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**Board of Education**

360 S. Colborne St.  
St. Paul, MN 55102

**Independent School District 625**

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[spps.org/superintendentsearch](https://spps.org/superintendentsearch)

## **Superintendent of Schools Saint Paul Public Schools St. Paul, Minnesota**

Driven by its commitment to racial equity, Saint Paul Public Schools (SPPS) is looking for a leader who recognizes and understands the unique strengths and challenges of our community.

The successful candidate will be a strong leader who has the skills necessary to ensure all students are given equitable access to a premier education. The next superintendent must have a vision for how to narrow the achievement gap, and an understanding that success comes from thoughtfully assembling the right system of programs and services *for this community*.

SPPS is a diverse urban district with students who speak more than 125 languages and dialects. It serves approximately 38,000 PreK-12 students in 86 schools and learning sites with more than 6,000 dedicated employees.

SPPS is in the third year of its [\*Strong Schools, Strong Communities 2.0\*](#) strategic plan. The new superintendent will be expected to advance the current plan and/or lead the development of a new plan. He/she must be able to connect with our community, communicate effectively with many different stakeholders, and manage an annual budget of approximately \$698 million.

**2,370 parents, students, staff and community members responded to a survey and identified the main qualities they are looking for in the next superintendent.**

### **Our community is looking for a someone who:**

1. Demonstrates a deep understanding of racial equity and how it impacts teaching practices and student learning.
2. Is a strong communicator; speaking, listening and writing.
3. Is willing to consider different perspectives before making decisions.
4. Is strongly committed to putting students first in all decisions.
5. Demonstrates the ability to enhance student performance and narrow achievement gaps between student groups.
6. Demonstrates a commitment to the community by working with a broad range of community groups and organizations.
7. Demonstrates ability to engage families and increase involvement in their child's education.
8. Has knowledge of emerging research and best practices in curriculum and instruction.
9. Can make challenging decisions that may not be popular with everyone.
10. Has experience in the management of district resources and knowledge of budget procedures.

### **Our community expects candidates with:**

- Experience and demonstrated success in collaborating with stakeholders
- Experience and demonstrated success in managerial skills, especially budgeting

- Experience with and demonstrated commitment to racial equity and inclusion with a focus on closing the achievement gap
- Experience and demonstrated success with implementing change
- A long history in education with direct student experience
- Experience in a similar district: large, urban and complex
- Personal experience in communities similar to St. Paul

**Feedback was gathered from five community meetings. The main themes from those meetings have been summarized below and will be used to identify the best superintendent candidate for Saint Paul Public Schools.**

**Willingness to Learn:**

- Willing to learn from parents and the community
- Identifies with and understands the uniquely diverse community of St. Paul..

**Culturally Aware and Committed to Equity:**

- Understands multiple ideas from racial, cultural, religious and gender perspectives.
- Identifies with a minority group, but also OK if they are willing to learn and not pre-judge.
- Can distinguish between the racial and cultural barriers that exist inside school and those which come from the community.
- Understands the intersection of race, religion and gender identity.
- Supports diverse teaching staff and can remove barriers for staff of color to teach rather than just serve as classroom aids.
- Can educate staff and students about understanding of different cultures.

**Respectful Communicator, Listens and Speaks Effectively:**

- Hears and understands the concerns of the community.
- A good listener who acts on what they have heard.
- Respects bilingual parents by allowing them to express themselves in their own language, and to “trust the truth” they share.

**Collaborative Leader:**

- Ability for transparent leadership.
- Can inspire support from staff, community and government.
- History of good relations in previous employment..

**Creative and Courageous:**

- Advocate for SPPS at the state capitol.
- Ability to push for adequate funding.
- Dedicated to fight for SPPS while also pulling together support.
- Invested in the community and willing to use all opportunities to ensure its success.
- Willing to try new, creative ideas and stand up for justice.

**Strong Managerial Skills:**

- Fiscally responsible.
- Financial management skills.

**Transparent and Accountable**

**SALARY AND BENEFITS**

The starting salary is approximately \$238,000 plus an excellent benefits package. The final salary for the successful candidate will be negotiated and determined based upon proven experience, qualifications and Board requirements.

## **REQUIREMENTS**

- Master's degree in education, public or business administration or related field or Doctorate in educational administration or a related field (preferred).
- Eligible for necessary Minnesota superintendent licensure at employment contract start date. For more information about state requirements, contact the Minnesota Board of School Administrators or visit [mnbosa.org](http://mnbosa.org).

## **DEADLINE AND SELECTION**

### **Deadline for all materials is March 8, 2017**

All materials submitted as part of the superintendent application will remain confidential to the extent allowed by law. After semifinalists are identified by the search firm, the candidates' documentation will be presented to the Board of Education for review. The Board will select finalists to continue the interview process. Names of finalist candidates will then be shared with the community. Selection of superintendent finalists is the sole responsibility of the SPPS Board of Education. Board members may elect to visit communities of candidates for the superintendent position.

### **Applicants wishing to be considered for the position should complete an application and submit required materials online, including:**

- A letter of application stating personal qualifications, experiences and reasons for interest in the position.
- The online application form and a current resume.
- Four letters of recommendation.

### **Apply online at:**

[www.rayassoc.com](http://www.rayassoc.com)

### **Questions should be directed to:**

Ray & Associates, Inc.

4403 First Avenue SE, Suite 407

Cedar Rapids, IA 52402

Phone: 319-393-3115 Fax: 319-393-4931

[glr@rayassoc.com](mailto:glr@rayassoc.com)

**Please do not contact the Board or district administrators directly.**