



Excellence. For each and every student.

BOARD OF EDUCATION

Special Meeting - December 9, 2025 - 5:30 PM
Creekside
16000 41st Ave N.
Plymouth, MN 55446

AGENDA

1.	CALL TO ORDER/ROLL CALL	2
2.	APPROVAL OF AGENDA	3
3.	Discuss and decide superintendent search timeline, hiring criteria, community involvement and procedures	4
4.	Discuss, decide and schedule the steps necessary for the rest of the hiring process	30
5.	ADJOURN	31

In case of inclement weather, the meeting will be held on the next business day at the same time and same place, unless a quorum of the board is not available.

In accordance with MN Statute 13D.01, some members may be attending via interactive technology.



Board of Education
Regular Meeting – December 9, 2025

AGENDA SECTION: Call to Order

ITEM: Roll Call Attendance

COMMENTS BY: Milind Sohoni, Board Chair

	PRESENT	ABSENT
Heidi Kader	_____	_____
Sheila Prior	_____	_____
Sarah Johansen	_____	_____
Paras Bhende	_____	_____
Valentina Eyres	_____	_____
Dan Ginestra	_____	_____
Milind Sohoni	_____	_____
Chace Anderson, ex-officio	_____	_____



Board of Education
Regular Meeting – December 9, 2025

AGENDA SECTION: Approval of Agenda and Consent Agenda Items

ITEM: Approval of Agenda and Consent Agenda Items

COMMENTS BY: Milind Sohoni, Board Chair

Recommended Action: Approve the full agenda as presented.

Motion by: _____

ROLL CALL

Passed: _____

Second by: _____

Failed: _____

Abstentions: _____



Board of Education
Regular Meeting – December 9, 2025

AGENDA SECTION: Planning

ITEM: Search Timeline, Hiring Criteria, Community Involvement and Procedures

COMMENTS BY: Barb Dorn, MSBA



EXECUTIVE SEARCH SERVICES

Wayzata Public Schools Superintendent Search Planning Meeting Agenda December 9, 2025 – 5:30 PM

___ Introductions

___ Review of Process

- MN statutes
- Board ownership

___ Timeline

___ Vacancy Brochure

___ Public Input

- Q&A with MSBA, Search preview meetings
- Community and staff survey
- Finalist interviews

___ Review Search Agreement

___ Role of Current Superintendent

___ School Board Spokesperson

___ Ground Rules/Do's & Don'ts

___ In-District Contact Person(s)

___ Confidentiality Employee

___ Two Pre-Screening Priorities for the District

___ Questions

Wayzata Public Schools – Superintendent Search Timeline – OPTION 1

December 9, 2025 <i>(5:30 pm, Special Meeting)</i>	Planning meeting – Board adopts search timeline, reviews hiring criteria, search procedures, and public involvement
December 15, 2025 – January 7, 2026	Public Input Survey open online and in hard copy. Also optional: conduct focus groups and/or listening sessions
Weeks of December 15 or 22, 2025	MSBA holds Search Preview meetings with district leadership
December TBD, 2025 <i>(4 pm – will be recorded)</i>	MSBA hosts informational Q&A session on Zoom
December 15, 2025 – January 26, 2026	MSBA posts opening on local, regional, and national websites, advertises position vacancy, receives applications, and responds to applicant inquiries
January 20, 21, 22, 26, 27 or 28, 2026 <i>(Time TBD, Special Meeting)</i>	Board meets for interview training, and to discuss public input report, interview questions and procedures
January 26, 2026	Application Deadline
January 27 – TBD, 2026	MSBA conducts screening, preliminary verification of references, pre-interviews of recommended applicants
January 28 – TBD, 2026	Board members review applications
February 9, 11, 12, 18* or 19, 2026 <i>(Time TBD, Special Mtg)</i>	Board meets to determine semi-finalists, interview questions and procedures; MSBA reviews interview training
February 25, 26, 27, 28, March 2, 3 or 4, 2026 <i>(Times TBD, Special Meeting)</i>	Board (or sub-committee – optional) conducts first round of interviews
February or March TBD, 2026	Board meets to determine finalists (optional)
March 2, 3, 4, 5, 6, 7 or 9, 2026 <i>(Time TBD, Special Meeting)</i>	Board conducts reference checks and holds second round of interviews; Board selects lone finalist and sets negotiations process
March TBD, 2026 <i>(Time TBD, Special Meeting – if it's a committee)</i>	Board begins negotiations of employment contract
March TBD, 2026 <i>(Time TBD, Special or Regular Meeting)</i>	Board meets to approve employment contract
July 1, 2026	New superintendent reports to work
August 1 – December 31, 2026	New Board Team participates in MSBA Transition Workshop

