



# Superintendent Search



## *The Fargo Board of Education seeks an outstanding administrative leader to assume the position of superintendent.*

The Board is searching for an individual who will provide strong leadership for the District and continue the tradition of excellence in education enjoyed by the district, students, and community it serves.

The nine-member Board of Education will select and appoint the superintendent. The new superintendent is expected to assume the position July 1, 2025, or on a mutually agreed upon date. The Board has engaged the firm Ray & Associates to act as a consultant and to direct a nationwide search for highly qualified candidates.



Fargo Public Schools was the first official school district in North Dakota. Today it serves more than 11,300 students and the community with special education preschool, K–12, gifted, special and adult education programming. It is the fourth largest employer in the region with 2,400 permanent employees. More than 63 percent of teachers hold a Master's degree or higher. With high quality staff comes results: an average daily attendance rate of 92 percent, a graduation completion rate near 90 percent, and ACT scores that are consistently higher than the state and national average. The District has an annual budget of \$210 million, which includes state and federal funds.

The City of Fargo is located in Cass County, North Dakota, along the Red River of the North, which forms the border between Minnesota and North Dakota. More than 130,000 people live in Fargo; the greater Fargo-Moorhead metropolitan area population is more than 260,000. The community highly values education, which is reflected in the quality of public schools and five postsecondary institutions.

## **DISTRICT FAST FACTS**

### **26 Schools**

- ▶ 16 Elementary Schools
- ▶ 3 Comprehensive Middle Schools
- ▶ 3 Comprehensive High Schools
- ▶ 1 K-12 Virtual Academy
- ▶ 1 6-8 Self-Directed Academy
- ▶ 1 Alternative High School
- ▶ 1 K-8 Special Education Day School

### **Enrollment: 11,388**

- ▶ Elementary Enrollment (K-5): 5,196
- ▶ Middle School Enrollment (6-8): 2,615
- ▶ High School Enrollment (9-12): 3,577

### **Average Elementary Class Size: 19**

### **Student Population**

- ▶ **13%** of students in grades 3-8 receive formal gifted services
- ▶ **18%** of students receive Special Education Services
- ▶ **8.5%** of students are Multilingual Learners
- ▶ **37%** of students receive fees assistance and benefits

### **Student Race**

- ▶ 65.6% Caucasian
- ▶ 15.2% African American
- ▶ 5.4% Hispanic
- ▶ 4.2% Asian/Pacific Islander
- ▶ 2.8% Native American
- ▶ 6.9% More than one category



## REQUIREMENTS

The successful candidate must have or be qualified to obtain superintendent certification in North Dakota and demonstrated visionary leadership in a school district. A doctorate degree from an accredited university in educational leadership or related field is preferred. Prior successful experience as a superintendent is preferred.

## WE ARE SEEKING

The Fargo Board of Education seeks a superintendent with the following qualities and characteristics:

- ▶ Strong champion of public education
- ▶ Possesses strength, humility and resilience when dealing with difficult decisions, strong opinions and pressure from different constituencies
- ▶ Inspires trust, projects optimism and models high standards of integrity and personal performance
- ▶ Is a strong communicator with excellent speaking, listening and writing skills who is able to develop and communicate a vision of quality education
- ▶ Possesses exceptional people skills and the ability to deliver and receive feedback
- ▶ Strongly committed to a “student first” philosophy in all decisions
- ▶ Is able to work collaboratively with all board members and staff
- ▶ Is able to build consensus and commitment among individuals and groups with emphasis on student, community and parental involvement
- ▶ Is able to proactively work with federal, state and local elected government officials
- ▶ Is able to delegate authority appropriately while maintaining accountability
- ▶ Has knowledge of and successful experience in sound fiscal practices and management of district resources, including appropriate participation of others in planning and decision-making
- ▶ Is able to lead a large organization dedicated to goals of continuous improvement, while developing both short and long range goals and strategic plans
- ▶ Promotes a positive and professional environment for district employees and the Board of Education and motivates students and staff to achieve
- ▶ Has knowledge of and ability to implement academic best practices and is familiar with educational policy

## SALARY

The Fargo School Board is prepared to offer a competitive salary and comprehensive benefit package including an expense allowance. The base salary will be in the range of \$210,000-235,000; however, the final salary for the successful candidate will be negotiated and determined based upon proven experience and qualifications.

- ▶ Lead the development and execution of pilot programs and innovative educational initiatives that address evolving educational trends and challenges, ensuring alignment with district goals
- ▶ Is focused on enhancing student performance, especially in identifying and closing or narrowing the gaps in student achievement, particularly respecting differentiated instruction and diverse learning styles
- ▶ Understands and values diversity and educational justice in all forms





## HOW TO APPLY

We invite applications for the position of superintendent of schools by exceptional candidates. Persons wishing to be considered for the position should submit an application file including:

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

A letter of application and all other supporting materials must be received by Ray and Associates, Inc. by February 2, 2025. Apply online at [www.rayassoc.com](http://www.rayassoc.com).

All materials submitted as part of the superintendent application process will remain confidential to the fullest extent allowed by law, which includes board review in a closed session of the Fargo School Board. The selection of candidates for final interviews is the sole responsibility of the Board.

External applicants are eligible for ND Veteran's Preference (North Dakota veterans claiming preference must submit all proof of eligibility by the closing date. Proof of eligibility includes a DD-214 and if claiming disabled status, a current letter of disability).

### Apply Online at [www.rayassoc.com](http://www.rayassoc.com)

Deadline for Applications: February 2, 2025  
Please do not contact Fargo Public Schools or Board members directly.

### Questions should be directed to:

Ray and Associates, Inc.  
901 17th Street NE  
Cedar Rapids, IA 52402  
(319) 393-3115 • [molly@rayassoc.com](mailto:molly@rayassoc.com)



Learn more about Fargo Public Schools at  
[www.fargo.k12.nd.us](http://www.fargo.k12.nd.us)