the Numbers

- ◆ Student enrollment: 10,321
- ◆ Licensed staff members: 699
- ◆ Non-licensed staff members: 854
- ◆ Principals/Asst Principals or Deans: 19/24
- ◆ Full-time District Office staff: 10
- ◆ District buildings maintained: 23

Screening Team

A team from the Minnesota School Boards Association's Executive Search Service (MSBA) has been selected to assist the School Board in securing and screening applicants. The search team will be led by Barb Dorn, MSBA Director of Leadership Development and Executive Search.

Deadline and Selection

MSBA's Executive Search Service uses an online application process. Applicants begin the application process at mnmsba.myrevelus.com. To be considered for this position, an applicant's completed file must be received by MSBA prior to 11:59 pm on TBD, 2024.

Questions can be directed to MSBA's Robbinsdale Area's Superintendent Search Team:

- Barb Dorn, bdorn@mnmsba.org or 507-508-5501
- John Ward, jward@mnmsba.org or 507-479-0935
- Craig Morris, cmorris@mnmsba.org or 612-834-0594

Applicants are requested to not contact school board members.

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

Deadline to apply: TBD 2024

ROBBINSDALE AREA SCHOOLS: SUPERINTENDENT QUALIFICATIONS

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

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

It is important that the next superintendent has previous experience as a superintendent: Yes 6 No 1



Vacancy brochure – salary language options

The current superintendent's base salary for the 2023-24 school year is \$XXX,XXX. A competitive compensation and benefits package will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute.

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

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

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

District Name	23-24 ADMS	Salary	Vacation or PTO	Health Insurance	403(b) Contribution	Holidays	Sick pay
Robbinsdale Area	11,098	\$232,009	50 days PTO	100% district	match up to 3%	12 days	-
Wayzata	11,841	\$250,050	28 days	\$8,234 single/\$18,254 family	6% or \$15,000	11 days	16 days
Hopkins	6,934	\$243,033	28 days	100% district	\$7,500	10 days	18 days
Osseo	20,403	\$252,000	30 days	100% district	\$10,000	12 days	15 days
Minnetonka	11,228	\$275,000	30 days	\$32,400	match up to 2% + \$5,000	13 days	18 days
Richfield	4,102	\$238,000	25 days	Same as district's management team	\$ for \$ up to allowed max	12 days	13 days
St. Louis Park	4,449	\$210,904	30 days	\$7,980 single/\$21,780 family	\$7,500	12 days	12 days
Edina	8,364	\$227,300	25 days	\$7,511 single/\$21,168 family	\$6,500	as designated	15 days

Additional benefits provided by some districts:

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



ROBBINSDALE
Area Schools

Superintendent Search Survey

The School Board of the Robbinsdale Area School District is conducting a search for its next superintendent, and stakeholder input is now being requested. The Minnesota School Boards Association (MSBA) has been contracted to assist with the search and will summarize stakeholder comments for presentation to the School Board (all responses to the survey will remain anonymous).

Information from this survey will provide valuable input for the Board to consider as they move forward in selecting the next superintendent. Please complete and return this survey by February 11, 2024, to the district office at 4148 Winnetka Ave North, New Hope, MN 55427.

Thank you for your participation!

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

<input type="checkbox"/>	Business Owner/District Partner
<input type="checkbox"/>	Community Member
<input type="checkbox"/>	Parent/Guardian/Caregiver
<input type="checkbox"/>	Staff Member
<input type="checkbox"/>	Student
<input type="checkbox"/>	Other (please specify)

How would you identify your race? Select one response.