Wayzata Public Schools – Superintendent Search Timeline – OPTION 2

December 9, 2025 <i>(5:30 pm, Special Meeting)</i>	Planning meeting – Board adopts search timeline, reviews hiring criteria, search procedures, and public involvement
December 15, 2025 – February 3, 2026	Public Input Survey open online and in hard copy. Also optional: conduct focus groups and/or listening sessions
Weeks of December 15 or 22, 2025	MSBA holds Search Preview meetings with district leadership
December TBD, 2025 <i>(4 pm – will be recorded)</i>	MSBA hosts informational Q&A session on Zoom
February 18, 19 or 25, 2026 <i>(Time TBD, Special Meeting)</i>	Board meets for interview training, and to discuss public input report, interview questions and procedures
February 27, 2026 – March 18, 2026	MSBA posts opening on local, regional, and national websites, advertises position vacancy, receives applications, and responds to applicant inquiries
March 18, 2026	Application Deadline
March 19 – TBD, 2026	MSBA conducts screening, preliminary verification of references, pre-interviews of recommended applicants
March 20 – TBD, 2026	Board members review applications
March 26, 27, 30 or 31, 2026 <i>(Time TBD, Special Mtg)</i>	Board meets to determine semi-finalists, interview questions and procedures; MSBA reviews interview training
March 30, 31, April 1, 2 or 3, 2026 <i>(Times TBD, Special Meeting)</i>	Board (or sub-committee – optional) conducts first round of interviews
April TBD, 2026	Board meets to determine finalists (optional)
April 7, 8, 9, 10, 13, 14 or 15, 2026 <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, 2026 <i>(Time TBD, Special Meeting – if it's a committee)</i>	Board begins negotiations of employment contract
April TBD, 2026 <i>(Time TBD, Special or Regular Meeting)</i>	Board meets to approve employment contract
July 1, 2026	New superintendent reports to work
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Wayzata Public Schools is seeking an exceptional leader to serve as **Superintendent**



Wayzata Public Schools is a highly acclaimed district serving the communities of Corcoran, Maple Grove, Medicine Lake, Medina, Minnetonka, Orono, Plymouth, and Wayzata and is the 9th largest district in the state. Committed to a world-class education and a culture of excellence, Wayzata Public Schools has earned numerous accolades, with the most recent including the following:

- ◆ For the fourth consecutive year, Wayzata Public Schools was ranked as the #1 Best Public School District in Minnesota by the Niche 2026 Best Schools and Districts in America!
- ◆ East Middle School placed #2 among Minnesota public middle schools. West Middle School is #3 and Central Middle School is #4.
- ◆ Kimberly Lane, North Woods, Plymouth Creek and Meadow Ridge Elementary Schools ranked as the top four public elementary schools in Minnesota.
- ◆ Wayzata High School ranked #1 among traditional public high schools in Minnesota.
- ◆ Home to Oakwood Elementary, one of seven schools in the state recognized as a 2024 “National Blue Ribbon School” by the U.S. Department of Education. Twelve of our schools have earned this prestigious distinction.
- ◆ U.S. News & World Report ranked Wayzata High School as #4 among school district public high schools in Minnesota.



APPLICATION DEADLINE

To be considered for this position, an applicant's completed file must be received by MSBA prior to 11:59 p.m. on TBD, 2026.

