



*Constance Hayes, the current Superintendent of Northeast Metro 916 Intermediate School District, is retiring after 15 years effective June 30, 2021. As a result, the School Board is now conducting a search for an outstanding leader. The Board invites applications from qualified, interested candidates as well as recommendations.*

### District Profile

Northeast Metro 916 Intermediate School District is one of four intermediate school districts in Minnesota, serving approximately 6,025 students through shared programming that includes career and technical education, level IV special education services, area learning centers and care and treatment centers located in the northeast metro.

The District responds to the unique needs of students, educators and school districts with innovation, quality and trusted experience. Through the sharing of resources, talent and ideas, Northeast Metro 916 Intermediate School District provides cost-effective, expert and reliable services to 14 member school districts and the students and families we collectively support.

Intermediate school districts are specialty school districts that provide defined student services to a group of regular member school districts. The District is a growing intermediate district that has an annual budget of \$74 million. For more information please visit [www.916schools.org](http://www.916schools.org)

### Why Choose Us?

Join a team of highly skilled staff whose mission is to respond to the unique needs of students, educators, and school districts with innovation, quality, and trusted experience. At Northeast Metro 916, we work to meet the complex and rapidly changing needs of a diverse student population.

### Our Mission

Northeast Metro 916 Intermediate School District responds to the unique needs of students, educators, and school districts with innovation, quality and trusted experience.

OUR VALUES

INTEGRITY

Behavior based on beliefs. "Doing the right thing even when no one is watching."

INNOVATION

Unique, specialized design and delivery of programs and services.

RESPECT

Welcoming environment where differences in staff, students and districts are valued for the richness they bring to discussion, decisions and programs.

COLLABORATION

Working with parents, families, students, districts and other agencies to develop effective and meaningful programming for students.

ACCOUNTABILITY

Operating in a manner that is above reproach to utilize resources for maximum results for students and stakeholders.

### Commitment to Equity

At Northeast Metro 916, equity means that everyone has access to what they individually need in order to learn, grow and thrive.

At Northeast Metro 916, equity is a core component of all our work and is necessary to maximize the potential of each individual students, staff and family. We believe equity is a continuous and challenging process in which we must work to recognize and reduce assumptions and biases to truly understand the needs and potential of those whom we support.

We are dedicated to fully engaging with others about our differences and deepening conversations around dignity, inclusion and culture.

We will hold ourselves accountable for our words and actions through our everyday interactions with each other. We are committed to using equity to guide all interactions, decisions, and instruction.

Using an equity lens will aid in uncovering patterns of inequality, while sharpening the focus on outcomes.

- *Who are the underserved groups affected? (Including, but not limited to: gender, sexual orientation, race, culture, disability, religion, age, etc.)*
- *Does the decision being made ignore or worsen existing disparities or produce other unintended consequences?*
- *What is the impact on eliminating the opportunity/achievement gap?*
- *How will you meet the individual and cultural needs of each learner and community?*

### EMPLOYMENT OPPORTUNITY SUPERINTENDENT Desired Qualifications

- Comprehensive knowledge of the principles, practices and procedures of administration including educational administration principles, practices and techniques.
- Extensive knowledge of practices, techniques and legal requirements of special education and career and technical education.
- Skills to direct all District operations and activities including the development and execution of the District's vision, strategy, goals, policies and standards.
- Superior writing and speaking skills and the ability to promote open communication with the district's various stakeholders.
- Knowledge of Minnesota legislative processes and ability to convey to legislators the unique needs of intermediate school districts, especially as they relate to District 916.
- Ability to conceptualize, initiate, monitor and evaluate new and/or current programs.
- Evidence of achieved educational excellence.
- Expertise to direct and oversee the annual budgeting process for the District.
- Skilled connector and collaborator with outside agencies, member district administrators, key stakeholders and school board members.
- Licensure as a Superintendent of Schools in Minnesota or eligibility to become licensed.

### Competitive Salary and Benefits

Northeast Metro 916 Intermediate School District offers a competitive salary and benefits package, including health, dental, life, disability and retirement plans.

Applicants must hold a valid Minnesota superintendent's license or be eligible for licensure. **The deadline for submission of applications is February 19, 2021.**

### Application Procedure

The following are required of all applicants:

- **District application**
- **Cover letter**
- **Comprehensive resume**
- **Three current letters of recommendation**
- **A copy of active superintendent's license**

For more information and to apply please visit

[www.916schools.org/careers](http://www.916schools.org/careers)

Inquiries should be directed to Kenneth LaCroix, Search Consultant at [lacroixkp@hotmail.com](mailto:lacroixkp@hotmail.com) or **651-210-3598**

[FULL JOB DESCRIPTION](#)

[APPLY ONLINE](#)

*Northeast Metro 916 Intermediate School District is an equal opportunity employer.*