<input type="checkbox"/>	American Indian or Indigenous
<input type="checkbox"/>	Asian
<input type="checkbox"/>	Black or African American
<input type="checkbox"/>	Hispanic/Latino
<input type="checkbox"/>	Native Hawaiian or Pacific Islander
<input type="checkbox"/>	Two or more races
<input type="checkbox"/>	White
<input type="checkbox"/>	Other
<input type="checkbox"/>	I prefer not to disclose

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

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

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

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

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

Yes _____ No _____

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

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

Please read and respond to the following questions:

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

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

DRAFT

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

4. Please provide any additional comments below:

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



Sahanminta Kormeeraha

Guddiga Dugsiyada Dadweynaha ee Aagga St. Louis Park ayaa wada baaritaan lagu raadinayo maamulaha xiga iyagoo Saamilayda ka codsaday inay aragtidooda ku biiriyaan. Guddiga Minnesota School Boards Association (MSBA) ayaa qandaraas lagu siiyay inay gacan ka geystaan raadinta waxayna talooyinka u soo bandhigi doonaan Guddiga Dugsiga (dhammaan jawaabaha sahanka waxay ahaan doonaan qarsoodi).

Xogta sahankani waxay siin doontaa tallooyin dhaxalgal ah oo Guddigu ay tixgaliyaan xulashada kormeeraha xiga. Fadlan buuxi oo ku soo celi sahminan Febraayo 11, 2024, xafiiska degmada ee 4148 Winnetka Ave North, New Hope, MN 55427.

Waad ku mahadsan tahay ka qayb qaadashadaada!

Fadlan dooro ciwaanka ama doorka sida ugu wanaagsan uga tarjumaya aasaaska jawaabahaaga. Hal jawaab kaliya isticmaal.

	Mulkiilaha ganacsiga/Dammaane Degmada
	Xubinta bulshada
	Waarid/Mas'uul/Xanaaneeye
	Xubin shaqaale
	Arday
	Mid kale (fadlan sheeg)

Sidee u tilmaami jinsiyaddaada? Hal jawaab kaliya isticmaal.

	Hindi Maraykan ah ama asal ahaan
	Aasiyaan
	Afrikaan ama Afrikaan Ameerikaan ah
	Hisbaanik ama Latino
	Dhaladka Hawaii ama Jasiiradaha Baasifigga
	Jjinsiyado badan
	Midab cad
	Mid kale (fadlan sheeg)
	Waxaan doortay inaan caddayn

Akhriyo qoraalka hoosta lagu soo bandhigay. Qoraalkan, ka dooro lixda goobood ee ugu sarreeya ee khibradda aad aaminsan tahay in kormeeraha xiga lahaado. Inta kale ha bannaanaadaan.

Yaqaan miisaaniyada iyo Maaliyadda
Yaqaan ganacsiyada
Leh hogaamin wada shaqayneed
Leh khibrad maamul iyo wada xaajoodka
Ticgaliya dhaqammada kala duwan
Aqoon u leh hormarinta/qiimaynta manhajka
Og hoos u dhaca/kordhinta diiwaangelinta
Tixgaliya kala duwanaashaha, sinnaanta, iyo ka mid ahaanshaha
Yaqaan deeq aruurin/qoridda qoraallada deeq raadineed
Kormeerka baahiyaha waxbarashada gaarka ah
Maamuli kara shaqaalaha
Leh xirfadda xiriirka dadwaynaha
Kormeerka xarunta dugsiga
Dib u habaynta dugsiga (sida, qorshaynta la lafaguray, iwm.)
La sodda Natijoooyinka Imtixaannada Ardayga iyo Guulahooda
Og Adeegyada taageeridda
Yaqaan Tignalooyiyadda

Hoos ka akhriyo liiska lagu siiyey. Liiskan, ka dooro lixda astaamood ee ugu sarreeya ee aad aaminsan tahay in kormeeraha xiga leeyahay. Ha bannaanaadaan inta soo haray.

Kalsooni
Joogto ah
Hal abuur leh
Xiriiriye wax ku ool ah
Naxariis leh
Xamaasad leh
Dabacsanaan
Daacadnimo iyo anshax
Aan aragtidiisa ku dhaganayn
Saamayn leh
Waxgarad ah
Qofnimo leh
Dhibaato xaliye ah
Siyaabo kala duwan faa'iido u leh
Danqasho leh
Adkaysi leh
Hufan

Waa muhiim in kormeeraha soo socdaa uu waayo-aragnimo hore u leeyahay xilka kormeere:

Haa _____ Maya _____

Hoos ka akhriso liiska lagu siiyey. Liiskan, ka dooro lixda dabeecadood ee ugu muhiimsan ama xirfadaha kormeeraha xiga lehaan karayo. Ha bannaanaadaan doorashooyinka soo haray.