- ◆ 32 Wayzata High School seniors were named semifinalists for the 2025-26 National Merit Scholarship Program.
- ◆ Our students exceed both the state and national ACT score averages, with the Class of 2024 averaging a score of 30, compared to the state average of 20.7 and the national average of 19.4.
- ◆ Highest credit rating possible: AAA bond rating from Moody's Investor Services

BY THE NUMBERS

◆ Student enrollment:	13,600
◆ Licensed staff members:	977
◆ Non-licensed staff members:	928
◆ Principals/Asst. Principals or Deans:	13/27
◆ Superintendent direct reports:	10
◆ District buildings maintained:	18

SEARCH TIMELINE

Announce Vacancy	TBD, 2025
Application Deadline	TBD, 2026
Applicant Screening	TBD, 2026
Announce Finalists	TBD, 2026
First Round Interviews	TBD, 2026
Second Round Interviews	TBD, 2026
Superintendent Begins	July 1, 2026

MISSION

Our core purpose

To ensure a world-class education that prepares each and every student to thrive today and excel tomorrow in an ever-changing global society.

VISION

What we intend to create and experience

To be a model of excellence where students of all ages discover their unique talents, develop a love and tenacity for learning and demonstrate confidence and capacity for success through:

- Exceptional student learning, experiences and relationships
- Community trust, confidence and partnership
- Operational excellence

CORE VALUES

Drivers of our words and actions

Achievement: Challenging oneself and others for excellence in all we do.

Collaboration: Working together to maximize opportunities and eliminate barriers to learning for all.

Community: Maintaining a sense of belonging to and responsibility for the broader community.

Equity: Meeting the specific needs of all students.

Integrity: Doing the right thing in the right way at the right time, even when no one is aware.

Respect: Valuing others for their diverse talents, backgrounds, cultures and viewpoints.

STRATEGIC DIRECTIONS

Through focus on priorities and strategy execution,
we achieve excellence and realize our vision.

1. Ensure a high-quality daily experience for each and every student
2. Deliver high-quality instruction that leads to high academic achievement for all students
3. Recruit, hire, support, develop and retain the highest quality staff
4. Build awareness and capacity to improve the health and well being of our school district community
5. Learn and improve from community engagement and strategic partnerships
6. Ensure the efficient and effective use of district resources
7. Align internal district processes and procedures to improve communication, decision-making, accountability and collaboration, resulting in operational excellence

LEADERSHIP PROFILE

Wayzata Public School Board seeks a superintendent of integrity, foresight, and disciplined execution—one who champions academic excellence and belonging for every student, stewards resources with transparency, and inspires alignment to turn strategic vision into measurable, lasting results. Key leadership attributes include:

- ◆ Uncompromising integrity: acts with honesty and upholds the highest ethical standards in every decision.
- ◆ Durable trust: builds collaborative relationships with diverse communities, listening deeply and communicating clearly.
- ◆ Achievement through evidence: uses curriculum, data, and research-based practices to raise scores and accelerate learning.
- ◆ Vision and ingenuity: anticipates challenges, frames bold possibilities, and solves complex problems with creativity and discipline.
- ◆ Equity with expertise: applies equity leadership knowledge, turning challenges into opportunities so every student and staff thrives.
- ◆ High-performing team development: recruits, coaches, and aligns leaders; clarifies roles; fosters shared ownership of results.
- ◆ Accountable delegation: empowers others while setting rigorous goals, guardrails, and transparent progress monitoring.

SALARY AND BENEFITS

TBD

DISTRICT FINANCIAL HIGHLIGHTS

- ◆ General Fund Revenue: \$ 171,600,306
- ◆ General Fund Expenditures: \$ 166,789,533
- ◆ Unassigned Fund Balance: \$ 13,042,374
- ◆ Total General Fund Balance: \$ 41,232,545

SEARCH TEAM

The Minnesota School Boards Association's Executive Search Service (MSBA) has been selected to assist the School Board in securing and screening applicants. The team will be led by Barb Dorn, Director of Leadership Development and Executive Search. Other team members include Connie Hayes, Dr. Bernadeia Johnson, Dr. Kate Maguire, Josh Pauly, and Dr. John Ward.

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 p.m. on TBD, 2026.

Contact Barb Dorn at 507-508-5501 (bdorn@mnmsba.org) with questions or interest.

Applicants are requested to not contact school board members.

Wayzata Public Schools is an equal opportunity employer. The MSBA Executive Search Service is an equal opportunity search agency.

