



## Invitation to Apply for Superintendent of SPPS

The Saint Paul Public Schools' Board of Education seeks a dynamic and inspirational leader who embraces the mission, vision and values of [Saint Paul Public Schools](#). The ideal candidate will be an innovative thought-leader and intentional communicator with a proven record of effective decision making as a school district leader.

In addition, the next SPPS superintendent must demonstrate the following knowledge, skills, and abilities:

- Comprehensive understanding of large urban school district environments
- Expertise in budgeting, finance and fiscal stewardship
- In-depth understanding of school reform trends
- Proficiency in standards-based school system
- Understanding of development and educational needs across age groups (Pre-K to adult learners)
- Demonstrate accountability towards the high level of performance expected of all students and high standards expected of all staff in the school district
- Collaborative, inspirational, and effective leadership style
- Equity-focused decision making (clear understanding of the systemic inequities that have existed within educational institutions and their impacts on teaching practices and learning and an ability to use an equity lens in making decisions)
- Demonstrate ability to evaluate, acquire and retain talent to ensure the school district is represented with proven leadership
- Demonstrate ability to work for the school board towards fulfilling the mission of the school district
- Demonstrate a successful history of developing and maintaining respectful relationships with linguistic, demographic and racially diverse groups of students, staff and communities

## Saint Paul Public Schools

Saint Paul Public Schools inspires students to think critically, pursue their dreams, and change the world. SPPS is Minnesota's second-largest school district, educating over 33,000 students from pre-kindergarten through grade 12 across 68 schools. In addition to school-age children, SPPS serves the youngest of learners from birth to age 5 and adults who are learning English or getting an adult diploma or G.E.D. A commitment to developing each student's individual potential has driven SPPS to become a national pioneer in school choice, special education, and Multilingual Learning programs.

Saint Paul Public Schools celebrates its diverse, multicultural population and prepares all students to find success in post-secondary education and career opportunities. About 29% of SPPS students identify as Asian, 23% Caucasian, 24% African American, 15% Latino/Hispanic, 9% Bi/Multi-racial, and 1% American Indian. Students whose home language is not English comprise 45% of the student population.

Individuals are drawn to SPPS due to its unwavering dedication to fostering academic growth and success for all students. SPPS is proud of its team of exceptionally skilled and devoted professionals who apply their talents to transform educational obstacles into avenues for student advancement.

To apply, please: complete an online application, submit a resume, letter of interest, three current letters of reference, proof of appropriate licensure, and complete copies of transcripts at [BWP & Associates, LTD.](#) All applications and inquiries will be treated with the utmost confidentiality allowable under Minnesota Law.

A nationally competitive compensation package will be offered to the successful candidate. Each candidate will be informed of the Board's selection and appointment of the new Superintendent. The final appointment is the sole responsibility of the School Board.

**Applications are due to BWP & Associates by November 5, 2024.  
Start date and compensation are subjects of negotiation.**

For additional information, contact BWP search consultants:

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