	"Qof dadnimo leh" leh karti la xaqiijiyay xagga xiriirka aadamaha iyo isgaarsiinta
	Hal-abuur iyo aragti dheer leh
	Si daacadnimo iyo hab anshax leh ula dhaqma Guddiga Dugsiga, shaqaalaha, iyo bulshada
	Daadajiyaa awoodaha iyadoo la ilaalinayo isla xisaabtanka
	Hormarinta iyo hagaajinta koox hoggaamineed oo waxtar leh
	Horumariyaa kalsoonida si wada jir ahna ula shaqeeyaa kooxaha kala duwan ee daneeyayaasha ah
	Si wax ku ool ah u dhexdhexaadiyaa una dejiyaa aragtiyo kala duwan; qiimeeyaana shaqada kooxeed
	Khibrad u leh lacag ururinta iyo/ama qoraallada deeqaha
	Waayo-aragnimo u leh fulinta mudnaanta waxbarashada
	Waayo-aragnimo u leh maaraynta isbadalka
	Waayo-aragnimo u leh maaraynta isbadalka
	Khibrad u leh dhaqaalaha dugsiga
	Aqoon u leh sharciyada waxbarashada gobolka Minnesota iyo federaalka
	Wuxuu raaca falsafada waxbarasho ee ay doorteen guddiga dugsiga taasoo ka tarjumaysa aragtida bulshada
	Wuxuu sii wadaa isbeddellada sharciga wuxuuna ka caawiyaa Degmo-dugsiyeedka habraaca sharci-dejinta
	Aqoon iyo waayo-aragnimo u leh caqabadaha hoggaanka sinaanta iyo fursadaha
	Aqoon, khibrad gorgortan iyo habka gorgortanka wadareed leh
	Aqoon iyo waayo-aragnimo u leh baahiyaha waxbarashada gaarka ah iyo/ama urur arday kala duwan ka tirsan yihiin
	Leh aqoonta tignoolajiyada iyo manhajka waxbarasho ee ku salaysan mareegaha
	Wuxuu ilaaliyaa xiriirka wada shaqaynta wanaagsan ee warbaahinta
	Leh asal aqooneed oo xooggan iyo khibrad manhajeed
	Wuxuu kor u qaadaa ka qaybgalka ganacsiga iyo bulshada ee dugsiyada
	Wuxuu bixiyaa habraac maamul oo qoran, oo la fahmi karo oo hirgeliya siyaasadda Guddiga Dugsiga
	Wuxu fahmayaa saamaynta faqrigu ku leeyahay waxbarashada iyo guulaha ardayda
	Wuxuu adeegsadaa manhajka iyo agabka kale si uu u horumariyo buundooyinka imtixaanka
	Ah qof ay heli karaan Guddiga Dugsiga, shaqaalaha, ardayda, waalidiinta, iyo bulshada
	Si wada jir ah ula shaqeeya Guddiga Dugsiga; bixiyaana fursado iyo talooyin

3. Muxuu u baahan yahay kormeeraha cusub inuu ka ogaado taariikhda degmada iyo bulshada si uu u guuleysto?

4. Fadlan nala wadaag wixii faallooyin dheeraad ah halkan hoose:

Fadlan ka wac Barb 507-508-5501 haddii aad wax su'aalo ah ka qabto sahamintan. Mahadsanid!



Encuesta de búsqueda del superintendente

La Junta Escolar de las Escuelas Públicas de Robbinsdale está realizando una búsqueda de su próximo superintendente y ahora se solicita la opinión de las partes interesadas. La Asociación de Juntas Escolares de Minnesota (MSBA) ha sido contratada para ayudar con la búsqueda y resumirá los comentarios de las partes interesadas para presentarlos a la Junta Escolar (todas las respuestas a la encuesta permanecerán anónimas).