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DEADLINE TO APPLY: TBD, 2026

WAYZATA PUBLIC SCHOOLS: SUPERINTENDENT QUALIFICATIONS (7 responses)

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	Delegates authority while maintaining accountability	3
2	Demonstrates clear, confident, and adaptable communication skills	2
3	Develops and directs an effective leadership team	3
4	Develops trust and works collaboratively with diverse groups and communities	4
5	Effectively mediates and accommodates different perspectives	1
6	Experience in developing and/or implementing a strategic plan	2
7	Experience in implementing practices that support student safety and mental health	1
8	Experience in leveraging technology, AI tools, and/or web-based education curricula	
9	Experience in school finance, including resource allocation and fiscal oversight	2
10	Follows the school board's chosen educational philosophy which reflects the community's values	2
11	Keeps up on changes in legislation and helps the school district engage in the legislative process	
12	Knowledge of and experience with equity leadership challenges and opportunities	3
13	Knowledge of and experience with negotiations and the collective bargaining process	
14	Knowledge of and experience with special education needs	1
15	Leads with honesty and in an ethical manner with the school board, staff, students, parents, and community	5
16	Maintains a good working relationship with the media	
17	Possesses a strong academic background with experience in curriculum	2
18	Possesses a visionary and creative approach to problem-solving	3
19	Promotes business and community involvement in schools	
20	Provides written, understandable administrative procedures that implement school board policy	
21	Understands the effects of poverty on student learning and achievement	1
22	Uses curriculum, data, and other resources to improve test scores	3
23	Visible and accessible to the school board, staff, students, parents, and community	2
24	Works cooperatively with the school board; provides options and recommendations	2

Is it important that the next superintendent has previous experience as a superintendent? Yes 4 No 3

Vacancy brochure – compensation language

*A competitive compensation and benefits package, with a starting salary range of \$XXX,XXX-\$XXX,XXX, will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute. Additional benefits available may include (*List benefits such as: Health / Dental / Life / Long-term disability insurance; Personal / bereavement days; Relocation / car / phone allowances; VEBA/other retirement plans; HSA / HRA / Deferred compensation plan; Retention bonus*).

**Beginning January 1st, 2025, this will be the required verbiage per state statute, and benefits must also be included:*

Chapter 110, SF 3852 -- Article 7 Sec. 2. [181.173] SALARY RANGES REQUIRED IN JOB POSTINGS.

Subdivision 1. Definitions. (a) For the purposes of this section, the following terms have the meanings given.

(b) "Employer" means a person or entity that employs 30 or more employees at one or more sites in Minnesota and includes an individual, corporation, partnership, association, nonprofit organization, group of persons, state, county, town, city, school district, or other governmental subdivision.

(c) "Posting" means any solicitation intended to recruit job applicants for a specific available position, including recruitment done directly by an employer or indirectly through a third party, and includes any postings made electronically or via printed hard copy, that includes qualifications for desired applicants.

(d) "Salary range" means the minimum and maximum annual salary or hourly range of compensation, based on the employer's good faith estimate, for a job opportunity of the employer at the time of the posting of an advertisement for such opportunity.

Subd. 2. Salary ranges in job postings required. (a) An employer must disclose in each posting for each job opening with the employer the starting salary range, and a general description of all of the benefits and other compensation, including but not limited to any health or retirement benefits, to be offered to a hired job applicant.

(b) An employer that does not plan to offer a salary range for a position must list a fixed pay rate. A salary range may not be open ended.

EFFECTIVE DATE. This section is effective January 1, 2025.

2025-26 Contracts

District Name	24-25 ADMS	Salary	Vacation or PTO	Health Insurance	403(b) Contribution	Holidays	Sick pay
Wayzata	12,499	\$258,071	30 days	Amount equal contribution in the Level IX Unaffiliated Executive Directors Handbook	6% match	11 days	20 days
Minnetonka	11,287	\$298,917*	35 days	\$3,800/month	\$10,978	14 days	20 days
Edina	8,541	\$266,468	25 days	100% district	\$7,994	13 days	15 days
Eden Prairie		\$280,199	28 days	100% district	dollar-for-dollar match up to statutory maximum	12 days	10 days
Orono	2,921	\$206,025	30 days	\$360/month	\$5,000	15 days	15 days
Hopkins	6,944	\$262,864	28 days	100% single	\$7,500	10 days	18 days
Eastern Carver County	9,100	\$241,959	25 days	\$10,704 medical; \$475 dental	\$7,000	13 days	15 days
Anoka Hennepin	37,625	\$281,988	30 days	\$20,260 flexible benefit account	\$17,800	12 days	15 days
Mounds View	11,256	\$270,000*	52 days	100% district	\$16,200	11 days	Part of PTO

*Minnetonka Superintendent receives up to 20% performance incentive in addition to base salary.

*Mounds View Superintendent receives up to 15% performance incentive in addition to base salary.

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



Superintendent Search Survey

The School Board of Wayzata Public Schools is conducting a search for its next superintendent, and input is now being requested. The Minnesota School Boards Association (MSBA) has been contracted to assist with the search and will summarize survey comments for presentation to the school board.

IMPORTANT: All responses to this survey will remain anonymous. Also, you are not required to answer every question in order to have your responses included.

Information from this survey will provide valuable input for the board to consider as they move forward in selecting the next superintendent. Please submit this survey by **DATE**, 2025, to the district office at 13305 12th Ave N, Plymouth, MN 55441.

Thank you for your participation!

Please select the role that best reflects your perspective for this survey. Use only one response.

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

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.

<input type="checkbox"/>	Budget and Finance
<input type="checkbox"/>	Business Partnerships
<input type="checkbox"/>	Collaborative Leadership
<input type="checkbox"/>	Contract Administration and Negotiations
<input type="checkbox"/>	Cultural Competency
<input type="checkbox"/>	Curriculum Development/Evaluation
<input type="checkbox"/>	Educational Equity
<input type="checkbox"/>	Fluctuating Enrollment
<input type="checkbox"/>	Fundraising/Grant Writing
<input type="checkbox"/>	Personnel Management
<input type="checkbox"/>	Public Relations
<input type="checkbox"/>	School Facilities
<input type="checkbox"/>	Social/Emotional Support Services
<input type="checkbox"/>	Special Education
<input type="checkbox"/>	Strategic Planning
<input type="checkbox"/>	Student Testing Results and Achievement
<input type="checkbox"/>	Technology



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.

	Delegates authority while maintaining accountability
	Demonstrates clear, confident, and adaptable communication skills
	Develops and directs an effective leadership team
	Develops trust and works collaboratively with diverse groups and communities
	Effectively mediates and accommodates different perspectives
	Experience in developing and/or implementing a strategic plan
	Experience in implementing practices that support student safety and mental health
	Experience in leveraging technology, AI tools, and/or web-based education curricula
	Experience in school finance, including resource allocation and fiscal oversight
	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 in 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 education needs
	Leads with honesty and in an ethical manner with the school board, staff, students, parents, and community
	Maintains a good working relationship with the media
	Possesses a strong academic background with experience in curriculum
	Possesses a visionary and creative approach to problem-solving
	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, data, 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

Is it important that the next superintendent has previous experience as a superintendent?

Yes _____ **No** _____



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

Please limit any additional comments to the space provided below:

DRAFT

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



Encuesta de búsqueda del superintendente



La Junta Escolar de las Escuelas Públicas Wayzata 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.

¡Importante! Todas las respuestas a la encuesta permanecerán anónimas y no es necesario responder todas las preguntas para que se incluyan sus respuestas.

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 de la **FECHA de 2025** a su lugar de recogida o a la oficina del distrito en 13305 12th Ave N, Plymouth, MN 55441.

¡Gracias por su participación!

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

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

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
	Equidad Educativa
	Inscripción Fluctuante
	Recaudación de fondos / Escritura de subvención
	Gestión de personal
	Relaciones públicas
	Instalaciones Escolares
	Social/Emocional Servicios de apoyo
	Educación Especial
	Planificación estratégica
	Resultados y logros de las pruebas de los estudiantes
	Tecnología

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.