La información de esta encuesta proporcionará información valiosa para que la Junta la considere a medida que avanza en la selección del próximo superintendente. Complete y devuelva esta encuesta antes del 11 de febrero de 2024 a donde lo recogiste o a la oficina del Distrito al 4148 Winnetka Ave North, New Hope, MN 55427.

¡Gracias por su participación!

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

	Propietario de Negocio/ Compañero de distrito
	Miembro de la comunidad
	Padre/ Guardián
	Empleado del distrito
	Estudiante
	Otro (especifíquese)

¿Cómo identificaría su raza? Seleccione solo una respuesta.

	Indio(a) Americano(a) o Indígena(a)
	Asiático(a)
	De Raza Negra, Afroamericano(a)
	Hispano(a), Latino(a)
	Nativo(a), Hawaiano(a), Isleño(a) del Pacífico
	Dos o mas razas
	Blanco(a), Caucásico(a)
	Otro (especifíquese)
	Prefiero no revelar

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

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

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

	Confiado(a)
	Consistente
	Creativo(a)
	Comunicador(a) eficaz
	Empático(a)
	Entusiasta
	Flexible
	Honesto(a) y ético(a)
	Inclusivo(a)
	Influyente
	Intelectual
	Amable
	Solucionador(a) de problemas
	Ingenioso (a)
	Sentido del humor
	Tenaz
	Transparente

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

Sí _____ No _____

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

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

Por favor, lea y responda las siguientes preguntas:

1. ¿Cuáles son algunas de las cosas buenas que suceder hoy en día en las Escuelas Públicas de Robbinsdale?

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

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

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

*Llame a Barb al 507-508-5501 si tiene alguna pregunta sobre esta encuesta. ¡Gracias!
Devolver donde lo recogiste*

STAKEHOLDER INPUT

Stakeholder Input

Several stakeholder involvement-related opportunities are included in the search package, including:

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

A la carte Option

Another option for the school board to consider in gathering stakeholder input early in the process is through holding **Focus Groups** and/or **Listening Sessions** across multiple stakeholder constituencies. These group sessions are a traditional methodology still utilized by some search firms as their primary source of stakeholder input; however, these sessions must be carefully designed and implemented. MSBA will conduct them if requested, in addition to the services outlined above. The board should consider, though, the value of 24/7 stakeholder access to the survey as the initial (and sole) early feedback opportunity— the availability and anonymity of the survey may contrast significantly with the tendency of group sessions to amplify some voices over others, and the inequities which can result from stakeholder access (or lack thereof) to participate. The decision of why and how to conduct group sessions must be carefully considered by the school board before initiating a search, and MSBA will guide this conversation at the planning meeting to ensure the best possible and most equitable decision is made regarding stakeholder input for your district's superintendent search process.

NOTE: If requested, MSBA's a la carte fee to conduct group sessions is \$1,395 per day or \$300 per group.



ESTIMATED FEE FOR SERVICE

The estimated professional fee for this search process facilitation proposal shall not exceed **\$22,500**, which includes the MSBA search team's time and all expenses, as well as national advertising and in-person attendance at all search-related activities. 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.

Additional fees the school district may incur above the professional fee include any school board member stipends or expenses associated with finalists' interviews (i.e. travel and lodging for candidates). Also, as itemized earlier in this proposal, Focus Groups and/or Listening Sessions are available for an a la carte fee of \$1,395 per day or \$300 per group. These a la carte options shall be added to the search process solely at the discretion of the school board.

NOTE: MSBA does not charge for consultant travel, attendance at interviews, transition services, initial or ongoing support of the new board team, or the Transition Workshop.

In addition, on the following page is an overview of MSBA's "Hiring the Right Superintendent" which is available upon request at no additional charge to the district.

The level of services and fee included in this proposal are negotiable based on the school board's needs.

Satisfaction Guarantee

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

NOTE: this guarantee is contingent upon the district's participation in MSBA's Transition Workshop offered as part of our search package (this workshop must be held within six months after the new superintendent begins work in the school district). MSBA believes clarifying expectations for a new superintendent is crucial to their success, and therefore we require the Transition Workshop be held as part of this search guarantee.



Two screening priorities (Sample application questions)

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