	Delega autoridad mientras mantiene la responsabilidad
	Demuestra habilidades de comunicación claras, seguras y adaptables
	Desarrolla y dirige un equipo de liderazgo eficaz
	Desarrolla la confianza y trabaja en colaboración con diversos grupos de partes interesadas
	Media eficazmente y acomoda diferentes perspectivas
	Experiencia en desarrollar y/o implementar un plan estratégico
	Experiencia en implementar prácticas que apoyen la seguridad y la salud mental de los estudiantes
	Experiencia en aprovechar la tecnología, herramientas de IA y/o planes de estudio basados en la web
	Experiencia en finanzas escolares, incluyendo asignación de recursos y supervisión fiscal
	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 desafíos y oportunidades de liderazgo en equidad
	Conocimiento y experiencia en negociaciones y el proceso de negociación colectiva
	Conocimiento y experiencia con necesidades especiales de educación
	Lidera con honestidad y de manera ética con la junta escolar, el personal, los estudiantes, los padres y la comunidad
	Mantiene una buena relación de trabajo con los medios
	Posee una sólida formación académica con experiencia en el plan de estudios
	Posee un enfoque visionario y creativo para la resolución de problemas
	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, datos y otros recursos para mejorar los resultados de las pruebas
	Visible y accesible para la junta escolar, el personal, los estudiantes, los padres y la comunidad
	Trabaja de manera cooperativa con la junta escolar; proporciona opciones y recomendaciones

¿Es importante que el próximo superintendente tenga experiencia previa como superintendente?

Sí _____ **No** _____

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:

DRAFT

Llame a Barb al 507-508-5501 si tiene alguna pregunta sobre esta encuesta. ¡Gracias!





sahanka kormeerka kormeeraha

Guddiga Dugsiga ee Wayzata Public Schools ayaa wada baaritaan lagu raadinayo maamulaha xiga, waxaana hadda la codsanayaa talada. Ururka guddiyada dugsiyada ee Minnesota (MSBA) ayaa qandaraas lagu siiyay inay gacan ka geystaan raadinta waxayna soo koobayaan faallooyinka sahanka si loo soo bandhigo guddiga dugsiga.

MUHIIM: Dhammaan jawaabaha sahamintan waxay ahaan doonaan qarsoodi. Sidoo kale, lagaagama baahna inaad ka jawaabto su'aal kasta si loogu daro jawaabahaaga.

Xogta sahankani waxay siin doontaa tallo qiimo leh oo ay guddigu ka fiirsadaan marka ay horay ugu sii socdaan doorashada kormeeraha xiga. Fadlan u soo gudbi sahankan ugu dambayn **DATE, 2026**, xafiiska degmada ee 13305 12th Ave N, Plymouth, MN 55441.

Waad ku mahadsan tahay ka qaybqaadashadaada!

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

	mulkiilaha ganacsiga / lammaane degmada
	xubinta bulshada
	waarid/mas'uul
	xubin shaqaale
	arday
	mid kale (fadlan sheeg)

Hoos ka akhriso liiska lagu soo bandhigay. Liiskan, ka dooro lixda goobood ee ugu sarreeya ee khibrada aad aaminsan tahay in kormeeraha xiga uu leeyahay. Ku daa doorashooyinka soo hadhay bannaan.

	miisaaniyada iyo maaliyadda
	lamaaneyaal ganacsi
	hogaaminta wada shaqaynta
	maamulka qandaraaska iyo wada xaajoodka
	kartida dhaqanka
	hormarinta/qiimaynta manhajka
	sinnaanta waxbarashada
	is-diiwaangelinta isbedbedesha
	deeq aruurin/deeq qoraal
	maamulka shaqaalaha
	xiriirka dadwaynaha
	xarumaha dugsiga
	Adeegyada Taageerada Bulshada/Dareenka
	waxbarashada gaarka ah
	qorshaynta istiraatiijiyadeed ah
	Natiijooyinka Imtixaanka Ardayga iyo Guulaha
	tignalooyiyada

Hoos ka akhriso liiska lagu siiyey. Liiskan, ka dooro lixda dabeecadood ee ugu muhiimsan ama xirfadaha uu kormeeraha xiga leeyahay. Ku daa doorashooyinka soo hadhay oo bannaan.

	Wuxuu wakiil ka noqdaa maamulka isagoo ilaalinaya isla xisaabtanka
	Wuxuu muujiyaa xirfado isgaarsiineed oo cad, kalsooni leh oo la qabsan karo
	Wuxuu horumariyaa oo haggaa koox hoggaamineed oo waxtar leh
	Waxay horumarisaa kalsoonida waxayna si wada jir ah ula shaqeysaa kooxo iyo bulshooyin kala duwan
	Si wax ku ool ah u dhexdhexaadiya oo u habeeya aragtiyo kala duwan
	Khibrad u leh horumarinta iyo/ama fulinta qorshe istiraatiijiyadeed
	Khibrad u leh fulinta dhaqamada taageera badbaadada ardayga iyo caafimaadka maskaxda
	Khibrad u leh ka faa'iidaysiga tignoolajiyada, agabka AI, iyo/ama manaahijta waxbarashada ku salaysan shabakada
	Khibrad u leh dhaqaalaha dugsiga, oo ay ku jiraan qoondaynta kheyraadka iyo kormeerka maaliyadda
	Waxay raacdaa falsafada waxbarasho ee ay doorteen guddiga dugsiga taasoo ka tarjumaysa qiyamka bulshada
	Wuxuu sii wadaa isbeddellada sharciga wuxuuna ka caawiyaa degmada dugsiga inay ka qayb-qaataan nidaamka sharci-dejinta
	Aqoonta iyo waayo-aragnimada leh caqabadaha hoggaanka sinaanta iyo fursadaha
	Aqoonta iyo khibradda gorgortanka iyo habka gorgortanka wadareed
	Aqoonta iyo waayo-aragnimada baahiyaha waxbarashada gaarka ah
	Wuxuu ku hogaamiyaa daacadnimo iyo hab anshax leh guddiga dugsiga, shaqaalaha, ardayda, waalidiinta, iyo bulshada
	Waxay ilaalisaa xidhiidh wada shaqayneed oo wanaagsan warbaahinta
	Leh asal tacliimeed xooggan oo khibrad u leh manhajka
	Waxay leedahay hab aragti iyo hal abuur leh oo lagu xaliyo mushkiladda
	Waxay kor u qaadaa ka qaybgalka ganacsiga iyo bulshada ee dugsiyada
	Wuxuu bixiyaa habraacyo maamul oo qoran, la fahmi karo oo hirgeliya siyaasadda guddiga dugsiga
	Wuxu fahmayaa saamaynta faqrigu ku leeyahay waxbarashada iyo guusha ardayga
	Wuxuu adeegsadaa manhajka, xogta, iyo agabyada kale si uu u horumariyo buundooyinka imtixaanka
	La arki karo oo ay heli karaan guddiga dugsiga, shaqaalaha, ardayda, waalidiinta, iyo bulshada
	Si wada jir ah ula shaqeeya guddiga dugsiga; wuxuu bixiyaa doorashooyin iyo talooyin

Waa muhiim in kormeeraha soo socdaa uu waayo-aragnimo hore u leeyahay kormeere ahaan?

Haa _____ **Maya** _____

Hoos ka akhriso liiska lagu siiyey. Liiskan, ka dooro lixda astaamood ee ugu sarreeya ee aad aaminsan tahay in kormeeraha xiga uu leeyahay. Ku daa doorashooyinka soo hadhay oo bannaan.

	kalsooni
	joogto ah
	hal abuur leh
	xiriiriye wax ku ool ah
	naxariis leh
	xamaasad leh
	Anshaxa
	Dabacsan
	loo dhan yahay
	saamayn leh
	wax garad
	qofnimo leh
	dhibaato haliye ah
	faa'iido leh
	dareen kaftan leh
	adkaysi leh
	Hufan

fadlan akhri oo kajawaab su'aalahaan soo socda:

1. waa maxay wax yaalaha wanaagsan ee ka dhacaya Wayzata Public Schools maanta?
2. maxaa caqabado ah oo aad u aragtaa in ay degmadu yeelan do onto Shanta sano ee soo socdo

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

Fadlan ku koob wixii faallooyin dheeraad ah booska hoose:

DRAFT

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



STAKEHOLDER INPUT

Stakeholder Input

Several stakeholder involvement-related opportunities are included in MSBA's 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 gather qualitative information through open-ended questions regarding the opportunities and challenges facing Wayzata Public 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 stakeholders regarding the superintendent search process. This proprietary session is hosted virtually by MSBA and is recorded to ensure all those interested in the search process have access to accurate and factual information. The recording will then be made available 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 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. 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 and all 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.
- stakeholder **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 stakeholders in the interview process. If selected as an option, MSBA will also train participants to ensure adherence to all legal requirements of the search.

A la carte Options

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

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

SUMMARY OF SEARCH SERVICES

The proposed search for Wayzata Public 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 stakeholder involvement, identify the district's position in the marketplace, determine advertising venues, and finalize all processes and procedures for conducting the search.
- Collect stakeholder 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 stakeholders 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 stakeholders 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 color 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.
- 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 stakeholder 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.

ESTIMATED FEE FOR SERVICE

The professional services fee for Wayzata Public 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, **stakeholder 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, development of **vacancy brochure, statewide and national postings** on jobs boards, 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 stakeholder involvement** beyond the above services will be provided for \$1,395 per day or \$300 per group (if desired). 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 stakeholder 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; however, and is offered only if the board would like to participate in this workshop prior to launching the search.

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

Finally, MSBA has no potential conflicts of interest in providing these search services to Wayzata Public 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, and with impartiality and professionalism while focusing on the board's identified hiring criteria and leadership profile. 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. However, 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. Having seen all applications the board may choose to interview candidates not recommended by MSBA; however, this search guarantee is only applicable if the new superintendent was a part of our original slate of applicants recommended upon conclusion of MSBA's vetting process.



Two screening priorities (Sample application questions)

1. What is your **vision** for the future of education? How would you align your vision with the district's mission, goals, and strategic plan?
2. What are some strategies or initiatives that you have implemented or supported to promote **collaboration, trust, and respect** with staff, students, families, and community partners in your previous or current roles?
3. Describe a situation where you needed to **communicate effectively and transparently** with a diverse audience, either internally or externally. How did you handle a sensitive or controversial issue or message during that experience?
4. Give an example of how you have **managed** human, financial, physical, or technological **resources** within a district. How did you ensure accountability, equity, and efficiency in the allocation and utilization of these resources?
5. Can you provide an example of a time when you demonstrated **ethical and professional conduct** in a leadership role? How did your actions influence those around you?
6. Tell us about a time when you modeled and upheld your **district's values and policies**. How did your actions influence those around you?
7. Describe your direct experience managing **school district finances**. Can you share a specific example that illustrates your knowledge in this area?
8. 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.
9. How do you assess the **effectiveness of your leadership style** and communication skills, and what steps do you take to improve them?
10. Tell us about your current approach to **evaluation and professional development** of teachers and administrators, and what criteria do you use to measure their performance and growth?
11. Give an example of how you have used data and evidence to inform your **decision-making and problem-solving** processes. How did you communicate your rationale and outcomes to relevant parties?
12. Can you share a specific instance where you addressed the **academic, social, or emotional needs** of at-risk, special needs, or gifted and talented students? What approach did you take and what was the outcome?
13. Describe a time when you promoted **equity or inclusion** in your district. What strategies did you use to address gaps or disparities in achievement, opportunity, or access, and what results did you see?
14. How do you balance **competing priorities** and demands, and how do you manage your time and resources efficiently and ethically?
15. How do you **cope with stress** and maintain your well-being and **resilience** as a leader?



Board of Education
Regular Meeting – December 9, 2025

AGENDA SECTION: Planning

ITEM: Schedule steps necessary for rest of hiring process

COMMENTS BY: Barb Dorn, MSBA



Board of Education
Regular Meeting – December 9, 2025

AGENDA SECTION: Adjourn

ITEM: Adjourn

COMMENTS BY: Milind Sohoni, Board Chair

This agenda item brings closure to the School Board meeting.

Recommended Action: Call the meeting to a close.

Motion by: _____ **Yes:** _____ **Passed:** _____

Second by: _____ **No:** _____ **Failed:** _____

Time of Adjournment: _____